日清食品有限公司
NISSIN FOODS COMPANY LIMITED
(Incorporated in Hong Kong with limited liability)
（於香港註冊成立的有限公司）
Stock Code 股份代號：1475

2024

CHANGE FOR GREAT TASTE
變出更美味

2024
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告

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KIYOTAKA ANDO
安藤清隆
CHAIRMAN 董事長

Proud to be the "EARTH FOOD CREATOR"

- and committed to bringing you great taste and a healthier and greener place

自豪地成為「地球食物創造者」

- 致力為您帶來美食，創造更健康、更環保的世界

On behalf of the board of directors ("the Board") of Nissin Foods Company Limited ("Nissin Foods" or the "Company", together with its subsidiaries, the "Group"), I am pleased to present our annual Environmental, Social and Governance ("ESG") Report of the Group for the year ended 31 December 2024 (the "Reporting Period").

As a publicly listed company and a leading food manufacturer in Hong Kong, our core mission is to delight customers with high-quality food products while driving sustainable business growth. We are committed to integrating ESG principles into our operations, maintaining a healthy financial position, and continuously enhancing our sustainability performance.

本人謹此代表日清食品有限公司(「日清食品」或「本公司」，連同其附屬公司統稱「本集團」)董事會(「董事會」)欣然呈報本集團截至2024年12月31日止年度(「報告期間」)之環境、社會及管治(「環境、社會及管治」)年度報告。

作為公開上市公司及香港領先食品製造商，我們的核心任務是提供令客戶滿意的優質食品，同時締造可持續業務增長。我們致力於將環境、社會及管治原則融入業務營運，維持穩健的財務狀況，並持續提升我們的可持續發展表現。

Under the direct oversight of the Board and senior management, we regularly review and refine our ESG practices to ensure they align with changing business needs and stakeholder expectations. This year, we refreshed our materiality assessment to systematically identify the ESG topics most relevant to our operations and stakeholders. The top three material ESG topics identified are:

在董事會和高級管理層的直接監督下，我們定期檢討及完善我們的環境、社會及管治慣例，確保彼等順應不斷變化的業務需求及持份者期望。今年，我們更新完善重要性評估，以系統性地識別與我們營運及持份者最為相關的環境、社會及管治議題。最重要的三個環境、社會及管治議題為：

Product Safety and Quality
產品安全及質量

Reinforcing our unwavering dedication to delivering products that meet the highest safety and quality standards, ensuring consumer trust and satisfaction.

強調我們堅持致力於提供符合最高安全及質量標準的產品，確保顧客信任及滿意。

Employee Development, Health and Welfare
僱員發展、健康及福利

Reflecting our dedication to fostering a supportive and rewarding work environment, where employees can thrive and contribute to the Company's long-term success.

反映我們致力於營造支援及有益的工作環境，讓員工茁壯成長，並為本公司的長期成功作出貢獻。

Health and Nutrition
健康及營養

Highlighting our commitment to offering products that support a healthier lifestyle, addressing the growing demand for nutritious and sustainable food options.

強調我們致力於提供支持健康生活的產品，滿足對營養均衡及可持續食品選擇不斷增長的需求。

The materiality assessment provided valuable insights that guide our strategy, helping us develop stakeholder-centric policies and initiatives that effectively address their expectations and concerns.

重要性評估為我們的策略導向提供重要見解，助力我們制定以持份者為中心的政策及措施，有效解決他們的期望及關注的事宜。

Since 2023, we have structured our ESG initiatives around four pillars: Our Planet, Our Product, Our People, and Our Community. Below are the key highlights of our progress:

自2023年起，我們的環境、社會及管治措施主要圍繞四大支柱：「我們的地球」、「我們的產品」、「我們的員工」及「我們的社區」。我們的主要進展如下：

Our Planet: In alignment with our commitment to environmental stewardship, we have stepped up our efforts to reduce our environmental impact by cutting emissions, optimising resource efficiency, and improving the packaging of our products. Notably, 2024 marks our first year of disclosing Scope 3 value chain emissions, a significant step towards enhancing transparency in our climate reporting. Additionally, we began integrating biomass materials into the production of our Cup Noodles packaging, further reducing reliance on plastics. Moving forward, we will continue refining our Scope 3 reporting and investing in sustainable packaging solutions.

我們的地球：為貫徹我們對環境管理的承諾，我們已加大力度，通過減少排放、優化資源效率以及改善產品的包裝來降低我們的環境影響。值得注意的是，2024年是我們披露範圍3價值鏈排放的第一年，此乃我們在提高氣候報告透明度方面邁出的重要一步。此外，我們開始將生物質材料融入合味道包裝的生產，進一步減少對塑料的依賴。未來，我們將繼續完善範圍3報告，並投資於可持續包裝解決方案。

Our Product: At the core of our mission is the commitment to producing high-quality, safe, and sustainable food products. Through stringent safety protocols, industry certifications and innovative technologies, we ensure the integrity of our products. We have also continued expanding our product portfolio to meet the needs of health-conscious consumers, such as vegetable juices under Green Juice and Oats Granola, our latest granola product.

我們的產品：我們使命的核心是致力於生產高質素、安全及可持續的食品。透過嚴格的安全協議、行業認證及創新技術，我們確保產品的完整性。我們亦不斷擴大產品組合，以滿足注重健康的消費者的需求，例如盈優青汁系列的蔬菜汁及我們最新的穀物麥片產品燕麥穀物麥片。

Our People: Our employees are the backbone of Nissin Foods' continued success. We are committed to fostering an inclusive, supportive, and growth-oriented work environment. Our comprehensive human resources policies and initiatives promote professional development at all career stages, ensuring a fulfilling and rewarding experience at Nissin Foods.

我們的員工：我們的員工乃日清食品締造持續成功的基石。我們致力建立一個包容、支持性及以增長為目標的工作環境。我們全面的人力資源政策及措施旨在促進僱員在各個事業階段的專業發展，確保員工於日清食品獲得充實且回報豐厚的經驗。

Our Community: We actively contribute to the well-being of society through charitable initiatives, community engagement, and sponsorships. Notable efforts include the Nissin Foods (Hong Kong) Charity Fund, CUPNOODLES Museum Hong Kong, the Nissin Foodium membership programme, and our sponsorships of Hong Kong's tennis competitions, the China Hong Kong Paralympic Committee, as well as the Sports Federation and Olympic Committee of Hong Kong.

我們的社區：我們積極參與慈善活動、社區項目以及贊助，為社會作出正面貢獻。其中值得注意的有日清食品(香港)慈善基金、合味道紀念館香港、日清食品體驗館會員計劃，以及我們對香港網球比賽、中國香港殘疾人奧委會及中國香港體育協會暨奧林匹克委員會的贊助。

Staying true to our Group Philosophy – to be the "Earth Food Creator", we remain dedicated to enriching lives through the joy of food while building a healthier and more sustainable future.

我們秉持本集團理念–成為「地球食品創造者」，致力於通過飲食樂趣來豐富人們的生活，創造一個更健康、可持續發展的未來。

Kiyotaka Ando
Chairman

Nissin Foods Company Limited

安藤清隆
董事長

日清食品有限公司

ABOUT NISSIN FOODS 關於日清食品

The Group is principally engaged in the manufacturing and sales of noodles, retort foods, frozen foods, beverage products, snacks and vegetable products and provision of research and publicity services. The Company has been listed on The Stock Exchange of Hong Kong Limited since December 2017.

本集團主要從事生產及銷售麵條、蒸煮食品、冷凍食品、飲料產品、零食及蔬菜產品以及提供研究及宣傳服務。本公司自2017年12月起於香港聯合交易所有限公司上市。

GROUP PHILOSOPHY

EARTH FOOD CREATOR

Nissin Foods is dedicated to exploring the possibilities of food and creating food of fabulous tastes. We contribute to society and the earth by bringing people the pleasure of eating. We call ourselves an "EARTH FOOD CREATOR" because we are not just a food manufacturer, but we also aspire to serve the world by creating food, the source of life. "EARTH" also means land and soil. Grains, which are the raw materials of many foods, grow in soil. The mission of Nissin Foods is to create and continue to produce food with the bountiful resources the Earth provides.

THE SPIRIT OF OUR FOUNDER

The four tenets adopted by Mr. Momofuku Ando, the founder of Nissin Foods, provide the basis for our Group Philosophy and serve as the abiding values of the Group.

集團理念

EARTH FOOD CREATOR地球食物創造者

日清食品致力不斷發掘及創造美味的食物，藉此貢獻社會和地球，為大眾帶來飲食的樂趣。「EARTH FOOD CREATOR」一詞不僅意味著我們是食品製造商，更包含了我們的期望－透過製造被喻為生命之源的食物，服務世界。另外，「EARTH」有土地及土壤意思，而穀物長於土壤，是許多食物的原材料。日清食品的使命就是運用土地賜予的資源，以創造及持續生產食物。

創業者精神

日清食品創辦人安藤百福先生提出的四個信念，是集團理念的基礎，並成為集團恆久的價值觀。

Peace will come to the world when there is enough food

Create foods to serve society

Eat wisely for beauty and health

Food related jobs are sacred profession

For the latest information about the Group, please visit:

請透過以下途徑了解本集團的最新資訊：

www.nissingroup.com.hk

Nissin Foods' corporate website –
Corporate and financial information, links to related companies, subsidiaries and key brands, sustainability highlights and reports, and media materials, all in one place.

日清食品公司網站–
一站式提供企業及財務資訊、相關公司、附屬公司與主要品牌的連接、可持續發展的重點及報告、媒體資訊。

www.nissincharity.com.hk

Nissin Foods (Hong Kong) Charity Fund's website –
As the charitable arm of the Group formed by way of a trust deed, the Charity Fund drives projects to advance education, make provisions for people in need, and carry out charitable works that are beneficial to the Hong Kong community.

日清食品(香港)慈善基金網站–
其為本集團以信託契約方式成立的慈善機構。慈善基金推行各項計劃，從而推動教育，為有需要人士提供協助，並執行惠及香港社區的慈善工作。

Mainland China
中國內地

Hong Kong
香港

Nissin Foodium membership programme on WeChat –
Offering a host of exclusive benefits, exciting rewards, and interactive games for members to discover and enjoy. In Mainland China, it is also an e-commerce platform.

微信日清食品體驗館會員計劃–
提供一系列尊享禮遇、精彩獎賞及互動遊戲供會員發掘及體驗。該計劃在中國內地亦為一個電子商務平台。

Nissin Foods is proud to present its Environmental, Social, and Governance (ESG) Report. The Report serves as a vital communication tool, detailing the Company's enduring commitment to sustainability and societal contribution, aimed at a diverse array of stakeholders. The Company has diligently pursued a multitude of strategies to minimise its environmental impact. These encompass measures to reduce pollution and emissions, optimisation of raw material utilisation, advancements in water and energy efficiency, strict adherence to environmental regulations in the jurisdictions we operate, and robust mechanisms for responding to environmental emergencies. Beyond environmental stewardship, we have instituted comprehensive policies and initiatives in the domains of employment, occupational health and safety, quality assurance, anti-corruption, and whistleblowing. These policies are integral to refining both operational excellence and employment standards.

日清食品欣然呈報其環境、社會及管治報告。本報告可作為一個重要的溝通工具，向不同的持份者詳細介紹本公司一直以來對可持續發展及社會貢獻的承諾。本公司著力採取多種策略來盡量減少對環境的影響，包括減污減排、優化原材料使用、提升水及能源效率、嚴格遵守我們經營所在司法權區的環境法規以及健全的環境緊急應變機制。除環境管理外，我們亦在就業、職業健康與安全、質量保證、反貪污及舉報等方面制定了全面的政策及措施。這些政策是追求卓越營運及完善僱傭標準不可或缺的一部分。

The Report, available in both Chinese and English, can be accessed on the Group's official website www.nissingroup.com.hk and the Stock Exchange's portal www.hkexnews.hk.

報告有中英文版本，可於本集團官方網站www.nissingroup.com.hk及聯交所網站www.hkexnews.hk查閱。

REPORTING BOUNDARY

The Report primarily addresses the manufacturing and sales processes of instant noodles, granola, and snack products within the Group. It encompasses an analysis of nine representative plants[1], including two located in Hong Kong, six in Mainland China, and one in Vietnam (hereinafter collectively referred to as the "Sites of Operation" in this Report), for the fiscal year concluding on December 31, 2024. The Report offers a comprehensive overview of the Group's approach to ESG management, covering various initiatives and environmental performance metrics during the reported period.

報告範圍

報告主要涉及本集團的即食麵、穀物麥片及零食產品之生產及銷售流程。本報告包含對兩間位於香港、六間位於中國內地及一間位於越南之九間代表性廠房[1]（本報告下文統稱「生產廠房」）於截至2024年12月31日止財政年度之分析。本報告全面概述了本集團的環境、社會及管治管理方法，當中涵蓋報告期間的各項舉措及環境績效指標。

REPORTING STANDARD

This ESG Report adheres to the Environmental, Social and Governance Reporting Code ("ESG Reporting Code") as stipulated in Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange. The Report is anchored in the principles of materiality, quantitative clarity, balance, and consistency. To enhance the reliability of the Report, we have engaged an independent consultant to validate the environmental and social key performance indicators (KPIs) presented in this Report. The Report concludes with an ESG Reporting Code content index, designed for convenient referencing.

報告準則

本環境、社會及管治報告遵循聯交所證券上市規則附錄C2訂明的《環境、社會及管治報告指引》（「《環境、社會及管治報告指引》」）。報告奉行重要性、量化、平衡及一致性的原則。為提高報告的可靠性，我們已委聘獨立顧問核證本報告中呈列的環境及社會關鍵績效指標。報告最後附有《環境、社會及管治報告指引》內容索引以方便參考。

CONFIRMATION AND APPROVAL

The contents of the Report are derived from the Group's official documentation, management reports, and operational data. It has received formal approval from the Board in March 2025.

確認及批准

報告內容來自本集團之正式文件、管理報告及營運數據。董事會已於2025年3月正式批准本報告。

OPINION AND FEEDBACK

Nissin Foods places immense value on the perspectives and feedback of all its stakeholders. Should you have any inquiries or comments concerning the Report, please reach out to the Group via the following channels:

Address: 11-13 Dai Shun Street, Tai Po Industrial Estate, Tai Po, New Territories, Hong Kong

Email: info@nissinfoods.com.hk

意見反饋

日清食品非常重視所有持份者的觀點及反饋。如　閣下對報告有任何疑問或意見，請透過以下渠道聯絡本集團：

地址：香港新界大埔大埔工業邨大順街11-13號

電郵：info@nissinfoods.com.hk

[1] *The nine representative plants included two representative plants (Nissin Plant, Winner Plant) in Hong Kong, six representative plants (Shunde Plant, Fujian Plant, Zhejiang Plant, Zhuhai Winner Plant, Zhuhai Nissin Plant, Dongguan Plant) in Mainland China, and one in Vietnam.*

[1] *九間代表性廠房涵蓋位於香港的兩間廠房（日清廠房、永南廠房）及位於中國內地的六間廠房（順德廠房、福建廠房、浙江廠房、珠海永南廠房、珠海日清廠房、東莞廠房）及一間越南廠房。*

OUR STAKEHOLDER GROUPS

Recognising the importance of effective stakeholder engagement, we highly value each stakeholder group's unique role and employ tailored engagement channels to gather different opinions and expectations that they consider material to our operation and development.

We leverage the opinions of our stakeholders in our business activities to promote and enhance our sustainable development.

持份者群組

我們明白持份者有效參與的重要性，因而非常重視各持份者群組的獨特角色，並採用量身定制的參與渠道來收集彼等認為對我們的營運及發展重要的不同意見及期望。

我們在業務活動中充分利用持份者的意見，以促進及提升可持續發展。

Key Stakeholders 主要持份者	Engagement Channels 參與渠道	
Board Members & Senior Management **董事會成員及高級管理層**	Surveys and interviews; Performance appraisals; Nissin Internal Newsletter; New staff orientation and training	問卷調查及面談； 表現評估； 日清社內季刊； 僱員迎新及培訓
Employees **僱員**	Surveys and interviews; Performance appraisals; Nissin Internal Newsletter; New staff orientation and training	問卷調查及面談； 表現評估； 日清社內季刊； 僱員迎新及培訓
Customers (Retailers) **客戶(零售商)**	Business meetings and reviews; Trade shows and exhibitions; Feedback surveys; Digital communication platforms	商務會議及評價； 貿易展覽及展覽會； 反饋調查； 電子溝通平台
Consumers (End Users) **顧客(最終用戶)**	Customer enquiry emails; Nissin E-newsletters; Social media; Customer service hotline; Surveys; Consumer events; In-store demonstration; Nissin Foodium – Nissin Foods membership scheme	顧客查詢電郵； 日清電子通訊； 社交媒體； 客服熱線； 問卷調查； 消費者活動； 店內展示； 日清食品體驗館－ 日清食品會員計劃
Distributors **分銷商**	Business meetings; Feedback and consultation sessions; Digital communication platforms	商務會議； 反饋及諮詢會議； 電子溝通平台
Shareholders/Investors **股東／投資者**	Interim/Annual Reports; Company website; Results Announcements; Announcement and Circulars; General Meetings; Investor meetings and conferences; Roadshows; Analysts briefings; Emails	中期／年度報告； 公司網站； 業績公告； 公告及通函； 股東大會； 投資者會議； 路演； 分析員簡介會； 電子郵件
Suppliers **供應商**	Supplier screening and assessments; Business meeting	供應商篩選及評估； 商務會議
Media **媒體**	Press releases; Feedback and responses to media enquiries	新聞發佈； 對媒體查詢作出反饋及回應
Regulatory Bodies **監管機構**	Reports on compliance; Industry events	合規報告； 行業活動

2024 MATERIALITY ASSESSMENT

2024年重要性評估

Issue and Topic Identification
議題識別

Issue Prioritization
議題優先排序

Issue Validation
議題核證

Strategic Alignment, Communication and Planning
策略調整、溝通及規劃

Disclosure of Material Issues
重大議題披露

Issue and Topic Identification

In 2024, we refined our material sustainability topics through a structured materiality assessment to enhance the relevance and focus of our ESG strategy. By conducting initial research and engaging stakeholders, we identified and prioritized 11 core areas that align with evolving industry trends and market expectations. This year's assessment also introduced two new topics: *Water and wastewater management*, due to heightened regulatory scrutiny and global concerns over water scarcity, particularly in regions where we operate; and *Selling practices and product labelling*, in response to growing consumer demand for transparency, stricter regulations on marketing claims (e.g., health or sustainability), and the need to build trust through accurate, ethical communication.

Issue Prioritization

Stakeholders took part in an online survey to assess the significance and applicability of various issues affecting Nissin Foods. We created and distributed a set of comprehensive surveys for stakeholder involvement and materiality evaluation to our primary stakeholders. These surveys were crafted to gather their insights regarding the materiality impact and financial implications of each identified ESG issue. Our aim is to comprehend not just how these topics directly affect our operations, but also how important they are seen from the perspective of our stakeholders.

議題識別

於2024年，我們透過結構化重要性評估完善重大可持續發展議題，以提升環境、社會及管治策略的相關性及重點。透過進行初步研究及持份者參與，我們已識別並優先排序符合瞬息萬變的行業趨勢及市場預期的11個核心領域。本年度評估亦引入兩個新議題：*水資源及廢水管理*，此乃由於監管審查力度加強以及全球對水資源短缺的擔憂，尤其是我們經營所在地區；以及*銷售常規及產品標籤*，以滿足消費者日益增長的透明度需求、對營銷索賠(例如健康或可持續性)的更嚴格規定，以及透過準確及道德溝通建立信任的需要。

議題優先排序

持份者參與一項線上調查，以評估影響日清食品的多項議題的重要性及適用性。我們制定並向主要持份者發放一套全面的持份者參與及重要性評估問卷。該等調查旨在收集彼等對於各已識別環境、社會及管治議題的重要性影響及財務影響的見解。我們的目標為不僅了解該等議題如何直接影響我們的營運，亦了解該等議題對持份者而言的重要性。

Issue Validation

We held an internal focus group session with the company's leadership and those responsible for managing risks. The purpose was to evaluate and confirm the effects of the highlighted topics. Through these interviews and focus group talks, we achieved a better understanding of how these topics are significant both to our stakeholders (their materiality) and to Nissin Foods's financial performance (its financial materiality). The results of this comprehensive process of identification, prioritization, and validation were combined and considered in the sensing model to create the dual materiality matrix.

議題核證

我們與公司領導層及負責管理風險的人員舉行內部焦點小組會議，旨在評估及確認所強調議題的效果。透過該等面談及焦點小組討論，我們更深入了解該等議題對我們持份者(其重要性)及日清食品的財務表現(其財務重要性)的重要性。我們於感知模型中加入並考慮是項全面識別、優先排序及核證過程的結果，以創建雙重重要性矩陣。

Strategic Alignment, Communication and Planning

The materiality assessment verified that the identified sustainability topics are well-aligned with our strategic goals and plans. New priorities, including *Water and wastewater management* and *Selling practices and product labelling*, have emerged from a thorough and inclusive evaluation through the concept of double materiality. Moving forward, we plan to discuss and examine how to effectively integrate these new priorities into our sustainability strategy with Management Committee at the board level for proactive management.

策略調整、溝通及規劃

重要性評估核證，已識別可持續發展議題與我們的策略目標及計劃一致。透過雙重重要性理念進行全面及廣泛評估產生新優先事項，包括*水資源及廢水管理*以及*銷售常規及產品標籤*。展望未來，我們計劃與董事會層面的管理委員會討論及審查如何將該等新優先事項有效融入我們的可持續發展策略，從而進行主動管理。

Disclosure of Material Issues

The findings from our materiality assessment guide the content of the disclosures in this ESG report.

Under the new double materiality mechanism*, we identified eleven material topics, summarised below:

* *The double materiality matrix is a commonly adopted framework for identifying and illustrating a company's material ESG topics from both a financial materiality perspective (which considers the economic impact of ESG issues on the company), and an impact materiality perspective (which evaluates the social and environmental impacts of the company's operations). The matrix helps stakeholders understand how ESG factors affect a company's financial performance and its broader societal and environmental impacts.*

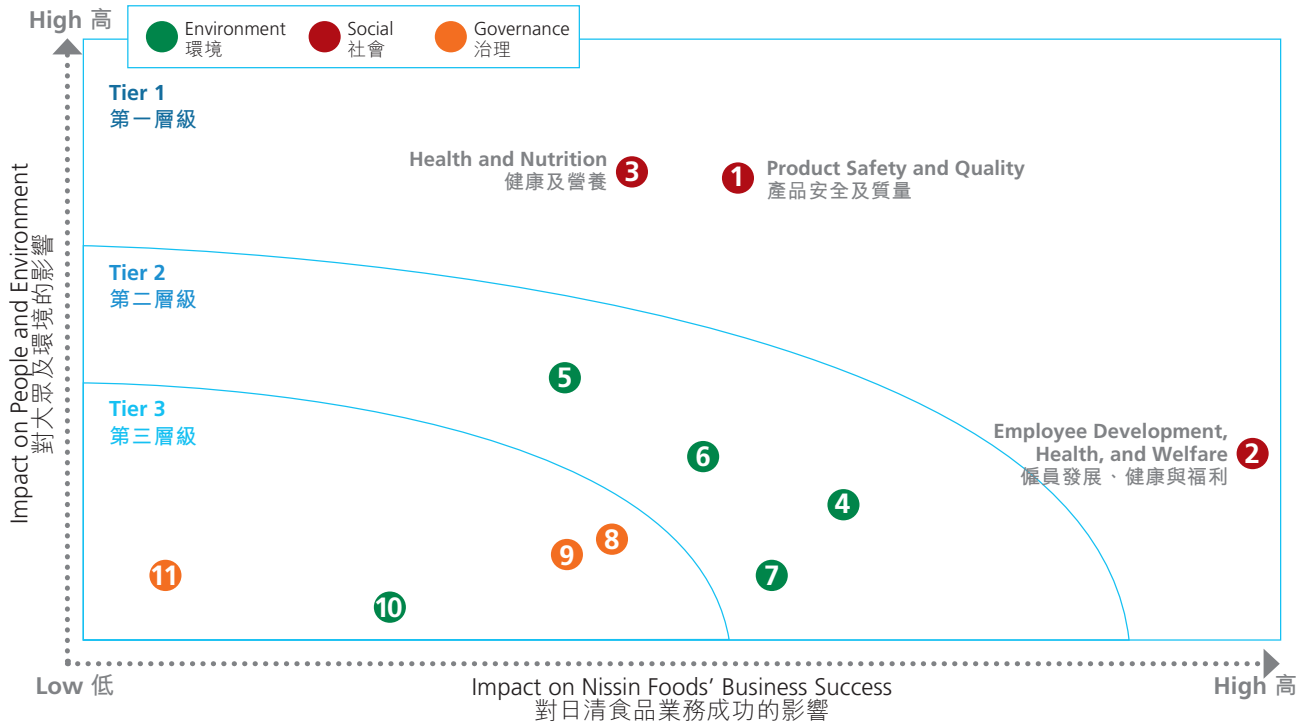
重大議題披露

我們的重要性評估結果為本環境、社會及管治報告所披露的內容提供指引。

在新的雙重重要性矩陣機制*下，我們已識別十一項重大議題，概列如下：

* *雙重重要性矩陣為一種常用框架，用於從財務重要性角度(考慮公司環境、社會及管治議題對經濟的影響)及影響重要性角度(評估公司營運對社會及環境的影響)來識別和說明公司的重大環境、社會及管治議題。此矩陣可幫助持份者了解環境、社會及管治因素如何影響公司的財務表現及其更廣泛的社會及環境影響。*

Materiality Matrix 2024
2024年重要性矩陣



Tier 1: Primarily Material
第一層級：主要重大議題

Most material issues due to their material impact on Nissin Foods' business and the environment and society
最重大的議題，因其對日清食品的業務及環境及社會產生重大影響

1. Product Safety and Quality
   產品安全及質量
2. Employee Development, Health, and Welfare
   僱員發展、健康與福利
3. Health and Nutrition
   健康及營養

Tier 2: Significantly Material
第二層級：重要重大議題

Secondary material issues which have important impact on Nissin Foods' business and the environment and society
第二重大議題，對日清食品的業務及環境以及社會產生重要影響

4. Resource and Energy Management
   資源及能源管理
5. Packaging and Product Management
   包裝及產品管理
6. Waste and Pollution
   廢物及污染
7. Water and Wastewater Management
   水資源及廢水管理

Tier 3: Moderately Material
第三層級：中度重大議題

Tertiary material issues which have moderate impact on Nissin Foods' business and the environment and society
第三重大議題，對日清食品的業務及環境以及社會產生中等影響

8. Sustainability Governance and Risk Management
   可持續發展管治及風險管理
9. Selling Practices and Product Labelling
   銷售常規及產品標籤
10. Climate Change and GHG Emissions
    氣候變遷和溫室氣體排放
11. Supply Chain and Sourcing
    供應鏈及採購

The eleven topics identified as material ESG issues have received high materiality ratings from both our senior management and other stakeholders. Among these, "Product Safety and Quality," "Employee Development, Health, and Welfare," and "Health and Nutrition" stand out as the top three material ESG topics.

- The high ranking of "**Product Safety and Quality**" and "**Health and Nutrition**" underscores the critical importance of product integrity, reliability, and nutritional value in the food industry. This priority aligns with the increasing consumer awareness and expectations regarding food standards and safety, reflecting the enduring importance of these factors to our stakeholders.

- "**Employee Development, Health, and Welfare**" is gaining prominence as a crucial ESG focus area, reflecting a growing interest among stakeholders in the welfare and career development of our employees. With increased societal and regulatory attention on workers' rights and health, this area is deemed essential for targeted investments and improvements. It aligns with international labour standards and the consumer demand for socially responsible corporate practices.

十一個議題已識別為重大的環境、社會及管治議題，均已獲我們的高級管理層及其他持份者較高的重要性評級。其中，「產品安全及質量」、「僱員發展、健康與福利」以及「健康及營養」成為前三名重大的環境、社會及管治議題。

- 「**產品安全及質量**」及「**健康及營養**」的高排名強調產品完整性、可靠性及營養價值對食品行業至關重要。這項優先順序符合消費者對食品標準及安全日益增強的認識和期望，反映該等因素對我們持份者的持久重要性。

- 「**僱員發展、健康與福利**」作為環境、社會及管治的關鍵關注領域，日漸受到重視，反映持份者對僱員福利及職業發展的關注日益增加。隨著社會及監管機構對員工權利及健康的關注度不斷提高，這一領域被視為對定向投資及改進至關重要。其符合國際勞工標準及消費者對企業社會責任行為的要求。

ADDRESSING THE TWO NEW MATERIAL ESG TOPICS

This year, we have identified Water and Wastewater Management and Selling Practices and Product Labelling as two new material ESG topics. We are integrating these topics into our sustainability framework and operations, ensuring that related risks and opportunities are effectively managed. We will work diligently to address related concerns, enhance transparency, and drive meaningful progress in these critical areas.

回應兩個新重大環境、社會及管治議題

於本年度，我們已將水資源及廢水管理以及銷售常規及產品標籤確定為兩個新重大環境、社會及管治議題。我們正將該等議題融入我們的可持續發展框架及營運，確保有效管理相關風險和機遇。我們將致力解決相關問題，提高透明度，並推動於該等關鍵領域取得有意義進展。

Water and Wastewater Management:
水資源及廢水管理：

- Implement advanced water efficiency measures across production facilities, including process optimisation and water recycling technologies, to reduce overall consumption.
  於整個生產設施中實施先進的節水措施，包括流程最佳化及水循環利用技術，以減少整體耗水量。

- Conduct regular water risk assessments and testing to identify potential vulnerabilities in our operations and supply chain and develop mitigation strategies, particularly in water-stressed regions.
  定期進行水風險評估及測試，以識別我們的營運及供應鏈中的潛在缺陷，並制定緩解策略，尤其是在水資源緊張地區。

- Engage in community initiatives to support water conservation and access projects in regions where we operate.
  參與社區活動，支持我們營運所在地區的水資源保護及用水項目。

Selling Practices and Product Labelling:
銷售常規及產品標籤：

- Ensure all product labels provide clear, accurate, and science-based nutritional and ingredient information to make sure consumers are well informed.
  確保所有產品標籤提供清晰、準確及科學的營養和成分資訊，以確保消費者充分了解。

- Strengthen internal policies and compliance mechanisms to align marketing and advertising practices with industry best practices and regulatory guidelines.
  加強內部政策及合規機制，使市場推廣及廣告常規符合行業最佳常規及監管指引。

- Enhance responsible marketing strategies, particularly regarding advertising to children and vulnerable groups, to promote ethical consumer engagement.
  加強負責任的市場推廣策略，尤其是針對兒童及弱勢群體的廣告，以推動合乎道德的消費者參與。

BOARD-LEVEL GOVERNANCE

The framework for our ESG governance is established at the very top, with the Board holding direct responsibility for supervising the Company's ESG strategy, as well as the associated sustainability risks and opportunities. Our governance model, which operates from the top down, guarantees a detailed and strategic focus on ESG issues. The Board has assigned certain ESG duties to the Management Committee, which consists of Executive Directors, senior managers, and the heads of different business units, all led by the Chief Executive Officer. This committee is tasked with conducting a detailed review of the Group's ESG performance and presents its annual conclusions to the Board.

The Board regularly confronts sustainability challenges, setting aside at least one meeting each year to deliberate on important sustainability topics, thereby ensuring that ESG factors are embedded in the Company's strategic decision-making.

To improve the efficacy of our ESG governance, our senior management and Board members are continually updated and trained on the newest ESG and sustainability advancements, such as sessions on the developing ESG criteria for publicly listed companies. This constant educational process ensures that the leaders at Nissin Foods are fully prepared to direct the Company's sustainability initiatives.

During board meetings, the ESG report is put through a thorough review to ensure that every element of the report is in harmony with our sustainability aims and corporate values. Following a meticulous review and discussion, the ESG report gains official approval. Furthermore, the Enterprise Risk Management ("ERM") report, which includes findings from risk interviews with non-independent directors and management from key departments and subsidiaries, is also presented and approved by the Board. This step ensures that ESG risks are properly managed and supervised at the highest organisational level.

董事會管治

我們的環境、社會及管治的管治結構建基於最高水平，董事會直接負責監督本公司的環境、社會及管治策略以及其他與可持續發展相關的風險及機會。我們自上而下的管治模式確保詳盡及策略性地關注環境、社會及管治事宜。董事會已將若干環境、社會及管治職責授予管理委員會，其由執行董事、高級管理層及不同業務部門主管組成，並由首席執行官領導。該委員會負責全面檢討本集團的環境、社會及管治表現，並向董事會提交其年度結論。

董事會定期面對可持續發展挑戰，每年至少召開一次會議以討論重要的可持續發展議題，從而確保環境、社會及管治因素納入本公司的策略決策。

為了提高環境、社會及管治治理效率，我們的高級管理層及董事會成員持續接受有關最新環境、社會及管治以及可持續發展的更新及培訓，例如針對上市公司不斷變化的環境、社會及管治標準的課程。是項持續教育過程確保日清食品的領導者作好充分準備指導本公司的可持續發展計劃。

在董事會會議期間，環境、社會及管治報告經過全面審閱，以確保報告的各元素符合我們的可持續發展目標及企業價值觀。經過全面審議及討論後，環境、社會及管治報告獲正式通過。另外，企業風險管理(「ERM」)報告，包括與主要部門及附屬公司的非獨立董事及管理層進行風險訪談的結果，亦會提交並由董事會批准，確保環境、社會及管治風險得到妥善管理及受到最高組織層級的監控。

MANAGEMENT-LEVEL GOVERNANCE

At the management tier, senior executives are responsible for tackling and guiding the practical aspects of sustainability-related risks and opportunities. Business unit heads and managers are given the task of carrying out the ESG risk management procedures and reduction strategies. Risks related to sustainability are incorporated into our risk register, forming a component of our extensive ERM Policy.

During 2024, we conducted a scrutiny and refresh of our operational risk assessment to make sure that it correctly represents the existing external and internal environment and emerging challenges. Beyond simply ensuring compliance, our detailed examination of the operational risk assessment is also intended to improve our ability to respond to the evolving ESG challenges. We are committed to constantly improving our governance and risk management approaches, keeping them in alignment with worldwide industry standards and the evolving character of ESG matters.

管理層管治

在管理層層面，高級主管負責應對及帶領與可持續發展相關的風險及機會的實際方面。業務部門主管及經理負責落實環境、社會及管治風險管理程序及緩解策略。與可持續發展相關的風險已納入我們的風險清單中，構成我們全面的ERM政策的組成部分。

於2024年，我們對營運風險評估進行審閱及更新，以確保其準確反映現有外部及內部環境以及新出現的挑戰。除確保合規性外，我們對營運風險評估的全面審閱亦旨在提高我們應對不斷變化的環境、社會及管治挑戰的能力。我們致力持續提升我們的管治及風險管理方針，使其符合全球行業標準及環境、社會及管治事宜不斷變化的特徵。

Regarding business ethics, Nissin Foods has put in place a robust system to preserve integrity and fight against corruption. Our dedication to ethical behaviour is shown through extensive policies and proactive steps aimed at cultivating a workplace culture of honesty, openness, and accountability. We take a firm stance on dealing with bribery, fraud, and corruption, implementing a zero-tolerance approach across all our activities. Our Anti-bribery and Corruption guidelines, together with the Whistleblowing Policy, lay the foundation for our ethical actions. These policies not only direct our directors, officers, and staff to comply with legal and ethical norms but also promote responsibility and create a setting where ethical behaviour is of utmost importance.

在商業道德方面，日清食品已建立健全系統以維護誠信及打擊貪污。我們致力道德行為，透過旨在培養誠實、開放及負責的工作場所文化的全面政策及積極措施體現。我們堅決打擊賄賂、詐欺及貪污，在所有活動中採取零容忍態度。我們的反賄賂及貪污指引以及舉報政策為我們的道德行為奠定基礎。該等政策不僅指引我們的董事、高級職員及僱員遵守法律及道德規範，更提倡責任感，並創造一個道德行為至關重要的環境。

ANTI-BRIBERY AND CORRUPTION

Our Anti-corruption Policy, in conjunction with the Anti-Bribery Policy, the Employee Handbook, the Nissin Foods Group Code of Conduct, and the Internal Compliance Policy, directs the actions of all directors, officers, and employees. These documents offer straightforward principles for doing business with sincerity and moral uprightness, greatly diminishing the chance of corruption and bribery occurring.

At the heart of our ethical structure is the Internal Audit Department (IAD), which is pivotal in investigating potentially fraudulent activities and strengthening adherence to the rules. The IAD communicates any major violations to the Board on an annual basis, complete with information on notable fraud incidents and the results of the inquiries. It is the Board's ultimate duty to oversee and handle the associated risks effectively.

In 2024, we reinforced our commitment to ethical practices by conducting the Advertising Law-related training and Competition Ordinance sessions for our employees. The training series is part of our ongoing effort to ensure regulatory adherence and maintain high ethical standards in our sales practices and foster compliance and ethical conduct.

Moreover, we keep a close watch on changes in regulations and regularly refresh our ethical guidelines to sustain high levels of integrity throughout our business activities. Over the course of the year, there were no legal proceedings concluded against Nissin Foods or our staff in relation to corrupt activities.

反賄賂及貪污

我們的反貪污政策及反賄賂政策、員工手冊、日清食品集團行為準則及內部合規政策，指引所有董事、高級職員和員工的行為。這些文件為誠實及正直地進行業務提供明確原則，大幅降低貪污及賄賂的可能性。

我們的道德結構的核心是內部審計部門(IAD)，該部門在調查潛在詐欺及加強遵守規則方面至關重要。IAD每年向董事會報告任何重大違規行為，包括有關重大詐欺事件的資料及調查結果。董事會的最終職責為監督並有效處理相關風險。

於2024年，我們為員工舉辦廣告法相關培訓及競爭條例課程，加強我們對道德實踐的承諾。此系列培訓是我們持續努力的一部分，旨在確保遵守法規、在銷售實踐中保持高道德標準並推動合規及道德行為。

此外，我們密切關注法規變動，並定期更新我們的道德指引，以於我們的業務活動中保持高度誠信。於本年度，概無針對日清食品或我們僱員的貪污訴訟案件審結。

WHISTLEBLOWING

We have established thorough whistleblowing policies to make it easy to report instances of fraud and wrongdoing. The Whistleblowing Policy is applicable to the Company and each of its subsidiaries, and it offers explicit directions for directors, officers, employees, and stakeholders on how to file reports while ensuring their confidentiality. There are several ways to submit a report, including via email to the Human Resources Department, which guarantees that the process is accessible and allows for anonymous reporting.

When a report is submitted, it will either be investigated internally or forwarded to external entities. Following the investigation, the Group's Compliance Committee drafts a report that details the issue's consequences and suggests a course of action. The line management then evaluates the findings and decides if any disciplinary actions are necessary. These decisions are reviewed by the Compliance Committee to ensure proper consideration and fairness before the management team arrives at a final decision.

In 2024, we conducted a comprehensive review of our Whistleblowing Policy to ensure it remains current and incorporates all necessary updates. Regular policy evaluations and enhancements are essential to maintain accountability within our operations and to uphold our core values of honesty and integrity in every aspect of our business.

舉報

我們已制定全面的舉報政策，以便舉報詐欺及不當行為。舉報政策適用於本公司及其各附屬公司，並為董事、高級職員、員工及持份者提供明確指引，在確保機密性的情況下提交報告。報告可透過多種方式提交，包括向人力資源部發送電子郵件，確保流程簡易並允許匿名舉報。

提交報告後，可能會進行內部調查或轉交予外部實體。於調查後，本集團合規委員會起草一份報告，詳細說明該事宜的影響及建議行動方案。其後，直線管理層將評估調查結果並決定是否需要採取任何紀律處分。合規委員會審閱該等決定，以確保管理團隊於作出最終決策前經過適當考慮及公平性。

於2024年，我們全面審閱舉報政策，以確保其始終適用並包含所有必要更新。定期政策評估及改進對於維持我們營運中的問責制以及在業務的各方面維護我們誠實及正直的核心價值至關重要。

OUR PLANET
我們的地球

As a corporation with a sense of responsibility, we firmly believe in the vital role that sustainable business operations play in protecting our earth for the sake of future generations. Nissin Foods' wide-ranging environmental activities and strategies reflect our deep respect for the natural world and our role within it. In addition to complying with environmental regulations and laws, we actively work to improve our management of the earth's resources. By employing creative solutions, strict policies, and a strong dedication to sustainability, we strive to align our business activities with the goals of environmental safeguarding and preservation, aiming to have a beneficial effect on our planet.

作為一家具有責任感的公司，我們堅信可持續業務營運對於為下一代保護我們的地球至關重要。日清食品廣泛的環境活動及策略反映我們對自然世界以及我們於其中所擔任角色的深深敬畏。除遵守環境法規及法律外，我們亦積極致力改善對地球資源的管理。透過採用創造性的解決方案、嚴格的政策及對可持續發展的堅定承諾，我們致力使我們的業務活動與環境保護目標保持一致，旨在對我們的地球產生正面影響。

EMISSIONS

Overview of GHG Emissions in Our Operations

In 2024, we have continued our careful tracking and control of Greenhouse Gas ("GHG") emissions, especially those coming from our manufacturing processes. By concentrating on pinpointing significant emissions sources and implementing effective mitigation strategies, we achieved favourable outcomes. We are dedicated to minimizing our greenhouse gas output and making sure our business practices support worldwide sustainability targets.

To ensure the reliability and robustness of our emission data, we have engaged an independent consultant for a detailed carbon assessment. This assessment incorporates international standards such as ISO 14064 and adheres to guidelines set by the National Development and Reform Commission in mainland China, as well as building standards in Hong Kong.

During the year, our Sites of Operation generated a total of 86,720 tonnes of CO_2-equivalent GHG emissions; and a total of 2 tonnes, 0.01 tonnes, and 0.0012 tonnes of NOx, SOx, and respirable suspended particles respectively in our Sites of Operation.

Air Quality Control

To make sure the gases released from our production adhere to emission regulations, we strictly maintain a schedule for cleaning our coiled fans and dust collection systems. Keeping the air clean near our plants and cutting down on air pollution depend heavily on this approach.

At the same time, we have acted firmly to control emissions from our private cars. We do regular checks to keep them running efficiently and causing less harm to the environment. Also, we are getting rid of our gasoline-powered vehicles and endeavouring to replace our company-owned general passenger vehicles with electric alternatives.

Reducing Volatile Organic Compounds (VOC) Emissions

When using the dry lamination method, the wrapping process releases volatile organic compounds (VOCs) into the air, contributing to air pollution by forming ground-level ozone and fine particles.

In 2024, we intensified our commitment to reducing our environmental impact by adopting advanced packaging production techniques. We transitioned from dry lamination to solvent-free lamination, which has led to a consistent reduction in VOC emissions over the past three years. Moreover, building on the progress of the additional step we took in 2023 by switching to water-based gravure ink for printing the white areas of the individual packaging for our bag-type instant noodle products, has further decreased our VOC emissions.

排放物

我們營運中的溫室氣體排放概要

於2024年，我們繼續審慎追蹤及控制溫室氣體(「GHG」)排放，尤其是製造流程產生的排放。透過專注找出重大排放源並實施有效的緩解策略，我們取得可觀成果。我們致力減少溫室氣體排放，並確保我們的商業慣例符合全球可持續發展目標。

為確保排放數據的可靠性及穩健性，我們已委聘獨立顧問進行詳細的碳評估。該評估納入ISO 14064等國際標準，並符合中國內地國家發展和改革委員會及香港建築標準的指引。

於本年度，我們生產廠房所產生之溫室氣體排放量合共86,720噸二氧化碳當量；生產廠房分別合共產生2噸、0.01噸及0.0012噸氮氧化物、硫氧化物及可吸入懸浮顆粒物。

空氣質量控制

為確保生產排放的廢氣符合排放標準，我們嚴格設立時間表清理風機及除塵系統。該方法很大程度上保持工廠附近的空氣清潔及減少空氣污染物。

同時，我們堅決控制私家車的排放。我們定期檢查以確保車輛有效運作並減少對環境的危害。此外，我們正逐步淘汰汽油車，並致力以電動車取代公司擁有的一般乘用車。

減少揮發性有機化合物排放

當使用乾式覆膜法時，揮發性有機化合物(VOC)於包裝過程中會被排放到空氣中，通過形成地面臭氧與細小顆粒物而造成空氣污染。

於2024年，我們透過採用先進的包裝生產技術，加強減少對環境影響的承諾。我們由乾式覆膜改為使用無溶劑覆膜，使過去三年的VOC排放持續減少。此外，我們於2023年採取的額外措施的基礎上，採用水性凹版油墨印刷袋裝即食麵產品的獨立包裝的白色部分，進一步減少VOC排放。

In 2024, we successfully reduced VOC emissions from our operations by 282 tonnes through the use of solvent-free lamination, compared to the traditional dry lamination method. Additionally, the solvent-free lamination process helped us cut energy consumption, resulting in an approximate reduction of 841 tonnes of CO_2 during the reporting year. Furthermore, the adoption of water-based gravure inks in 2024 led to an additional reduction of 48.43 tonnes of VOCs.

於2024年，相較傳統的乾式覆膜法，我們透過使用無溶劑覆膜成功將營運產生的VOC排放減少282噸。此外，無溶劑覆膜流程助力我們減少能源消耗，導致報告年度二氧化碳排放減少約841噸。另外，2024年採用水性凹印油墨將進一步減少排放48.43噸VOC。

Currently, we are diligently investigating ways to expand the application of water-based gravure ink to more colours and a wider variety of packaging materials. This effort aims to lessen our impact on the environment even further. Our enthusiastic embrace of eco-friendly technologies highlights our dedication to minimizing environmental impact and our pledge to consistently enhance our environmental responsibilities.

目前，我們正致力探求將水性凹印油墨的應用擴展至更多顏色、更廣泛的包裝材料的方法，旨在進一步減少我們對環境的影響。我們積極採用環保技術凸顯我們致力減少環境影響以及不斷加強環境責任的承諾。

Rigorous Adherence to Environmental Laws and Regulations

Adhering to the laws and regulations of the regions where we conduct business is of paramount importance. In Hong Kong, we follow various emission-related laws, such as the Ozone Layer Protection Ordinance and the Air Pollution Control Ordinance. Similarly, in Mainland China, we operate in full compliance with the Environmental Protection Law and the Energy Conservation Law. We actively track the development and enactment of new laws to guarantee that we remain ahead in terms of regulatory adherence and can quickly adjust our procedures to meet the latest criteria.

嚴格遵守環境法律及法規

遵守我們開展業務所在地區的法律及法規至關重要。在香港，我們遵守各項與排放相關的法規，包括《保護臭氧層條例》及《空氣污染管制條例》。同樣地，在中國內地，我們的營運全面遵守《環境保護法》及《節約能源法》。我們積極追蹤新法律的發展及頒佈，以確保我們一直處於監管合規的最前沿，並可迅速調整我們的程序以符合最新標準。

USE OF ENERGY

Our approach to energy efficiency and sustainability encompasses various aspects of energy use, from employee behaviour to operational changes and large-scale infrastructure projects.

能源使用

我們的能源效率及可持續發展方針涵蓋能源使用的各個方面，從員工行為至運營變革及大型基礎設施項目。

Cultivating a Culture of Energy Conservation

Embedding Energy Awareness in our Everyday Lives

We understand how critical it is to foster a mindset of energy efficiency throughout our organization. At Nissin Foods, our guidelines for environmental protection and energy conservation are not just policies; they are integral to our daily operations. We strive to encourage our employees to modify their behaviours in ways that save energy. We believe that simple everyday actions, like using air conditioning, ventilation, and lighting efficiently, can add up to significant energy reductions. To promote this, we regularly conduct training and awareness programmes for our staff. These initiatives are intended to inform and motivate our team to incorporate energy-saving practices into their professional and personal routines.

培養節能文化

將能源意識融入日常生活

我們深知於整個公司內培養節能意識的重要性。在日清食品，我們的環保及節能指引並非僅僅只是政策，亦是我們日常營運不可或缺的一部分。我們致力鼓勵員工改變行為以節約能源。我們相信，日常的微小行動，如有效使用空調、通風及照明，可累積減少大量能源消耗。為此，我們定期為員工提供培訓及宣傳計劃。這些措施旨在告知及鼓勵我們的團隊將節能實踐納入工作及個人日常工作中。

Renovation for Energy Efficiency

Air Conditioning System Renovation

In 2023, we undertook a renovation of the air conditioning system at one of our plants in Hong Kong, supported by the Eco Building Fund from CLP Power Hong Kong. This project was aimed at enhancing the energy efficiency of our cooling systems. As a result, the renovation has saved approximately 41,558 kWh of electricity in 2024. Similarly, this year, we initiated a similar renovation project at our plant in Fujian, China. Through remodelling the air conditioning system to separate the air conditioner service area in production area at Fujian Nissin, we have already saved 684,396 kWh of electricity in 2024.

節能翻新

空調系統翻新

於2023年，在中電「綠適樓宇基金」的支持下，我們對香港一家工廠的空調系統進行翻新。該項目旨在提高我們的製冷系統的能源效率。因此，是項翻新於2024年節省電力約41,558千瓦時。同樣地，本年度我們於位於中國福建的工廠亦啟動類似翻新項目。透過改造空調系統，福建日清將生產區空調服務區分開，於2024年節省電力684,396千瓦時。

Upgrading of Boilers

In 2024, Zhejiang Nissin took significant steps to optimize its manufacturing processes, focusing on energy efficiency and sustainability. One of the key initiatives was the upgrade of a boiler, which improved efficiency from 92% to 95%. This enhancement resulted in a 4% reduction in natural gas consumption and a substantial decrease in electricity usage, dropping from 20,086 kWh to 13,366 kWh annually per boiler. Furthermore, the introduction of Reverse Osmosis (RO) Systems marked a significant advancement in water management practices. These systems not only enhanced water recycling capabilities but also led to a reduction in wastewater generation from 7% to 2%, underscoring the company's commitment to environmental stewardship.

Similarly, Zhuhai Winner has made notable strides in energy efficiency. The company upgraded its factory boilers, resulting in a 5% reduction in natural gas consumption per ton of steam from August 2024, compared to the average in 2023. This improvement highlights the company's dedication to reducing GHG emissions and achieving significant energy savings.

Shunde Nissin also contributed to these efforts by replacing its 10-ton boilers with four 2-ton units. This upgrade is expected to reduce annual natural gas use by 156,000 cubic meters, a 6.25% decrease. This initiative exemplifies the company's commitment to energy conservation and cost savings, aligning with its broader ESG objectives. These advancements demonstrate our ongoing commitment to sustainable practices and dedication to reducing their environmental impacts.

鍋爐升級

於2024年，浙江日清採取重大措施優化其製造流程，專注能源效率及可持續發展。其中一項重要舉措為升級鍋爐，將效率由92%提升至95%。是次提升使天然氣消耗減少4%及用電量大幅下降，每台鍋爐每年用電量由20,086千瓦時降至13,366千瓦時。此外，反滲透(RO)系統的引入標誌水管理實踐的重大進步。該等系統不僅增強水循環利用能力，同時將廢水產生量從7%減少至2%，彰顯該公司對環境管理的承諾。

同樣地，珠海永南在能源效率方面亦取得顯著進展。該公司對工廠鍋爐進行升級，自2024年8月起，每噸蒸汽的天然氣消耗量較2023年的平均水平減少5%。是項改進凸顯該公司致力減少溫室氣體排放及實現大幅能源節約。

順德日清亦進行鍋爐升級，將其10噸鍋爐更換為四台2噸鍋爐。此次升級預期將減少年天然氣用量156,000立方米，降幅達6.25%。是項舉措體現該公司對能源節約及節省成本的承諾，符合其更廣泛的環境、社會及管治目標。該等進步表明我們踐行可持續發展的持續承諾以及致力減少其環境影響。

LED Lighting & Lighting Controls

We have transitioned to LED lighting in all our facilities in Hong Kong, replacing conventional light tubes. Achieving 100% LED coverage has enabled us to reduce our electricity usage by approximately 19,000 kWh annually, contributing to lower energy consumption and a corresponding decrease in CO_2 emissions.

In alignment with our ongoing energy conservation efforts, Winner Food Products Ltd. ("Winner") has continued to implement measures to further optimise electricity usage. In 2024, Winner expanded its lighting control initiatives by installing motion sensors in changing rooms to minimise unnecessary energy consumption. Over the past year, these sensors have successfully reduced electricity usage by an average of 98 kWh per month. Building on this progress, we will continue to explore and implement energy-efficient solutions across our operations to drive further sustainability improvements.

LED照明&照明控制

我們位於香港的所有設施已改用LED照明，取代傳統燈管。實現100% LED覆蓋率使我們每年減少用電量約19,000千瓦時，有助降低能源消耗，繼而相應減少二氧化碳排放量。

為配合我們持續進行的節能工作，永南食品有限公司(「永南」)已持續推行措施以進一步優化用電。於2024年，永南擴大照明控制措施，在更衣室安裝動作感應器，以減少不必要的能源消耗。過去一年，該等感應器已成功減少每月平均用電量98千瓦時。在此基礎上，我們將繼續於營運中探索並實施節能解決方案，進一步推動可持續發展。

Solar Lighting

In 2024, Zhuhai Winner has embraced renewable energy by installing solar lights across its operational site. These lights harness solar power during the day, storing energy to illuminate the premises at night, thereby reducing overall electricity consumption. Similarly, Nissin Vietnam is exploring energy-saving solutions by trialling solar-powered rechargeable lamps in its factory yard. Following a successful pilot, where brightness and duration meet standards, Nissin Vietnam plans to replace all other yard lighting with these eco-friendly alternatives.

太陽能照明

於2024年，珠海永南於其整個營運場所安裝太陽能燈，採用再生能源。該等燈具白天利用太陽能，儲存能量以於晚上照亮場所，從而減少整體電力消耗。同樣地，日清越南公司亦於工廠院內試用太陽能充電燈，探索節能解決方案。經成功試點，亮度及持續時間符合標準，日清越南計劃以該等環保燈具取代所有其他庭院照明。

Optimising Steam Consumption

Starting from 2022, we began installing flash steam recovery devices to boost energy efficiency by cutting down on steam usage. Currently, these devices are operational in four of our factories located in Shunde, Zhejiang, Fujian, and Zhuhai. This flash steam recovery system has enabled us to achieve a reduction in steam consumption by 7%-17%. Committed to further enhancing our steam efficiency, we plan to extend the installation of these steam circulation systems to additional plants, contributing to a further decrease in our overall environmental impact.

優化蒸汽消耗

自2022年起，我們開始安裝閃蒸蒸汽回收設備，通過減少蒸汽消耗來提高能源效率。目前，該等設備於我們在順德、浙江、福建及珠海的四間廠房投入營運。閃蒸蒸汽回收系統讓我們的蒸汽消耗量降低7%至17%。為進一步提高蒸汽效率，我們計劃在更多廠房安裝該等蒸汽循環系統，從而進一步降低對環境的整體影響。

Scaling up the Use of Renewable Energy in our Operations

A key action in our pursuit of sustainable energy sources has been the deployment of solar panels. In the previous year, we achieved our goal of installing solar panels at Zhuhai Winner, and as a result, we now have over 9,700 solar panels spread across our sites in Hong Kong and Mainland China, with a generating capacity of more than 5,200 MWh in 2024. Every month, we closely track the output and efficiency of these solar panels by examining metrics like electricity consumption, power generated, and financial savings. This detailed monitoring guarantees that we are fully leveraging the advantages of solar power and constantly improving our utilization of renewable energy.

在營運中推廣使用可再生能源

我們尋求可持續能源的關鍵行動便是安裝太陽能電池板。去年，我們實現在珠海永南安裝太陽能電池板的目標，因此，我們當前在香港及中國內地的工廠擁有逾9,700塊太陽能電池板，於2024年的發電量超過5,200兆瓦時。我們每月透過檢查用電量、發電量及財務節省等指標密切監測該等太陽能電池板的發電量及效率。全面監測確保我們充分利用太陽能的優勢並持續提高可再生能源的利用率。

The deployment of solar panels has played a key role in altering our energy use and decreasing our CO_2 output. Through the use of solar energy, we have succeeded in preventing over 2,963 tonnes of CO_2 from being emitted in 2024.

Looking ahead, we recognize the vast opportunity in broadening our reliance on solar panels and other forms of renewable energy. Not only will this help us to further reduce our CO_2 emissions, but it will also prepare us for potential future developments, such as the introduction of a carbon tax. Moreover, the evolving preferences of consumers, who are increasingly placing importance on sustainability, may influence our business practices. Consumers' views on environmental issues could affect their buying choices, which in turn encourages us to meet the demands of a customer segment that is committed to environmental responsibility.

太陽能電池板的安裝在改變我們的能源使用方式及減少二氧化碳排放方面發揮重要作用。透過利用太陽能，我們於2024年成功防止超過2,963噸二氧化碳排放。

展望未來，我們認識到擴大對太陽能電池板及其他形式的可再生能源的依賴具有廣闊機遇。這不僅有助我們進一步減少二氧化碳排放，亦將令我們為未來潛在發展作好準備，如徵收碳稅。此外，消費者越來越重視可持續發展，其不斷變化的喜好可能影響我們的商業實踐。消費者對環境議題的看法可能影響其購買選擇，從而促使我們滿足致力於環境責任的客戶群的需求。

THE ENVIRONMENT AND NATURAL RESOURCES

Our Environmental Management System

We have established a comprehensive framework of environmental governance that revolves around our ISO 14001-certified Environmental Management System (EMS). Our robust policies guide operational decisions with potential environmental impact, ensuring that every action aligns with our commitment to environmental stewardship. The EMS serves as the bedrock of many of our environmental initiatives.

Consistent Legal Compliance

Over the past year, Nissin Foods has remained steadfast in its commitment to environmental regulations, strictly adhering to crucial laws such as the Air Pollution Control Ordinance in Hong Kong and the Environmental Protection Law of the People's Republic of China. Our meticulous attention to detail has resulted in a flawless compliance record, with no violations.

As part of our ongoing efforts to minimize our environmental impacts, all of our production facilities have enthusiastically adopted the ISO 14001 standard, showcasing our dedication and expertise in environmental management. This global certification is more than just a compliance requirement; it represents our proactive strategy for environmental stewardship, which includes regular environmental assessments and setting ambitious goals to reduce our environmental impact.

Our commitment to environmental standards extends to critical areas such as wastewater treatment and waste management. Routine testing for legionella in cooling water towers and strict adherence to water and waste regulations are integral to our operational procedures. These actions go beyond mere regulatory compliance; they are about embedding responsible environmental stewardship into the core of our corporate culture and activities.

Empowered Leadership and Collaborative EMS Oversight

The consistent dedication of our Board to the Environmental Management System demonstrates a yearly renewed promise to its successful execution and ongoing enhancement. Our EMS committee gathers twice a year, concentrating on the newest environmental laws, regulations, and compliance matters. The EMS meetings, which bring together representatives from different departments, highlight our unified strategy to managing environmental issues. All departments collaborate closely, guaranteeing responsibility and coherence in our environmental decisions.

Elements related to the EMS are part of the awareness training for our Nissin Integrated Management System (IMS). This training, which is required for all new employees, covers the Company's EMS policy, goals, and optimal practices. The quiz that follows, along with the follow-up on any cases that do not meet the standards, emphasizes our dedication to a thorough comprehension and compliance with EMS guidelines.

Decision-Making and Programme Implementation in EMS

Inside the EMS, the authority for environmental management decisions lies with the Chief Production Officer, who serves as the Management Representative for the EMS. Decisions concerning the EMS are made through a cooperative effort. Annually, each department suggests goals and strategies for implementation, which are discussed during the 2nd EMS Committee Meeting. Following this, the Management Representatives make the final call on the goals and the execution of associated programmes. Every committee member is accountable for attaining these objectives and overseeing the results.

環境及天然資源

環境管理系統

我們圍繞ISO 14001認證環境管理系統建立全面的環境治理架構。我們依據健全的政策指導可能對環境產生影響的運營決策，確保每項行動均符合我們對環境管理的承諾。環境管理系統乃我們許多環保舉措的基石。

始終遵守法律

過去一年，日清食品堅守環保合規承諾，嚴格遵守香港《空氣污染管制條例》及《中華人民共和國環境保護法》等主要法律。我們精益求精的態度確保締造無懈可擊的合規記錄，概無任何違規。

我們持續努力將環境影響降至最低，所有生產設施均積極採用ISO 14001標準，展現我們在環境管理方面的專注及專長。這項全球認證不僅是一項合規要求；其代表我們積極主動的環境管理策略，其中包括定期進行環境評估及制定遠大目標以減少環境影響。

我們對環境標準的承諾延伸至廢水處理及廢物管理等關鍵領域。定期對冷卻水塔進行退伍軍人菌檢測以及嚴格遵守水和廢物規例乃我們運營程序中不可或缺的組成部分。該等行動不僅是監管合規；更是為將負責任的環境管理融入至企業文化及活動的核心。

增強領導力及協作性環境管理系統監督

董事會對環境管理系統的不懈努力展現其每年對成功執行及持續改進的重新承諾。我們的環境管理系統委員會每年召開兩次會議，重點討論最新環境法律、法規及合規事宜。環境管理體系會議匯集不同部門的代表，強調我們管理環境議題的統一策略。所有部門密切合作，確保我們環境決策的責任及一致性。

與環境管理系統相關的元素為日清綜合管理系統意識培訓的一部分。全體新員工均須參加此項培訓，內容涵蓋本公司的環境管理系統政策、目標及最佳實踐。隨後的測驗以及對任何不符合標準案例的跟進，凸顯我們對全面理解和遵守環境管理系統指引的決心。

環境管理系統決策及方案實施

在環境管理系統內，環境管理決策權在於首席生產官，其擔任環境管理系統的管理代表。有關環境管理系統的決策乃通過協作制定。每年，各部門均會提出實施目標及策略，並在第二屆環境管理系統委員會會議上進行討論。其後，管理代表就目標及相關方案實施作出最終決定。各委員會成員則負責實現該等目標及監督結果。

Environmental Emergency Preparedness and Response

Ensuring Compliance and Emergency Preparedness

At Nissin Foods, we have put in place strong guidelines for Environmental Emergency Preparedness and Response guidelines. These guidelines are created to empower our employees to react efficiently to any incidents that could occur due to our operations. The EMS Committee is central to this system, organizing drills and compiling detailed summary reports for the management to examine. Our specialized emergency response teams are ready to execute the necessary protocols swiftly to deal with and reduce various potential emergencies, such as palm oil spills and chemical explosions. Afterward, a complete analysis is carried out to determine the underlying causes and to establish preventative actions. Additionally, comprehensive accident reports are presented to the management for their review and necessary actions.

Proactive Measures in Raw Material Handling

Understanding the vital role of palm oil as a major ingredient in our products, we have developed and implemented comprehensive procedures to avoid any spillages. These procedures are meticulously planned and executed, featuring explicit directions for the safe transfer of palm oil from the vendor's tanker trucks into our storage tanks at the food production facilities.

Enhanced Inspection and Emergency Drills

This year, we strengthened our dedication to environmental protection and occupational safety by conducting routine checks of our EMS. These EMS inspections are crucial for confirming that our day-to-day activities correspond with our environmental objectives and guidelines. Complementing these inspections, our 2024 emergency preparedness plan included ten emergency drills covering various scenarios such as evacuations and chemical spillages. Arranging drills are essential for ensuring the safety and preparedness of our employees.

環境應急準備和回應

確保合規及應急準備

在日清食品，我們制定嚴格的環境應急準備和回應指引，旨在令員工有效應對因營運而發生的任何事件。環境管理系統委員會為該系統的核心，負責組織演習並準備詳盡總結報告供管理層審查。我們專設的緊急應變組可迅速執行必要協議，以應對及減輕眾多潛在緊急情況，例如棕櫚油泄漏及化學物品爆炸。其後，進行全面分析以確定根本原因及制定預防措施。此外，亦向管理層遞交全面的事故報告，供其審閱及採取必要行動。

積極處理原材料

我們深明棕櫚油作為我們產品主要成分的重要作用，故已制定並實施全面程序以避免任何洩漏。該等程序均為精心設計及實施，包括將棕櫚油由供應商之油罐車轉移至我們食品生產設施之儲油罐之明確指引。

加強檢查和應急演習

本年度，我們透過對環境管理系統進行定期檢查，加強對環境保護及職業安全的投入。該等環境管理系統檢查對於確認我們的日常活動符合環境目標及指引至關重要。除該等檢查外，我們2024年應急準備計劃包括十次應急演習，涵蓋疏散和化學品洩漏等各種情境。對於確保僱員安全及作好準備而言，演習安排至關重要。

PACKAGING AND WASTE

Use Less, Use Better

In response to the growing regulatory and public concerns about single-use packaging waste, we have doubled our efforts to further reduce packaging waste and enhance the sustainability of our packaging solutions. Our approach involves innovative measures to curtail waste and optimise the environmental aspects of our packaging, guided by our "Three-Pillar Containers/Packaging Design Guiding Principles", which form the cornerstone of our packaging strategy.

包裝與浪費

用少些、更好些

為回應監管和公眾對一次性包裝廢物日益關注，我們加倍努力，進一步減少包裝廢物，提高包裝解決方案的可持續性。在我們的「容器／包裝設計指導原則的三項主軸」指導下，我們採取創新措施，減少浪費，優化包裝環保性，作為我們包裝戰略的基石。

- We prioritise the avoidance of materials that may adversely affect human health or the environment. We advocate for the use of materials that have a lower environmental impact, such as recycled paper.
- 避免使用對人體或環境可能有負面影響的材料，推廣使用對環境影響較小的原材料，例如循環再用紙張。

- (a) Reduce: Our focus is on minimising the weight and volume of containers and reducing the number of packaging items used; (b) Recycle: We actively incorporate recycled raw materials and aim to use highly recyclable materials.
- (a)物盡其用：盡量減少容器重量及容量以及所用包裝物品數量；(b)循環再用：積極使用循環再用原材料，致力運用較可回收的材料。

- (a) Our design process for containers and packaging is based on Life Cycle Assessment (LCA), taking into account environmental impacts from raw materials to disposal; (b) We continuously explore innovative methods to improve our packaging to achieve the goals of using less and better materials.
- (a)根據生命週期評估設計容器及包裝，考慮從原材料到棄置過程對環境的影響；(b)不斷尋找創新方式改善包裝，達到「少用」及「好用」材料之目標。

Redesigning for Waste Reduction

Our Granola Production Department (GPD) undertook a major redesign of the syrup room. The goal was to change the mode of syrup mixing to reduce food waste.

Enhancing Packaging Efficiency

Our Demae Ramen Production Department (DRPD) has taken steps to reduce stretch film usage. By installing automatic stretch film wrapping machines, we saved around 27% of stretch film per production pack. This initiative is a step towards not only reducing material usage but also minimising waste.

重新設計，減少浪費

我們的穀物麥片生產部對糖漿室進行了一次重大的重新設計，旨在改變糖漿混合模式，減少食物浪費。

提高包裝效率

我們的出前拉麵生產部採取措施減少使用拉伸膜。通過安裝自動拉伸膜包裝機，我們每包產品已節省約27%拉伸膜。這一舉措不僅減少了材料用量，亦最大限度地減少浪費。

Since 2009, Nissin Foods has undertaken systematic actions to transform its Cup Noodles packaging with an aim to reduce environmental impact. In 2009, the company replaced Styrofoam containers with ECO CUP technology in Hong Kong – a strategy extended to Mainland China in 2010 – which yielded an 87.8% reduction in plastic usage and a 24% decrease in CO_2 emissions per product. In 2021, a redesigned ECO CUP was introduced to optimise space utilisation while maintaining product quality, further reducing plastic consumption by 12.8% and CO_2 emissions by 6.8% compared to its predecessor. By 2022, we eliminated petroleum-based plastics from Regular Size Cup Noodles lids (33.8% plastic reduction), extending this to Big Size Cup Noodles in 2023 (34.3% plastic reduction). In 2024, we started to integrate biomass materials into the production process for one Cup Noodles product, which has further reduced our reliance on petroleum-derived plastics.

自 2009 年以來，日清食品已採取系統行動改造其合味道包裝，旨在減少對環境的影響。 2009 年，該公司在香港採用 ECO杯技術取代了泡沫塑膠容器，這項策略於 2010 年擴展至中國內地，結果使塑膠使用量減少了 87.8%，每件產品的二氧化碳排放量減少了 24%。 2021年，重新設計的ECO杯上市，在維持產品品質的同時優化空間利用率，與前代產品相比進一步減少塑膠消耗12.8%、二氧化碳排放量6.8%。到 2022 年，我們移除常規尺寸合味道杯蓋中的石油基塑膠(減少 33.8%的塑膠)，並在 2023 年將這一目標擴大到合味道大杯麵(減少34.3%的塑膠)。 2024年，我們開始將生物質材料融入一款合味道產品的生產過程中，進一步減少了對石油衍生塑膠的依賴。

BEFORE 2009

Before 2009, Cup Noodles packaging was primarily made of Styrofoam
2009年之前，合味道包裝主要由聚苯乙烯泡沫塑膠製成

2009-2010

Paper replaces Styrofoam as main material for Cup Noodles packaging
紙張取代聚苯乙烯泡沫塑膠成為合味道包裝的主要材料

2021

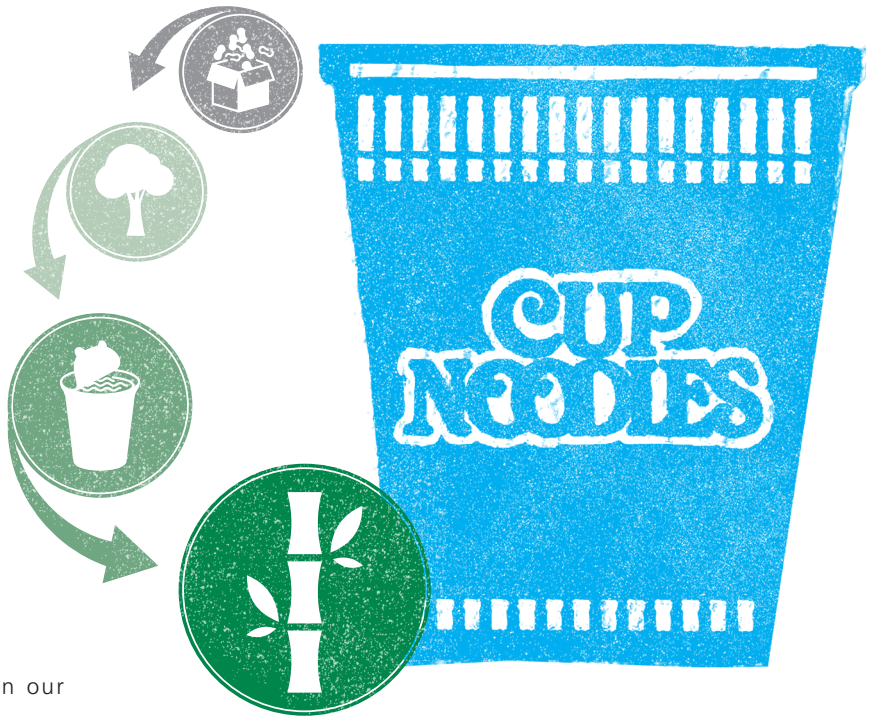
The size of the ECO CUP has been reduced
ECO杯尺寸有所減少

2022-2023

Part of the plastic in the ECO CUP lid has been removed
ECO杯杯蓋的部分塑膠已被移除

2024

Biomass material has been adopted in our packaging for the ECO Cup
我們在 ECO杯包裝中採用生物質材料



Journey to Green Packaging

Phase 1: From Plastic Chips to ECO CUP (2009/2010)

The journey towards green packaging at Nissin Foods began with a significant shift in 2009/2010 in Hong Kong and Mainland China, from petroleum-derived plastic to more environmentally friendly containers, known as the ECO Cup. The ECO Cup, primarily made of paper, emerged as a sustainable alternative to Styrofoam, embodying our ethos "for Ecology, for Customers, for Originality". This transition not only addressed the issue of CO_2 emissions during production but also tackled the challenge of plastic decomposition in landfills. In Mainland China, this switch led to a 24% reduction in CO_2 emissions and an 87.8% decrease in plastic usage per serving of Cup Noodles.

The design of the ECO Cup also played a crucial role in preserving ingredient quality and maintaining the quality of the noodles, demonstrating that environmental considerations need not compromise product excellence.

綠色包裝之旅

第一階段：自塑料片至ECO杯(2009/2010)

日清食品的綠色包裝之旅始於2009/2010年在香港及中國內地的一次重大轉變，即從石油塑膠容器轉變為更環保的容器－ECO杯。ECO杯主要由紙製成，是發泡膠的可持續替代品，體現日清「為了地球、為了顧客、為了原創」的環保理念。這一轉變不僅解決了生產過程中的二氧化碳排放問題，更是化解了塑膠在垃圾堆填區難以分解這一挑戰。這一轉變使中國內地每份合味道的二氧化碳排放量以及塑膠用量分別減少24%及87.8%。

ECO杯的設計還在保持原料品質及維持麵條品質方面發揮重要作用，切實證明環境因素不一定會影響產品卓越性。

Phase 2: ECO CUP Renewal (2021)

In 2021, to celebrate the 50th anniversary of Cup Noodles, we introduced an upgraded Cup Noodles product in a redesigned ECO Cup. The revamped container not only improved space utilisation and noodle quality but also further reduced CO_2 emissions and plastic use by 6.8% and 12.8% respectively, compared to its predecessor.

The cumulative impact of these initiatives resulted in a 29.16% reduction in CO_2 emissions from our cup containers. Moreover, the downsizing of the container also led to a significant reduction in paper usage and CO_2 emissions related to cardboard and transportation, improving our overall environmental impact.

第二階段：ECO杯革新(2021)

2021年，為慶祝合味道誕生50週年，我們以重新設計的ECO杯推出升級版合味道產品。改良後的容器不僅提高空間利用率及麵條品質，相較上代產品，亦進一步減少二氧化碳排放量及塑膠用量分別為6.8%及12.8%。

藉助上述措施的累積效應，我們杯型容器的二氧化碳排放量減少了29.16%。此外，容器小型化亦大大減少紙張用量以及與紙板和運輸有關的二氧化碳排放量，從而改善我們對環境的整體影響。

Phase 3: Less Plastic in ECO CUP Lid – Regular Size Cup Noodles (2022)

In fulfilment of our ongoing commitment to decreasing the use of plastic, we upgraded the ECO Cup lid in 2022 by removing a plastic layer from its upper surface. We continuously made our effort to reduce the plastic usage this year. As the result, this innovation reduced our plastic use in cup lid by 33.8%, marking another milestone in our sustainable packaging journey.

第三階段：ECO杯杯蓋減少塑膠物料－常規尺寸合味道(2022)

為履行我們對減少塑膠使用的承諾，我們於2022年對ECO杯杯蓋進行升級，移除ECO杯杯蓋頂層的塑料層。我們於本年度持續努力將塑膠使用量減少。因此，這一創新將杯蓋塑膠使用量減少33.8%，是我們可持續包裝歷程中又一里程碑。

Phase 4: Further CUP Lid plastic reduction – Big Size Cup Noodles (2023)

While the Regular Size Cup Noodles were the first to come with a reduced plastic cup lid in 2022, we expanded our redesign to the Big Size Cup Noodle in 2023, applying the latest advancements in lid design to further reduce plastic usage. The redesign of the Big Size Cup Noodle yielded a 34.3% reduction in plastic use in cup lid. Moving forward, we will continue our efforts to refine and improve our packaging solutions, striving to balance product quality with environmental responsibility.

第四階段：進一步減少杯蓋中的塑膠物料－合味道大杯麵(2023)

隨著我們先於2022年對常規尺寸合味道採用減少塑膠物料的杯蓋，其後於2023年將重新設計的範圍擴大至合味道大杯麵，採用最新的杯蓋設計，進一步減少塑膠用量。合味道大杯麵的重新設計減少34.3%杯蓋塑膠使用量。未來，我們將繼續努力完善及改進包裝解決方案，致力在產品品質和環保責任之間達致平衡。

Phase 5: Biomass PE – Seafood Flavour Cup Noodles (2024)

This year, we have taken our sustainability efforts to the next level by introducing biomass polyethylene (PE) in the production of packaging material for our seafood flavour Cup Noodles. This innovative material, which incorporates plant-derived renewable sugarcane bagasse, has resulted in a reduction of 3.78 tons of greenhouse gas emissions in 2024. We aim to further expand the use of biomass-based packaging materials in the future. By using this eco-friendly material, Nissin Foods not only reduces greenhouse gas emissions from packaging production but also transforms waste material (sugarcane bagasse) into a valuable resource.

Currently, this sustainable packaging is used exclusively for our seafood flavour Cup Noodles. However, given its significant environmental benefits, we are exploring the possibility of expanding its use to other varieties and flavours of Cup Noodles in the future.

第五階段：生物質聚乙烯－海鮮風味合味道(2024)

本年度，我們於海鮮味合味道包裝材料的生產中引入生物質聚乙烯，將我們的可持續發展工作提升至新水平。這種創新材料採用植物衍生的可再生甘蔗渣，於2024年減少3.78噸溫室氣體排放。我們旨在未來進一步擴大生物質包裝材料的使用。透過使用這種環保材料，日清食品不僅減少包裝生產過程中的溫室氣體排放，亦將廢棄材料(甘蔗渣)轉化為寶貴資源。

目前，這種可持續包裝專門用於我們的海鮮味合味道。然而，考慮到其顯著環境效益，我們正探索未來將其用途擴展至其他品種及口味的合味道的可能性。

Waste Management

Our Waste Handling and Reduction Strategies

In our commitment to environmental stewardship, we have implemented a rigorous waste management system. This ensures that all hazardous and non-hazardous waste produced through our activities is collected and disposed of correctly by certified contractors. The main types of waste from our manufacturing processes are solid waste and wastewater. To guide our staff on waste classification and the proper disposal of hazardous materials, we have developed Good Practice Guidelines.

In Hong Kong, where food waste poses a major environmental challenge, we have actively worked to decrease waste production. Our system for sharing raw material inventories promotes efficient resource use and cuts down on waste by redistributing materials among different operations as necessary. Moreover, we are involved in the Hong Kong government's "Food Waste/Sewage Sludge Anaerobic Co-Digestion Trial Scheme," which provides an environmentally friendly way to reduce food waste by turning it into compost and biogas, thereby lowering greenhouse gas emissions from landfills.

In addition to our waste reduction efforts, we also recycle noodle waste from our noodle production lines into animal feed. All our electronic waste is gathered by collectors authorized by the Environmental Protection Department (EPD) for recycling purposes.

In our ongoing efforts to minimise waste, we took decisive action in 2024 by modifying our production line at our plants in Hong Kong. In particular, we modified our production line and packing methods. From May to December, we saw a consistent 20% decrease in food waste. Going forward, we are committed to further minimise the waste generation across our operations.

Compliance with Environmental Laws and Regulations

Consistent with our dedication to environmental duty, we strictly follow all pertinent laws and regulations in Mainland China and Hong Kong concerning waste management. This includes adhering to the Waste Disposal Ordinance and the Chemicals Control Ordinance in Hong Kong, as well as the Environmental Protection Law of the People's Republic of China and the Law on the Prevention and Control of Environmental Pollution Caused by Solid Waste in Mainland China.

Throughout the previous year, our business activities have continued to meet all legal and regulatory standards, with no recorded violations. At our operational sites, regular testing of wastewater is carried out. The levels of Biological Oxygen Demand (BOD) and Oil & Grease (O&G) in the wastewater have continually met the stipulated license criteria for the year 2024.

Management of Paper Consumption

In our ongoing efforts to manage and reduce environmental impacts, we fully recognize the significance of cutting down on our paper use. We consistently assess our paper usage and take steps to make it more efficient.

Innovative Hazardous Waste Management

To further improve the sustainability performance of Nissin Fujian, the plant installed a new specialised equipment tailored for the factory's laboratory. The equipment is designed to handle and clean test containers efficiently, thereby reducing the generation of hazardous waste. Compared to 2023, Nissin Fujian has managed to achieve a 50% reduction in experimental fluid waste in 2024.

廢物管理

廢物處理及減少策略

為履行環境管理承諾，我們已實施嚴格的廢物管理系統，確保我們的活動所產生的所有有害及無害廢物均由經認證承包商妥善回收及處理。我們生產過程中產生的主要廢棄物類型為固體廢棄物及廢水。為指導我們的員工進行垃圾分類及妥善處理有害物質，我們已制定良好操作指引。

在香港，廚餘廢物對環境構成重大挑戰，我們積極致力減少廢物產生。我們的原材料庫存共享系統可根據需要在不同業務之間重新分配材料，從而推動有效利用資源並減少浪費。此外，我們亦參與香港政府發起的「廚餘、污泥共厭氧消化試驗計劃」，該計劃通過將廚餘轉化為堆肥和沼氣，減少堆填場的溫室氣體排放，從而為減少廚餘提供環保方式。

除減少廢棄物外，我們亦回收麵條生產線產生的麵條廢物，轉化為動物飼料。我們的所有電子廢物均由環境保護署授權的收集商回收利用。

為持續減少浪費，我們於2024年採取果斷行動，改造我們香港廠房的生產線。尤其是，我們改進生產線及包裝方法。自5月起至12月，我們的廚餘廢物持續減少20%。展望未來，我們致力進一步減少營運過程中的廢物產生。

遵守環保法律及法規

我們始終致力履行環保責任，嚴格遵守中國內地及香港有關廢物管理的所有相關法律法規，包括遵守香港《廢物處置條例》及《化學品管制條例》，以及中國內地的《中華人民共和國環境保護法》及《固體廢物污染環境防治法》。

過去一年，我們的業務活動始終符合所有法律及監管標準，並無任何違規記錄。於我們的營運場所，定期進行廢水檢測。廢水中的生化需氧量(BOD)及油脂(O&G)含量一直符合2024年規定的許可標準。

紙張消耗管理

我們在不斷努力管理及減少環境影響的過程中，深知減少紙張使用的重要性。我們始終評估紙張用量，並採取措施提升其使用效率。

創新有害廢物管理

為進一步提高日清福建的可持續發展表現，工廠安裝專為工廠實驗室定制的新型專用設備。該設備旨在高效處理及清潔測試容器，從而減少危險廢物的產生。相較2023年，日清福建於2024年已成功實現實驗流體廢物減少50%。

Water Management

The Essential Role of Water in Our Operations and Ecosystem

At Nissin Foods, we understand the essential function water serves, not just in manufacturing our products but also in supporting the ecosystems we belong to. We have always made implementing strong water management practices a primary focus. Making sure we use water efficiently in our processes and reducing our effect on the environment's water systems are key parts of this effect. Our strategy is guided by the knowledge that careful water management is crucial for sustainable business operations and environmental care, especially within the food sector.

Water Consumption and Efficiency Efforts

In the past year, our Sites of Operation recorded a total water consumption of 468,827 cubic meters, corresponding to a water intensity of 0.123 cubic meters per HK$1,000 of revenue. We are actively working towards reducing our absolute water consumption and water intensity.

On our path to achieving efficient water usage, we have installed steam circulation systems designed to enhance the efficiency of steam utilization. Furthermore, the hot water produced by our steaming processes is now being redirected for use in the employee shower rooms. We have also fitted automatic taps in our sanitary facilities to regulate water usage without compromising on cleanliness.

Adherence to Water Management Regulations

In keeping with our pledge to manage water responsibly, we adhere strictly to all applicable environmental laws in both Mainland China and Hong Kong. Our business practices are in line with the Water Pollution Control Ordinance of Hong Kong and the Law on the Prevention and Control of Water Pollution in Mainland China.

水管理

水在我們的運營和生態系統中發揮重要作用

在日清食品，我們深明水的基本功能，不僅在生產產品方面，而且在支持我們所處生態系統方面。我們始終將實施強有力的水資源管理當作首要任務之一。確保我們於生產過程中有效用水並減少對環境水系統的影響是這項努力的關鍵部分。我們深知謹慎的水管理對於可持續業務營運及環境保護至關重要(尤其是食品業)，而我們的策略以此為指引。

耗水量及高效用水

過去一年，我們生產廠房的總耗水量為468,827立方米，耗水密度為每千港元收入0.123立方米。我們正積極致力於減少絕對耗水量和耗水密度。

在實現高效用水的過程中，我們安裝了蒸汽循環系統，旨在提高蒸汽利用效率。此外，我們蒸氣過程產生的熱水現被重新用於員工淋浴室。我們亦於衛生設施安裝自動水龍頭，以調節用水量，而不影響清潔度。

遵守水管理條例

為履行我們負責任管理水資源的承諾，我們嚴格遵守中國內地及香港的所有適用環境法。我們的業務活動符合香港《水污染管制條例》及中國內地的《水污染防治法》。

CLIMATE CHANGE MANAGEMENT

We completely understand the evolving global climate and how climate-related risks and opportunities could affect our companies. This year, following the introduction of the first IFRS S2 standard, we improved our disclosure of climate-related information by consistently revealing it in accordance with the Part D of ESG Reporting Code released by HKEX, Implementation Guidance for Climate Disclosures under HKEX ESG reporting framework and the IFRS S2 standard. Aligning with ESG Reporting Code, four-pillared framework-Governance, Strategy, Risk Management and Metrics and Targets-we assist our investors and other interested parties in gaining a stronger and more comprehensive insight into our climate actions and the possible effects of climate change on our operations.

Governance

At Nissin Foods, the Board holds direct responsibility for overseeing climate-related risks and opportunities. Our Board's focused oversight on climate issues reflects our approach to integrating climate considerations seamlessly into our Company-level decision-making processes from the very top.

Senior Management's Role in Climate Strategy Implementation

The Board directs our Senior Management, which is key in handling risks and opportunities associated with climate change. The Management Committee, which includes Executive Directors, top-level company managers, and leaders of business divisions, is led by the Chief Executive Officer and participates actively in these discussions. This committee is tasked with assessing Nissin Foods' progress in ESG areas, paying particular attention to climate matters. Annually, the Management Committee updates the Board on significant sustainability and climate-related topics.

氣候變化管理

我們充分了解全球氣候變化以及與氣候相關的風險及機遇如何影響本公司。本年度，隨著首次推出國際財務報告可持續披露準則第2號標準，我們透過持續根據香港交易所發佈《環境、社會及管治報告守則》D部分、香港交易所環境、社會及管治報告框架下的氣候披露實施指引及國際財務報告可持續披露準則第2號標準披露氣候相關資料，完善相關披露。根據環境、社會及管治報告守則，四大支柱架構(治理、戰略、風險管理以及指標和目標)，我們協助投資者及其他關聯方更深入、更全面了解我們的氣候行動以及氣候變化對我們營運的潛在影響。

治理

在日清食品，董事會直接負責監督與氣候相關的風險及機遇。董事會對氣候議題的重點監督反映了我們從最高層開始便將氣候因素無縫納入本公司決策過程。

高級管理層在氣候戰略實施中的作用

董事會指導我們的高級管理層，這對於處理與氣候變化相關的風險及機遇至關重要。管理委員會由執行董事、公司高級主管及業務部門負責人組成，由首席執行官擔任主席，且積極參與該等討論。該委員會負責評估日清食品於環境、社會及管治方面的進展，尤其關注氣候議題。管理委員會每年向董事會報告重大可持續發展及氣候相關議題。

Execution of Climate Risk Management Processes

To effectively incorporate climate risk factors into our enterprise risk assessments and analysis processes, the responsibility for executing ESG and climate-related risk management processes rests with the heads and managers of our different business units, who are responsible for implementing mitigation plans that address the relevant risks.

執行氣候風險管理流程

為了有效地將氣候風險因素納入我們的企業風險評估及分析流程，執行環境、社會及管治和氣候相關風險管理流程的責任便落到各業務部門負責人及經理，彼等負責實施應對相關風險的緩解計劃。

Continuous Learning and Adaptation to Climate-Related Developments

To remain at the forefront of climate governance, Nissin Foods' senior management and the Board are consistently informed about the latest updates in ESG and climate-related matters. Relevant training sessions have been arranged for the Board, including trainings on emerging climate-related disclosure requirements. Such educational initiatives ensure that our leadership remains equipped with the knowledge and skills necessary to navigate the evolving landscape of climate governance.

不斷學習，適應氣候相關發展

為了於氣候治理方面維持領先地位，日清食品高級管理層及董事會始終了解環境、社會及管治和氣候相關事宜的最新動態。亦為董事會安排相關培訓課程，包括關於新發佈之氣候相關披露要求的培訓。此類教育活動確保了領導層隨時掌握必要的知識和技能，以駕馭不斷變化的氣候治理環境。

Strategy

In the year 2024, in line with the Hong Kong Exchanges and Clearing Limited ("HKEX") guidelines on climate-related disclosures, we chose and applied two specific climate scenarios: Turquoise, indicating a sharp decline in emissions and a global average temperature rise significantly less than 1.5℃ to 2℃ by the year 2100, and Brown, indicating an increasing emissions trend and a global average temperature increase exceeding 3℃ by 2100. We used these scenarios to evaluate the effects of climate change on Nissin Foods' business activities, referencing publicly accessible pathways. Additionally, we conducted an extensive analysis of city-level scenarios for our primary asset locations in Hong Kong, Mainland China, and Vietnam.

戰略

2024年，根據香港交易及結算所有限公司(「香港交易所」)氣候信息披露的指引，我們選擇並應用兩種具體的氣候情景：青綠色，表示排放量急劇下跌，於2100年，全球平均氣溫上升幅度明顯低於1.5攝氏度至2攝氏度；及棕色，表示排放量呈上升趨勢，於2100年全球平均氣溫將上升超過3攝氏度。經參考公開途徑，我們利用該等情境以評估氣候變化對日清食品業務活動的影響。此外，我們亦對香港、中國內地及越南的主要資產所在地的城市層級情境進行廣泛的分析。

Climate-Related Risks

Climate risks consist of physical and transition risks. Physical risks refer to the immediate impacts of climate change, both acute and chronic. Acute physical risks encompass more sudden events, such as extreme weather events, wildfires, or flooding, resulting in property damage and operational interruptions. Chronic physical risks manifest over the long term, such as rising sea levels, changing precipitation patterns, and gradual temperature increases, leading to shifts in ecosystems and resource availability.

Transition risks, on the other hand, arise from transitioning to a low-carbon economy and adapting to climate change. These risks include policy and legal changes, market shifts, technological advancements, and reputational factors. Organisations may face stranded assets, unanticipated costs, regulatory challenges, or market volatility in the trend towards decarbonisation and sustainability.

氣候相關風險

氣候風險包括實體風險及轉型風險。實體風險指氣候變化的直接影響，包括急性及慢性影響。急性實體風險包括更多突發事件，例如極端天氣事件、野火或洪水，導致財產損失及營運中斷。慢性實體風險乃長期顯現，例如海平面上升、降水類型變化及氣溫逐漸升高，導致生態系統及資源可用性發生變化。

另一方面，轉型風險來自向低碳經濟轉型及適應氣候變化。該等風險包括政策及法律變動、市場變化、技術進步及聲譽因素。在脱碳及可持續發展趨勢中，企業可能面臨擱淺資產、未預期成本、監管挑戰或市場波動。

The identified climate-related risks that are considered potentially material to our business and value chain are summarised as follows, referring to Implementation Guidance for Climate Disclosures under HKEX ESG reporting framework.

參考香港交易所環境、社會及管治框架下氣候信息披露的實施指引，被視為可能對我們的業務及價值鏈至關重要的已識別氣候相關風險概述如下。

Physical Risks 實體風險			
Risk Categories **風險類別**	**Potential Risks** **潛在風險**	**Time Horizon** **時間範圍**	**Potential Business Impact** **潛在業務影響**
Chronic 慢性	Increase in annual mean temperature 年平均氣溫上升	Medium – Long 中長期	Heat stress can reduce the yields of certain crops, affecting the agri-business sector, and leading to potential shortages and increased costs for food and raw materials. 熱應激會降低若干作物的產量，影響農業企業部門，並導致潛在短缺以及食品及原材料成本增加。
	Increase in total annual rainfall 年總降雨量增加	Medium – Long 中長期	Businesses in areas with frequent heavy rainfall might face higher insurance premiums due to the increased risk of flood-related damages. Rising annual rainfall may also disrupt supply chains and affect the yields of certain crops. 由於洪水造成破壞的風險增加，位於強降雨頻繁地區的企業可能面臨更高保險費。年降雨量增加亦可能中斷供應鏈並影響若干作物產量。
	Relative sea level rise 海平面相對上升	Long 長期	Ports and coastal transport routes can be disrupted or rendered inoperative, affecting both imports and exports. 港口及沿海運輸路線可能會中斷或癱瘓，從而影響進出口。
	Water stress 水資源壓力	Short – Long 短長期	Stricter water usage regulations and quotas may be imposed, necessitating businesses to adjust their operations. 可能實施更嚴格的用水法規及配額，迫使企業調整其營運。

Physical Risks 實體風險			
Risk Categories **風險類別**	**Potential Risks** **潛在風險**	**Time Horizon** **時間範圍**	**Potential Business Impact** **潛在業務影響**
Acute 急性	Increase in highest temperature 最高溫度上升	Medium – Long 中長期	Infrastructure, particularly those without adequate cooling systems, may suffer damage or decreased lifespan due to extreme heat. 基礎設施，尤其是無充足冷卻系統的基礎設施，可能因極端高溫而遭受損壞或使用期限縮短。
	Increase in longest dry spell days 最長乾旱天數增加	Medium – Long 中長期	Reduced agricultural yields due to dry spells can disrupt supply chains, especially for businesses dependent on agricultural products. 乾旱期造成的農業產量下降可能會中斷供應鏈，特別是對於依賴農產品的企業。
	Increase in extreme rain days 極端降雨天數增加	Medium – Long 中長期	Facilities, roads, and other infrastructure may suffer from water damage, leading to high repair costs and potentially interrupting business operations. 設施、道路及其他基礎設施可能遭受水損壞，導致高昂的維修成本並可能中斷業務營運。
	1-in-100-year Extreme Sea Level 百年一遇的極端海平面	Long 長期	Coastal businesses and infrastructure, such as ports, factories, and resorts, could face severe damage due to extreme sea-level events. 沿海企業及基礎設施，如港口、工廠及度假村，可能因極端海平面事件而面臨嚴重損壞。
	Tropical cyclones 熱帶氣旋	Short 短期	Tropical cyclones can cause severe damage to buildings, equipment, and other assets due to intense winds, heavy rainfall, and storm surges. 由於強風、強降雨及風暴潮，熱帶氣旋可能對建築物、設備及其他資產造成嚴重損壞。
	Coastal flooding 沿海洪水	Medium – Long 中長期	Flooding may halt or slow down business activities, both during the flooding event and in its aftermath due to clean-up and recovery efforts. 於洪水事件期間及洪水過後，由於清理及恢復工作，洪水可能會導致商業活動中止或延緩。

Transition Risks and Opportunities 轉型風險與機遇			
Risk/ Opportunity Categories **風險／機遇類別**	**Potential Risks/Opportunities** **潛在風險／機遇**	**Time Horizon** **時間範圍**	**Potential Business Impact** **潛在業務影響**
Policy & Legal 政策及法律	Increased operational costs and potential supply chain disruptions due to new emission regulations and carbon pricing mechanisms. 新排放法規及碳定價機制導致營運成本增加及潛在供應鏈中斷。	Short – Medium 中短期	The potential financial implications of carbon pricing mechanisms pose a risk to Nissin Foods' operational costs, profit margins, and hence competitiveness, and require strategic adaptation. New policies and regulations related to carbon pricing may also necessitate adjustments in production methods. 碳定價機制的潛在財務影響對日清食品的營運成本、利潤率以及競爭力構成風險，需要進行策略調整。與碳定價相關的新政策及法規亦可能需要調整生產方式。
Market 市場	Carbon pricing encourages the pursuit of resource efficiency, presenting an opportunity for Nissin Foods to innovate and optimise energy usage. 碳定價鼓勵追求資源效率，為日清食品提供創新及優化能源使用的機會。	Medium – Long 中長期	Investments in energy-efficient technologies and processes could lead to cost savings and competitive advantage, enhancing Nissin Foods' market positioning as a sustainable brand. 節能技術及工藝投資可節省成本及帶來競爭優勢，從而增強日清食品作為可持續品牌的市場定位。
	High electricity prices incentivise the diversification of energy sources, including the adoption of renewables. 高電價推動能源多樣化，包括採用再生能源。	Medium – Long 中長期	Diversifying Nissin Foods' energy sources can improve energy security in the long term, mitigating risks and aligning with global trends towards sustainable energy. 日清食品能源多元化可長期提高能源安全，從而降低風險並符合全球可持續能源趨勢。
	Increased input costs due to volatility in the prices of non-energy crops such as wheat and palm oil. 小麥及棕櫚油等非能源作物價格波動導致投入成本增加。	Short – Medium 中短期	Fluctuations in raw material procurement costs, driven by factors such as climate change and market demand, may affect product pricing strategies and may force Nissin Foods to choose between absorbing increased costs – thereby squeezing profit margins – or raising product prices, which risks reducing consumer demand. 由氣候變化及市場需求等因素驅動的原材料採購成本波動可能影響產品定價策略，並可能迫使日清食品在承擔成本增加(從而擠壓利潤率)或提高產品價格(這可能減少消費者需求)之間作出選擇。

Transition Risks and Opportunities 轉型風險與機遇			
Risk/ Opportunity Categories **風險／機遇類別**	**Potential Risks/Opportunities** **潛在風險／機遇**	**Time Horizon** **時間範圍**	**Potential Business Impact** **潛在業務影響**
Market 市場	Price changes present an opportunity for Nissin Foods to innovate in its product offerings. 價格變動為日清食品提供創新產品類別的機會。	Short – Medium 中短期	Developing alternative products that use less volatile or more sustainably priced inputs can not only lead to a stronger and more resilient product portfolio, but also appeal to environmentally conscious consumers and potentially open up new markets. 開發使用波動性較小或更具性價比投入的替代產品不僅可以帶來更強大、更具彈性的產品組合，亦可吸引具環保意識的消費者，並可能開拓新市場。
	A shift in consumer preferences towards more sustainable and environmentally friendly products poses a risk to Nissin Foods if its current product portfolio does not align with these evolving demands. 倘日清食品當前的產品組合無法滿足該等不斷變化的需求，消費者偏好轉向更可持續及更環保的產品會為日清食品帶來風險。	Medium – Long 中長期	Failure to adapt to the evolving consumer preferences could result in decreased market share and revenue as consumers opt for competitors that better meet their sustainability criteria. 未能適應不斷變化的消費者偏好可能會導致市場份額及收入下降，原因為消費者會選擇更符合其可持續發展標準的競爭對手。
	The shift in consumer preferences also presents a potential opportunity for Nissin Foods to expand its market presence by innovating and offering products that cater to the demand for sustainable diet options. 消費者偏好轉變亦為日清食品提供一個潛在機遇，可透過創新及提供滿足可持續健康飲食需求的產品擴大其市場份額。	Medium – Long 中長期	Proactive alignment with consumer demands for sustainability can drive market growth and attract new segments of environmentally conscious consumers. 積極配合消費者的可持續需求可推動市場發展並吸引新環保意識的消費者群體。

Transition Risks and Opportunities 轉型風險與機遇			
Risk/ Opportunity Categories **風險／機遇類別**	**Potential Risks/Opportunities** **潛在風險／機遇**	**Time Horizon** **時間範圍**	**Potential Business Impact** **潛在業務影響**
Technology 技術	Increased operational costs due to fluctuations in electricity price (particularly if our production facilities rely mainly on conventional energy sources). 電價波動導致營運成本增加(尤其是如果我們的生產設施主要依賴傳統能源)。	Short – Medium 中短期	The potential volatility in electricity prices pose a challenge to maintaining cost-effective operations, prompting the need for technological innovation and energy source diversification. 電價的潛在波動對維持具成本效益的營運構成挑戰，從而導致需要技術創新及能源多元化。
	Volatility in energy prices encourages investment in renewable energy technologies. 能源價格波動推動投資可再生能源技術。	Medium – Long 中長期	Investing in emerging energy solutions, while initially costly, can offer more predictable, potentially lower costs over time, improving energy security, and leading to long-term operational efficiencies and strengthening Nissin Foods' market position as an environmentally responsible company. 投資新興能源解決方案雖然最初成本高昂，但隨著時間的推移，可提高預測性、潛在降低成本，提升能源安全，並帶來長期營運效率，及加強日清食品作為一家對環境負責的公司的市場地位。
Reputation 聲譽	Nissin Foods' brand reputation could suffer if the Company is perceived as lagging in sustainability practices or if its products are not seen as environmentally friendly. 如本公司被認為在可持續發展實踐方面落後或其產品被視為不環保，日清食品品牌聲譽可能遭受損害。	Short – Medium 中短期	Negative consumer perceptions can rapidly affect brand value and customer loyalty. 消費者的負面看法會迅速影響品牌價值及顧客忠誠度。
	Actively responding to consumer preferences with sustainable practices and products can enhance Nissin Foods' reputation. 以可持續慣例及產品積極滿足消費者偏好可提升日清食品聲譽。	Short – Medium 中短期	Incorporating consumer preference dynamics into the strategic planning process allows Nissin Foods to anticipate market trends and align product development and marketing strategies accordingly. 將消費者偏好動態納入策略規劃程序，使日清食品能夠預測市場趨勢，並據此調整產品開發及市場推廣策略。

Our Mitigation and Adaptation Plans

In response to the identified risks, we are planning to implement a series of mitigation and adaptation measures:

- **Upgrading Climate-Controlled Facilities:** We will invest in upgrading our infrastructure with better insulation and high-efficiency cooling systems to ensure optimal operating conditions and safeguard our equipment against climate extremes.
- **Routine Infrastructure Inspections:** We will schedule regular maintenance checks to ensure our drainage systems function effectively, preventing potential flood damage.
- **Progressive Carbon Management:** We will expand our investment in renewable energy projects to decrease reliance on fossil fuels and reduce our environmental impact.
- **Energy Source Diversification:** We aim to diversify our energy mix with renewable sources and utilize smart systems to manage usage, reducing volatility and improving efficiency.
- **Enhancing Water Efficiency:** Our plan includes implementing advanced water conservation technologies and wastewater recycling to minimize water usage and environmental impact.
- **Optimizing Supply Chain and Materials:** We will reinforce our supply chain by exploring alternative raw materials and adjusting product formulations and pricing to respond to climate-induced market changes.
- **Strengthening Supply Chain Resilience:** To reduce the risk of supply disruptions caused by climate events like heatwaves or floods, we will enhance our sustainable procurement practices and consider diversifying our supplier base to include a wider geographic range.
- **Continuous Risk Assessment Updates:** We commit to regularly assessing climate-related risks, including water scarcity, temperature changes, flooding, and typhoons, across all operational areas to guide resilient operational strategies.
- **Employee Preparedness Programmes:** We will offer training on climate emergency preparedness, including cyclone readiness, safety procedures, and evacuation plans, to ensure our staff are ready for any climate-related incidents.
- **Aligning with Consumer Preferences:** We will innovate new sustainable products and clearly communicate our environmental initiatives to meet evolving consumer demands and foster brand loyalty.

緩解及適應計劃

為應對已識別風險，我們計劃實施一系列緩解及適應措施：

- **升級氣候控制設施**：我們將投資升級我們的基礎設施，配備更好的隔熱層及高效冷卻系統，以確保最佳的運作條件並保護我們的設備免受極端氣候影響。
- **基礎設施例行檢查**：我們將安排定期維護檢查，以確保我們的排水系統有效運作，並防止潛在的洪水損毀。
- **漸進式碳管理**：我們將擴大對再生能源項目的投資，以減少對化石燃料的依賴並減少環境影響。
- **能源多元化**：我們的目標是利用再生能源實現能源組合多元化，並利用智慧系統管理使用情況，減少波動性並提升效率。
- **提升用水效率**：我們的計劃包括實施先進的節水技術及廢水回收再用，以最大限度地減少用水量及環境影響。
- **優化供應鏈及材料**：我們將透過探索替代原材料並調整產品配方及定價，以加強我們的供應鏈，從而應對氣候引起的市場變化。
- **加強供應鏈彈性**：為降低熱浪或洪水等氣候事件造成供應中斷的風險，我們將加強可持續採購慣例，並考慮令我們的供應商基礎更多元化，以涵蓋更廣泛的地理範圍。
- **持續風險評估更新**：我們承諾定期評估所有營運領域的氣候相關風險，包括水資源短缺、氣溫變化、洪水及颱風，以指導彈性營運策略。
- **僱員準備計劃**：我們將提供氣候緊急準備培訓，包括颶風準備、安全程序及疏散計劃，以確保我們的員工為任何氣候相關事件做好準備。
- **迎合消費者偏好**：我們將推出新的可持續產品，並明確傳達我們的環保措施，以滿足不斷變化的消費者需求並培養品牌忠誠度。

Risk Management

Managing risks associated with climate change is a crucial part of our sustainability plan. Acknowledging the increasing significance of climate-related threats, we are actively working to improve how we incorporate these factors into the Group's overall risk governance and management structure.

To better understand and handle climate-related risks, we hired an independent external consultant this year. Their role was to help us pinpoint and evaluate potential climate risks and to gain a thorough comprehension of them. This insight will enable us to adjust our risk management tactics appropriately. The process included a detailed examination of how climate-related effects could impact our operations, supply chain, and market conditions.

風險管理

管理氣候變化相關風險是我們可持續發展策略不可或缺的一部分。我們意識到氣候相關威脅日益重要，當前正致力將該等因素與本集團的整體風險管治及管理框架整合。

為加強我們對氣候相關風險的了解及處理，我們於本年度委聘獨立外部顧問。該顧問協助我們識別及評估潛在氣候風險，並全面了解該等風險，令我們可適當地調整風險管理策略。這個過程需要詳細分析氣候相關影響如何影響我們的營運、供應鏈及市場情況。

Metrics and Targets

We understand the essential need to set up and stick to certain climate-related measurements and goals as we move towards adopting more sustainable environmental practices. While we are in the process of finalizing these measurements and goals, our current actions are directed at the key areas that will most significantly lessen our environmental impact. Our goal is to help create a more sustainable packaging system. This includes a continuous effort to decrease the use of plastics derived from petroleum in our packaging. Additionally, we are stepping up our work on lowering VOC emissions and plan to broaden the scope of our operations that are targeted for emission reductions.

Moreover, we are continually looking for ways to improve energy efficiency throughout our operations. Moving forward, we will keep pushing ahead with our energy initiatives, with a concentration on improving and making the most of our energy efficiency and usage.

指標及目標

我們明白到，隨著我們採取更可持續的環境慣例，制定並遵守特定氣候相關措施及目標至關重要。我們落實該等措施及目標時，我們目前的行動針對能夠最顯著減少我們環境影響的關鍵領域。我們旨在貢獻於發展更可持續的包裝系統。這包括不斷努力減少我們包裝中石油衍生塑膠的使用。此外，我們正推動減少VOC排放的工作，並計劃進一步擴大減排目標業務範圍。

此外，我們亦不斷尋求提高整個營運能源效率的方法。未來，我們將繼續推動能源倡議，專注提升及優化能源效率及使用。

OUR PRODUCT
我們的產品

We pledge to uphold excellence in quality, safety, and sustainability across every aspect of our product creation and supply chain oversight. We showcase our stringent methods for guaranteeing food safety and quality, our efforts to provide more nutritious and healthful product options, our processes within the value chain, and our commitment to responsible sourcing practices.

我們承諾在產品創造及供應鏈監督的各方面堅持卓越的品質、安全及可持續性。我們展示保證食品安全及品質的嚴格方法、我們為提供更有營養和健康的產品選擇而作出的努力、我們在價值鏈中的流程及我們對負責任採購慣例的承諾。

FOOD SAFETY AND QUALITY

The foundation of our business is built on product safety and quality. We ensure this through meticulous testing and certification processes, the adoption of advanced technology, thorough supply chain oversight, and eco-friendly approaches. Our unwavering priority is to deliver products to our customers that are not only tasty but also secure and of the highest quality.

食品安全及質量

產品安全及質量是我們業務的基礎。我們以嚴格的測試及認證到採用先進技術、全面的供應鏈監督及環保方式確保產品安全及質量。我們堅定不移的首要任務是為客戶提供既美味、又安全且品質卓越的產品。

Food Safety Management

Rigorous Inspections of raw materials and final products

At Nissin Foods, ensuring the quality and safety our raw materials is paramount. We implement a rigorous verification program that involves random testing of raw materials to ensure they are free from harmful substances such as pesticides, heavy metals, and ethylene oxide. In response to news alerts and outbreak notifications, we also conduct targeted checks to safeguard against potential contaminants. Furthermore, our commitment to product safety extends to the final stages of production. We perform comprehensive tests on finished goods to detect genetically modified organisms, preservatives, and allergens, thereby ensuring the highest level of safety and quality for our consumers.

Rigorous Pre-Delivery Inspections

Prior to being delivered to our customers, each product must pass through multiple rigorous checks before shipping. These pre-shipment inspections involve a range of quality control measures and examinations, which include microbiological testing, weight verification, visual inspection, and sensory reviews, all performed by qualified experts.

Certification and Continual Improvement

Our commitment to maintaining food safety and quality is highlighted by the certifications our food manufacturing facilities have obtained. Every one of our food production sites is certified to ISO 22000 (International Organization for Standardization) and FSSC 22000 (Food Safety System Certification 22000) standards, which are widely accepted international indicators of robust food safety management systems within organizations. Additionally, our food production sites have adopted the HACCP (Hazard Analysis and Critical Control Points) management system. This system adds value by methodically pinpointing and managing food safety risks, thereby guaranteeing the manufacture of safe and top-quality food products.

食品安全管理

原材料及最終產品的嚴格檢驗

在日清食品，確保原材料的品質和安全至關重要。我們實施嚴格的驗證計劃，包括對原材料進行隨機測試，以確保它們不含農藥、重金屬和環氧乙烷等有害物質。為回應新聞警報和疫情通知，我們亦進行針對性檢查，以防範潛在污染物。此外，我們對產品安全的承諾亦延伸至生產的最後階段。我們對成品進行全面的測試，以檢測基因改造生物、防腐劑及致敏原，從而確保為消費者提供最高水平的安全及品質。

嚴格的交付前檢查

各產品於送達客戶前，必須經過多項嚴格的裝運前檢查。該等裝運前檢查涉及各種質量檢查及測試，包括微生物測試、重量驗證、外觀檢查及試食評估，所有程序均由合資格專業人員進行。

認證及持續提升

我們的食物生產工廠獲得的認證體現我們對食品安全及質量的承諾。我們所有食品生產廠房均獲得ISO 22000(國際標準化組織)及FSSC 22000(食品安全體系認證22000)認證，該等標準被國際公認為組織具備食品安全管理系統健全的指標。另外，我們的食品生產廠房均採納HACCP(危害分析及關鍵控制點)管理體系。該體系透過系統性地識別及管理食品安全風險以增加價值，從而確保生產安全和優質的食品。

Expert Technical Support

The Food Safety Evaluation and Research Institute Co., Ltd (the "Institute"), in which we hold a 5% stake, provides us with invaluable technical support. The Institute, which holds ISO/IEC 17025 accreditation from the China National Accreditation Service for Conformity Assessment, defines the competence of testing and calibration laboratories, and aids in our quality inspections at every production stage, from raw materials to final products.

專家技術支持

我們持有5%股份的日清(上海)食品安全研究開發有限公司(簡稱「食安研」)，為我們提供寶貴的技術支持。食安研擁有中國合格評定國家認可委員會的ISO/IEC 17025認證，並界定檢測及校準實驗室的能力，且協助我們從原材料到最終產品的每個生產階段進行質量檢查。

Comprehensive Annual Review

Our annual review comprises a thorough examination of the operations and processes of our plants and suppliers, including audits, inspection protocols, product recall mechanisms, compliance with food safety standards, and training initiatives. We are pleased to report that in 2024, there were no food safety or health-related complaints or product recalls.

全面年度審查

我們的年度審查包括對工廠及供應商的營運及流程進行全面檢查，包括審核、檢查協議、產品召回機制、食品安全標準合規性及培訓計劃。我們欣然報告，於2024年，概無食品安全或健康相關投訴或產品召回。

Food Safety Policy and Training

At Nissin Foods, maintaining the highest levels of food safety is among our top priorities. We strictly follow the ISO/FSSC 22000 standard, and our Food Safety Policy outlines a clear structure for setting goals, ensuring thorough communication and implementation across all our food production sites. In 2024, in response to the updates of ISO 22000, we updated our Management Manual and the Food Safety Policy correspondingly. The update of Food Safety Policy and Management Manual places a strong emphasis on fostering a food safety culture among all our employees, including both office and production staff. The update aims to heighten personal awareness of food safety practices and the company's approach to food safety management. To support this initiative, we have provided comprehensive training on quality and safety culture to all staff members. This training ensures that our team is adequately prepared to address food safety-related issues.

食品安全政策與培訓

於日清食品，維持食品安全的最高標準是我們的首要任務之一。我們嚴格遵守ISO/FSSC 22000標準，且我們的食品安全政策為設定目標提供明確框架，保證在我們的所有食品生產廠房進行全面的溝通及落實。於2024年，為配合ISO 22000的更新，我們已相應更新管理手冊及食品安全政策。食品安全政策及管理手冊的更新非常強調在我們所有僱員(包括辦公室及生產職員)中培養食品安全文化。該更新旨在提升個人對食品安全慣例及公司的食品安全管理方法的認識。為支持這舉措，我們為所有員工提供有關品質及安全文化的全面培訓。該培訓確保我們的團隊做好充分準備以解決食品安全相關問題。

Beyond setting up the relevant standards, it is also crucial that our food safety policy is effectively communicated, understood, and applied across all levels of the organisation. We place importance on effective internal and external communication, as well as prompt correction and corrective action. Our focus on customer satisfaction and continuous improvement drives us to meet customer needs and expectations. Furthermore, we maintain rigorous assessments of all raw materials to ensure compliance with local and exporting countries' legislation and regulations, as well as with the food safety-related requirements agreed upon with our customers.

除制定相關標準外，我們的食品安全政策在組織各層面得到有效傳達、理解及應用亦至關重要。我們重視有效的內部及外部溝通，並及時糾正及進行糾正行動。我們對客戶滿意度及持續改進的關注促使我們滿足客戶的需求及期望。此外，我們對所有原材料進行嚴格評估，以確保符合當地及出口國的法律及法規，以及與客戶協定的食品安全相關要求。

Our "Weekly Food Safety News"

The "Weekly Food Safety News" is crucial in ensuring our employees remain updated on the newest industry standards and rules. It serves as a platform that enables our staff to maintain awareness and readiness to comply with the changing practices and stipulations of food safety.

「食品安全週報」

「食品安全週報」在確保僱員了解最新行業標準及規則方面發揮至關重要的作用。透過本渠道，員工能夠保持意識並做好準備，以遵守不斷變化的食品安全慣例及規定。

Streamlining Product Recall Procedures

In our commitment to preparedness and consumer safety, Nissin Foods conducted a product recall drill in February 2024, simulating a scenario where a batch of raw material was discovered to be contaminated with an unauthorized colouring agent. The drill aimed to identify and recover all finished products with a compromised raw material within 4 hours. It successfully located all affected items in just 3 hours, securing them at an external warehouse without any release to the market, thus affirming our commitment to consumer safety and ESG standards.

簡化產品召回程序

我們致力於做好準備及保障消費者安全，於2024年2月，日清食品進行一次產品召回演習，模擬發現一批原材料被未經授權的著色劑污染的場景。此次演習的目的是在4小時內識別並回收所有原材料受影響的成品。僅以3小時成功找到所有受影響的物品，並將其保存於外部倉庫中，且概無向市場釋出任何相關產品，肯定我們對消費者安全及環境、社會及管治標準的承諾。

Comprehensive Product Recall Management

Our procedure for managing product recalls is well-organised, classifying recalls according to their risk level and ensuring thorough traceability records are in place. We keep meticulous records of customer complaints and have appointed a varied Product Recall Team to oversee the process effectively. If a recall is necessary, we swiftly communicate with distributors, regulatory bodies, and consumers via multiple communication channels. Furthermore, we have implemented control measures for products that are recalled and carry out practice recall exercises each year to test the efficiency of our recall processes.

全面產品召回管理

我們的產品召回管理程序組織完善，根據風險等級對召回進行分類，並確保可靠的可追溯性記錄。我們保留詳盡的客戶投訴記錄，並指定一個多元化產品召回團隊，以有效監督流程。一旦須要召回，我們會及時透過多個媒體渠道與經銷商、監管部門及消費者進行溝通。此外，我們亦落實召回產品的控制措施，且每年進行模擬召回演習，以測試召回程序的有效性。

Compliance with Global Standards

Nissin Foods carefully follows the food safety regulations required by numerous authorities, which include places such as Mainland China, Hong Kong, Australia, New Zealand, Canada, the United States, the European Union, and Singapore, among others. This strict compliance demonstrates our worldwide dedication to food safety and our promise to fulfil the varying criteria and anticipations of our customers across the globe.

遵守全球標準

日清食品嚴格遵守多個機構要求的食品安全規例，包括但不限於中國內地、香港、澳洲、紐西蘭、加拿大、美國、歐盟及新加坡。如此嚴格的合規性體現我們對食品安全的全球承諾以及我們滿足全球客戶的不同標準及期望的承諾。

Quality Assurance System

Established in 2005, The Institute has led the way in enhancing our quality assurance processes. It was created with the purpose of developing a quality assurance system that involves local inspection of raw materials in China and ensures the use of safe ingredients. Throughout its history, The Institute has played a vital role in the Group's quality assurance efforts, serving as an essential part of the overall quality assurance strategy and helping to elevate the safety and quality of our products even further.

質量保證系統

自2005年成立以來，食安研一直帶領我們提升質量保證程序。成立食安研旨在建立一個質量保證體系，對中國的原材料進行本地檢驗，並確保使用安全材料。自其成立以來，食安研在本集團質量保證工作中發揮至關重要的作用，作為整體質量保證策略的重要組成部分，有助於進一步提升我們產品的安全性及品質。

Integration of Advanced International Testing Technologies

To create a sophisticated quality assurance system, the Institute has adopted cutting-edge food testing and analytical technologies from the Global Food Safety Institute, which is part of Nissin Foods Holdings Co., Ltd. ("Nissin Japan") based in Japan. This integration has significantly enhanced our ability to inspect and test components like wheat flour, dried vegetables, dried meats, and dried seafood, as well as the instant noodle products used by Nissin Japan and the Group's companies in China.

整合國際先進檢測技術

為建立先進的質量保證體系，食安研引進日本Nissin Food Holdings Co., Ltd.(「日清日本」)旗下全球食品安全研究所開發的最先進食品檢測及分析技術。是次整合有助顯著提高我們對日清日本及於中國的集團公司使用的小麥粉、乾蔬菜、乾肉、乾海鮮等成份以及即食麵產品的檢驗及測試能力。

Comprehensive Scope of Testing

Our comprehensive testing programme encompasses numerous elements to guarantee the highest levels of safety and quality for our products. This includes assessing for the presence of pesticide and veterinary drug residues, harmful microorganisms, toxic substances, heavy metals, mycotoxins, food allergens, as well as genetically modified organisms.

全面測試範圍

我們的測試計劃涵蓋多個元素，以保障產品的最高安全性及質量，包括對農藥及獸藥殘留、有害微生物、有害物質、重金屬、黴菌毒素、食物過敏原及轉基因生物的存在評估。

Expansion of Services

Utilising the state-of-the-art international food inspection and testing technologies of the Institute, along with its wealth of experience in food testing, the Institute has broadened its range of services. It now offers food inspection services to Chinese domestic firms as well as international clients. Moreover, the Institute provides technical consultations on food safety, thereby expanding its knowledge and support to a wider audience within the food sector.

服務擴展

憑藉食安研先進的國際食品檢驗及測試技術，加上在食品測試方面的豐富經驗，食安研已擴大服務範圍。食安研現為中國國內公司及國際客戶提供食品檢驗服務。此外，食安研亦提供食品安全相關的技術諮詢，從而將其專業知識及支持擴展至食品產業中更廣泛的客戶基礎。

Accreditation and Certification Achievements

The Institute's dedication to superior quality assurance is demonstrated through its accomplishments in gaining accreditations and certifications. In November 2010, it was awarded accreditation by the China National Accreditation Service for Conformity Assessment (CNAS). Then, in May 2020, it reached another important achievement by obtaining the China Inspection Body and Laboratory Mandatory Approval (CMA). The CMA certification greatly boosts our company's reputation in quality assurance by undergoing a stringent evaluation process. This process includes the assessment of our testing capabilities and the reliability of our inspection and testing laboratories by the provincial and higher-level Administration for Market Regulation, following the Evaluation Criteria for Certification of Inspection and Testing Laboratories (RB/T 214-2017), thus reinforcing stakeholders' confidence in us.

認可及認證成果

食安研對卓越質量保證的承諾體現在其取得的認可及認證成就中。於2010年11月，其獲得中國合格評定國家認可委員會(CNAS)認可。其後，於2020年5月，其取得另一項重要成就，獲得中國檢測機構和實驗室強制認證(CMA)認可。透過嚴格的評估過程，CMA認證顯著提高本公司質量保證的聲譽。該過程包括省級及以上市場監督管理局按檢驗檢測實驗室認證標準(RB/T214-2017)對我們的檢測能力及檢驗檢測實驗室的可靠性進行評估，並因而提升持份者對我們的信心。

Continuous Improvement and Global Standards Compliance

Looking to the future, our quality assurance processes are constantly being refined, incorporating a commitment to ongoing betterment and harmony with international standards. The quest for excellence is a continuous venture for us, and we are steadfast in our resolve to introduce ground-breaking methods and technologies to ensure the highest degree of food safety and quality.

持續改善及全球標準合規

展望未來，我們的質量保證體系不斷完善，承諾持續改進並與國際標準保持一致。追求卓越是我們不斷追求的事業，我們堅定不移地決心引進突破性的方法及技術，以確保最高水平的食品安全及質量。

Management of Advertising and Product Labelling

We acknowledge the significant influence that advertising and product labelling have on consumer opinion and confidence. Bearing this in mind, we have established thorough instructions for our advertising and promotional efforts to guarantee clarity and deliver accurate information to our customers, maintaining the highest standards of ethical advertising and clear product labelling.

廣告及產品標籤管理

我們認同廣告及產品標籤對消費者的意見及信心帶來重大影響。基於此認識，我們對廣告及促銷工作落實全方位指示，以保證清晰度，並向客戶提供準確資料，同時，我們踐行最高準則，以合乎道德的方式開展產品的廣告宣傳，並保障標籤清晰。

Ethical Advertising Practices

Our core belief is to stay honest and refrain from exaggerating the features of our products. We hold that advertising comes with a moral duty, and we are convinced that this duty necessitates all promotional material to be factual and not deceptive, which is how we establish and preserve trust with our clientele. In line with this, Nissin Foods has continually championed the value of clarity in all its advertising activities. Our ads are designed to accurately depict our products, resonate with our brand's ethos, and remain coherent across different media channels. This strategy protects against false representation, making certain that our customers gain an accurate and truthful appreciation of our products' benefits.

合乎道德的廣告常規

我們的核心信念為保持誠信，避免誇大產品特色。我們堅持廣告宣傳負有倫理責任，確信這一責任要求所有宣傳材料均須為事實，不得含有欺騙成份，並以此為基礎建立及維護客戶對我們的信任。為此，日清食品在所有廣告宣傳活動中均一直重視清晰度。我們的廣告宣傳旨在準確描繪我們的產品，與我們的品牌精神產生共鳴，並在不同媒體渠道維持一致。該策略可防止出現虛假陳述，確保客戶準確、真實地了解我們產品的好處。

Monitoring and Updating Product Labels

Within our organization, we have implemented robust procedures to monitor and regularly update the information on our product labels. This is crucial to ensure that the labels are always accurate, up-to-date, and compliant with the latest regulations. A key component of this process is our Inspection Procedures for Finished Products, which involve thorough checks of the quantity, packaging, labelling, and overall quality of the products. These inspections guarantee that every aspect of our product presentation is meticulously reviewed for accuracy and regulatory compliance.

監控及更新產品標籤

我們已於組織內部實施健全的程序，以監控及定期更新我們的產品標籤資料。這對於確保標籤保持準確、最新及符合最新法規至關重要。我們的製成品檢查程序為該流程的重要組成部分，包括對產品數量、包裝、標籤及整體質量進行全方位檢查。此等檢查保證產品展示的各個方面均經過嚴格審查，確保準確性及合規性。

Compliance with Regulations

Our strict observation of relevant laws further showcases our dedication to taking responsibility for our products. We follow the Trade Descriptions Ordinance in Hong Kong and the Administrative Provisions on Food Labelling in Mainland China as the basis for our operational guidelines.

During the reported timeframe, the Group did not encounter any breaches of product responsibility regulations, and no fines or penalties were imposed for any non-compliance issues.

遵守法規

我們嚴格遵守相關法例，進一步顯示我們為產品承擔責任的決心。我們嚴格遵守香港的《商品説明條例》及中國內地的《食品標識管理規定》，並以此作為我們營運指引的基準。

報告期內，本集團並無遇到任何違反產品責任法規的情況，亦無發生導致罰款或處罰的不合規事件。

NUTRITIOUS AND HEALTHIER PRODUCTS

Commitment to Health and Nutrition

Throughout the years, Nissin Foods has consistently advocated for the significance of health and proper nutrition, acknowledging the shifting tastes of consumers and the increasing worldwide emphasis on healthy eating habits. Although instant noodles are still our primary product, representing ease and cost-effectiveness, we have gradually broadened our range to offer numerous options that appeal to those who are health oriented. This diversification strategy strengthens our position as a food manufacturer that is dedicated to fostering health through nutritious offerings.

At the heart of Nissin Foods' vision is our engagement in initiatives centred on health and nutrition. Our Chairman serves as a guest member on the standing committee of a Tier I association and as vice president of a Tier II association within the Noodle Products Branch of the Chinese Institute of Foods Science and Technology. On a global scale, Nissin Foods takes pride in being a founding member of the World Instant Noodles Association (WINA). As we strive to enhance the health and nutritional value of our products, we also preserve the unique taste and quality that our products are famous for, ensuring that our customers can still enjoy the delicious culinary experiences they have come to expect.

產品營養均衡且更健康

致力保障健康及營養

多年來，日清食品一直提倡健康及適當營養的重要性，認同消費者偏好轉變，全球日益關注健康飲食習慣。雖然即食面仍然是主要產品，以方便及實惠著稱，但我們已逐步擴大我們的產品組合，提供多種迎合注重健康的消費群體的選項。該多元化策略強化了我們作為食品生產商的角色，我們致力於通過營養產品促進健康。

積極參與以健康及營養為重點的活動，這對日清食品實現願景而言至關重要。我們的董事長現擔任中國食品科學技術學會的一級協會之特邀常務理事及面製品分會的二級協會之副理事長。在全球範圍內，日清食品非常榮幸地成為世界即食麵協會(WINA)的創始成員。我們致力提升產品的健康及營養價值，同時亦保持產品的獨特口味和質量，確保客戶仍可享受預期般美味的美食體驗。

Spotlight on Our Innovative Product Range

Oats Granola Options

Nissin Foods launch Oats Granola in 2024, providing a handy and adaptable choice for health-aware consumers. Boasting 60% oats and featuring our exclusive Dehydrated Strawberry Flavour Lactobacillus Cubes, it comes in three tasty flavours: Abundant Fruit, Uji Matcha, and Maple Syrup. Each portion contains crispy, oven-baked oat balls offering a satisfying crunch, available in coconut, matcha, and maple syrup options.

創新產品系列亮點紛呈

燕麥穀物麥片選擇

日清食品於2024年推出燕麥穀物麥片，為注重健康的消費者提供便利而靈活的選擇。其含有60%的燕麥，並配有我們獨有的脱水草莓味乳酸菌粒，共有三款美味口味：豐盛果實、宇治抹茶及楓糖漿。每份均含有香脆的烤燕麥球，口感酥脆，有椰子、抹茶及楓糖漿口味可供選擇。

Health-oriented Beverages

The Green Juice, which is made in Japan, adds to our range of health-centric products. Each packet contains 100 grams of green vegetables like spinach, cabbage, kale, and baby cabbage mixed with an equal portion of tasty fruit. This special mix not only provides a full-bodied flavor but also delivers essential nutrients such as dietary fiber, potassium, folic acid, and polyphenols. It enhances the natural sweetness of the vegetables and fruits without adding sugar or artificial sweeteners, aligning with our promise to promote a light, healthy, and fat-free way of life.

In 2023, the launch of Green Juice offered a delightful twist to the traditional green juice perception, featuring "Rich White Peach" and "Refreshing Apple" flavors. This broke the common notion of green juice being bitter, with both variants quickly gaining popularity. Providing a convenient way to incorporate vegetable nutrients into a healthy lifestyle, Nissin Foods further expanded the Green Juice line in 2024 with a new "Lucious White Grape" flavor, offering a fragrant and delicate experience to cater to the discerning palates of health-conscious consumers.

飲品以健康為首

日本製造的盈優青汁擴大我們以健康為首的產品範圍。每包盈優青汁含有菠菜、椰菜、羽衣甘藍和抱子甘藍(椰菜仔)等合共100克的綠色蔬菜並混合等量美味水果。該特別混合飲品不僅口感濃郁，而且提供膳食纖維、鉀、葉酸和多酚等必要營養。盈優青汁提升蔬菜和水果的天然甜味，不使用糖或人造甜味劑，符合我們推廣清淡、健康和零脂肪生活方式的承諾。

於2023年，盈優青汁的推出顛覆大眾對傳統綠色蔬果汁的認知，提供「濃厚白桃」及「清爽蘋果」兩種口味。這打破苦味綠色蔬果汁的普遍觀念，兩種口味迅速大受歡迎。日清食品提供一種將蔬菜營養融入健康生活方式的便捷方法，並於2024年進一步擴充盈優青汁系列，推出新口味「芳香白葡萄」，提供芳香精緻的體驗，滿足注重健康的消費者的挑剔口味。

RESPONSIBLE VALUE CHAIN

The production and delivery of our products rely on a supply chain that sources top-notch agricultural raw materials, ingredients, and packaging materials. We utilize an extensive strategy for managing a sustainable supply chain, which includes our strict standards for choosing suppliers, improved processes within the supply chain, and an increasing dedication to environmentally friendly purchasing methods. Our approaches in this area guarantee that each phase of our value chain, starting from acquiring raw materials to delivering the final product, follows the highest levels of environmental stewardship and ethical behaviour.

負責任的價值鏈

我們產品的生產及交付有賴於能夠提供一流農業原材料、配料及包裝材料的供應鏈。我們利用廣泛策略管理可持續供應鏈，包括嚴格供應商篩選標準、強化供應鏈流程，以及堅持環保採購方式。我們就此而採取的方針保證我們價值鏈從原材料採購到最終產品交付的每一環節均遵守最高規格的環境責任及道德行為標準。

SUPPLIER SELECTION AND MANAGEMENT

Our approach to supplier selection and management is grounded in a rigorous and multi-faceted framework, ensuring not only the quality and efficiency of our supply chain but also its alignment with our sustainability commitments. Central to our supply chain management framework are the Materials Procurement Policy, designed to guide our supplier selection process, and the Material Purchase Policy, introduced as a comprehensive protocol for material purchasing activities. In the past year, our global network encompassed a total of 890 suppliers.

供應商篩選及管理

我們的供應商篩選及管理方法以嚴格的多層面框架為基礎，不僅確保供應鏈的質量及效率，而且確保其符合我們的可持續發展承諾。我們供應鏈管理框架的核心乃物料採購守則及物料購買守則，物料採購守則旨在為我們的供應商篩選流程提供指引，而物料購買守則則是對物料採購活動進行全方位規範。去年，我們的全球網絡涵蓋合共890家供應商。

Selecting Suppliers for Quality and Sustainability

During the procurement phase, we require all our suppliers to meet the necessary safety and quality regulations for raw materials, packaging materials, and final products. Our series of evaluations ensures that everything that enters our production process adheres to our strict safety and quality benchmarks.

When choosing suppliers, we look at more than just the conventional measures of product quality, pricing, and delivery abilities. Over the years, we have been giving more importance to sustainability aspects, which include environmental conservation and social accountability. Suppliers must follow our internal environmental guidelines and performance targets, ensuring that our supply chain is not only effective but also ethical and environmentally sustainable.

基於質量及可持續發展標準選擇供應商

在採購階段，我們規定所有供應商遵守原材料、包裝材料及最終產品方面的必要安全及質量監管規定。我們一系列評估確保進入我們生產流程的所有材料均符合我們嚴格的安全及質量基準。

我們選擇供應商的標準並非局限於產品質量、價格及交付能力等傳統指標。多年來，我們越來越重視可持續發展因素，包括環保及社會責任。供應商必須遵守我們的內部環境指引及績效目標，確保我們的供應鏈不僅有效，而且符合道德及環境可持續發展。

Annual Performance Reviews and Logistics Management

Annually, we conduct a thorough evaluation of the performance of all our suppliers. This evaluation process uses a meticulous scoring method that considers various elements such as overall performance, product delivery, and adherence to regulations. Suppliers that satisfy our exacting standards remain on our list of approved vendors, whereas those that do not meet the mark receive helpful feedback to aid in their improvement. Concurrently, our specialized operations team works on enhancing logistics management to guarantee that products are delivered to our clients promptly and in excellent condition. We have also established performance metrics for logistics companies to motivate and track their punctual and accurate deliveries.

Our storage facilities are fitted with the essential infrastructure and temperature control to maintain the integrity and quality of our products. In addition, stringent security protocols are in place, including round-the-clock supervision, and alarm systems, all of which ensure the protection and safety of our production materials.

年度表現審查及物流管理

我們每年均會對所有供應商進行全面的表現評估。評估過程採用詳細的評分方法，考慮整體表現、產品交付及合規性等多個因素。符合我們嚴格標準的供應商將被保留在我們獲批准供應商名單上，而不符合標準的供應商則會得到建設性的改進意見。同時，我們設有專門的運營團隊，致力於提升物流管理，保證及時、優質地向客戶交付產品。我們亦制定物流公司績效指標，以鼓勵及監督其及時、準確地交付產品。

我們的倉儲設施配有必要的基礎設施及溫度控制系統，以保持產品的完整性及質量。此外，我們實施嚴格的安全規範，包括全天候監督及警報系統，這些措施全部確保我們生產物料受到保障及安全。

Enhanced Procedures for Key Suppliers

Choosing our main raw material suppliers demands a very careful process, which involves a comprehensive assessment of their financial trustworthiness, supply capabilities, quality standards, and environmental practices. This ensures that they can fulfil our requirements and also conform to our environmental and safety standards.

Our "Major Material Suppliers," who are those raw material suppliers from whom we purchase more than a specific amount annually, are required to go through an annual credit review. This review is conducted by our Finance Department to confirm their financial solidity and dependability. Our Purchasing Department then examines these reviews and processes the necessary approvals, keeping a keen eye on any shifts in their credit standings.

完善主要供應商程序

選擇我們的主要原材料供應商需要採用極其嚴格的程序，包括對其財務信譽、供應能力、質量標準及環保常規進行全面評估。這確保彼等不僅能夠滿足我們的規定，而且還能符合我們的環境及安全標準。

我們「主要物料供應商」(年採購量超過特定限額的原材料供應商)必須接受年度信用審查。該審查由我們的財務部進行，以確認其財務穩定性及可靠性。我們的採購部其後檢查該等審查，並擬定必要的批復，同時密切關注其信用評級的任何變化。

ISO 45001 Compliance for Environmental and Occupational Health and Safety

As we strive for excellence in supply chain management, we follow a detailed set of protocols that correspond with ISO standards, particularly in the areas of Material Purchase and Supplier Selection. To advance environmental conservation and workplace health and safety, we have established an integrated management system that meets the ISO 45001 criteria. Our suppliers must meet our occupational health and safety standards, abide by the relevant laws in Hong Kong, and observe our Visitor Guidelines during their visits. Furthermore, suppliers are essential in recognizing and reporting any potential workplace dangers, which aids in the ongoing enhancement of our working conditions.

符合ISO 45001環境與職業健康安全標準

我們致力實踐卓越供應鏈管理，在此過程中，我們遵守一套符合ISO標準的詳盡程序，特別是在物料採購及供應商篩選方面。為加強環保及工作場所健康與安全，我們制定一套符合ISO 45001準則的綜合管理制度。供應商必須遵守我們的職業健康及安全標準，遵守相關香港法例，並且實地遵循我們的訪客指引。再者供應商在確認及報告任何潛在工作場所危害方面發揮至關重要的作用，助力我們持續改善工作狀況。

Optimising Delivery

We exercise additional care when handling delivery delays. For suppliers facing such delays, we conduct a detailed review of their main production processes to pinpoint and fix the underlying issues. Furthermore, we actively perform on-site assessments and provide recommendations for enhancements at the suppliers' facility, particularly focusing on those supplying essential raw materials. When suppliers repeatedly miss delivery targets, we take firm steps, including sending out warnings and lowering order volumes, to prevent future occurrences. Moreover, we calculate and convey the financial effects of any delays to the suppliers, prompting them to make essential changes.

優化交付

我們額外關注交貨延誤問題。對於出現延遲的供應商，我們會對其主要生產流程進行詳盡審查，找出根本原因並糾正相關問題。再者，我們積極主動地進行現場評估，並為供應商工廠的改進提供建議，尤其是供應必要原材料的工廠。當供應商一再無法按期交貨，我們會採取果斷步驟，包括發出警告及減少訂單數量，以避免此類問題再次發生。此外，我們計算任何延誤所造成的財務影響，並將其告知供應商，促使其作出必要變動。

Ensuring Accuracy in Order Quantities

It is crucial to guarantee the precision of order amounts. We consistently check to make sure that our suppliers of materials are efficiently operating their equipment and accurately communicating the amounts of finished and semi-finished products. This involves collecting data in real time, which allows us to make educated decisions and keep our supply chain running smoothly. Furthermore, we evaluate our suppliers' capacity to deal with any differences in quantities. We require our material suppliers to have solid systems and guidelines for solving these problems. When these standards are not fulfilled, we offer detailed advice and directions. If a supplier repeatedly fails to meet expectations, we might investigate using other suppliers to uphold the quality and effectiveness of our supply chain.

確保訂單數量的準確性

保證訂單數量的準確性至關重要。我們定期檢查確保物料供應商高效運行其設備，並準確報告成品及半成品數量。該過程涉及實時收集數據，以便做出明智決策，保持供應鏈順暢運行。再者，我們亦會評估供應商處理數量差異的能力。我們規定物料供應商針對此類問題制定完善的制度及指引。當無法滿足上述標準，我們會提供詳盡建議及方向。倘供應商多次未能滿足期望，我們可能考慮使用其他供應商，以保持供應鏈的質量及成效。

Commitment to Sustainable Procurement

Understanding the profound effect that our choices in procurement can have on the environment and our communities, we are stepping up our initiatives in sustainable procurement, making it a central pillar of our corporate responsibility. At Nissin Foods, we strongly endorse and promote the purchase of products and materials that are eco-friendly and produced in a responsible manner. We are convinced that embracing sustainable procurement will not only benefit the environment and society but also meet the changing expectations of our consumers and stakeholders. We are increasingly focusing on working with suppliers who implement sustainable practices in their business and provide products that are environmentally and socially responsible.

堅持可持續採購

我們深明，採購決策可能對我們的環境及社區產生深遠影響，因此我們正在推進可持續採購工作，這將成為我們企業責任的另一個核心支柱。在日清食品，我們大力支持及推廣採購以環保及負責任方式製造的產品及物料。我們相信，支持可持續採購不僅有利於環境及社會，亦可滿足消費者及利益持份者不斷變化的期望。我們日益重視與在運營中實施可持續發展常規並提供對環境及社會負責任的產品的供應商合作。

OUR PEOPLE
我們的員工

The key to Nissin Foods' achievements lies deeply in the combined power and development of our team members. Over the last year, we continued to enhance our methods and benchmarks to cultivate a helpful, welcoming, and secure workplace. Our primary aim stays fixed on establishing a setting where our staff can flourish and achieve excellence. Our initiatives span from promoting diversity and fairness in the workplace to enforcing strict health and safety measures, as well as delivering comprehensive training schemes and extensive benefits for our employees. We are proud to highlight the recognition we have received in the realm of employment and corporate social responsibility, including Partner Employer Award 2024, Good Employer Charter 2024, 2023/24 Caring Company (5 consecutive years or above), ERB Manpower Developer 2023-2025, Asia Pacific Outstanding Employer Award 2024, Employer of Choice Award 2024, and other accolades.

日清食品成就的關鍵在於我們團隊成員的共同努力及發展。去年，我們持續提升我們的方法及基準，營造支持性、包容性及安全的工作環境。我們的主要目標始終是為員工創造能夠茁壯成長及發揮所長的環境。我們的舉措包括營造多元化且公平的工作場所，確保執行嚴格的健康及安全措施，以及提供全面的培訓計劃及廣泛的員工福利。我們自豪展示我們在就業及企業社會責任領域獲得的認可，包括「友商有良」2024、《好僱主約章》2024、2023/24年度「商界展關懷」(連續5年或以上)、ERB人才企業2023–2025、亞太傑出僱主大獎2024、卓越僱主大獎2024以及其他榮譽。

EMPLOYMENT AND LABOUR STANDARDS

Fostering a Fair and Equitable Workplace

At Nissin Foods, our goal is to build and maintain a workplace that is both diverse and inclusive. We are committed to ensuring a just and balanced environment where hiring and advancement are based solely on an individual's experience, qualifications, and performance, without discrimination based on age, gender, physical characteristics, or ethnic origin. We strive to offer equal job opportunities to people with disabilities. Our policies are crafted to nurture a culture that appreciates and supports diversity, ensuring that all team members, regardless of their background, have an equal chance to succeed and grow within our company. By promoting this kind of atmosphere, we aim to boost innovation, creativity, and efficiency, ultimately contributing to the sustained success of our enterprise.

Moving forward, we will concentrate on consistently improving our employment policies to further enhance diversity and inclusiveness within our business. Our initiatives are directed at keeping Nissin Foods a vibrant and forward-thinking workplace where the input of every employee is recognised and valued.

Anti-Harassment and Discrimination

According to our Employee Manual, we strictly oppose any type of discrimination that arises from gender, marital status, pregnancy, disability, family circumstances, or racial background. Our hiring and employment choices are guided by consistent standards that do not take these aspects into account. We regularly examine and refresh our policies to maintain their appropriateness and impact, welcoming input from staff via our Human Resources Department. Additionally, Nissin Foods enforces a zero-tolerance stance on all kinds of harassment, such as that based on sex or disability. We have detailed illustrations and established protocols to inform and safeguard our staff, thus creating a secure and dignified workplace for everyone.

If any incidents of discrimination or harassment occur, we urge our employees to use our formal internal complaint process. This process involves keeping a written account of the event and promptly informing the human resources manager or the management team within the Human Resources Department. Each incident will be carefully investigated with the highest level of discretion and professional manner to guarantee a timely and suitable resolution.

僱傭及勞工準則

營造公平公正的工作場所

在日清食品，我們的目標為建立及維護多元化的包容性工作環境。我們致力於確保公正而平衡的環境，在招聘及晉升過程中，我們僅考慮個人的經驗、資歷及表現，而不考慮年齡、性別、身體特徵或種族。我們致力為殘疾人士提供平等的就業機會。我們的政策旨在培養重視及擁抱多元化的文化，確保團隊中的每一位成員，無論其背景如何，均有平等的機會在本公司中茁壯成長。我們旨在通過營造這樣的環境，提高創新能力、創造力及效率，最終為企業持續成功帶來貢獻。

展望將來，我們將以持續完善僱傭政策為要，進一步提高業務內的多元性及包容性。我們的舉措方針旨在讓日清食品繼續成為一個充滿活力、精進不休的工作場所，讓每位員工的貢獻均會得到認可及重視。

反騷擾及反歧視

根據我們的員工手冊，我們堅決反對任何形式的基於性別、婚姻狀況、懷孕、殘疾、家庭狀況或種族的歧視。我們的招聘及錄用決定遵循統一標準，摒棄這些因素。我們定期審閱及更新我們的政策，以維持其適當性及影響，並歡迎員工通過我們的人力資源部門提供反饋意見。此外，日清食品對所有形式的騷擾(例如性騷擾或殘疾騷擾)均採取零容忍態度。我們已詳列說明並制定範例，以告知及保障我們員工，從而為所有人創造安全及相互尊重的工作場所。

倘發生任何歧視或騷擾事件，我們敦促員工使用正式內部投訴程序。該程序涉及保留事件的書面記錄，並立即向人力資源經理或人力資源部管理團隊報告。我們將以最慎重、最專業的態度仔細調查每一宗事件，以保證適時、適當地解決問題。

Compliance with Local Laws and Regulations

Our activities in Mainland China and Hong Kong strictly conform to the pertinent local laws and regulations. We adopt a zero-tolerance stance against any type of child or forced labour, as explicitly outlined in our Employee Handbook and other internal policies. To prevent child and forced labour, we carry out routine audits and evaluations of our supply chain and internal workings to pinpoint any possible risks or breaches concerning labour standards. Should we find any instances of child or forced labour, we act promptly and firmly to address the issue. In Hong Kong, we abide by the Employment Ordinance, the Minimum Wage Ordinance, and the Employees' Compensation Ordinance, while in Mainland China, we follow the Labour Law, the Social Insurance Law, the Employment Promotion Law, and the Labour Contract Law. These legal frameworks direct our operational and employment procedures, and we are dedicated to upholding the legal structures within the regions where we are active.

To address the updates to the Personal Information Protection Law of Mainland China in 2023, Nissin Foods conducted a security evaluation and enhancement initiative, prioritizing the management of employee personal information. In 2024, we engaged a third-party expert to verify and assess our internal systems and management practices against the law's requirements. The joint report by Nissin Foods and the external consultant confirms that all our mainland China subsidiaries are in full compliance with the Personal Information Protection Law, posing a minimal risk of overseas data transfer.

Throughout the previous year, we have preserved an impeccable record of alignment with all relevant employment and labour laws and regulations in the countries and regions where we operate. Within the reporting period, there were no cases of non-compliance with employment or labour laws within our operations.

遵守當地法律法規

我們於中國內地及香港的營運均嚴格遵守當地相關法律法規。我們對任何形式的童工或強迫勞動行為均採取零容忍態度，我們員工手冊及其他內部政策均對此作出明確規定。為防止出現童工及強迫勞動，我們定期對供應鏈及內部營運進行檢討及評估，旨在識別與勞工標準相關的任何潛在風險或違規行為。一旦發現任何童工或強迫勞動行為，我們會立即採取果斷措施予以糾正。於香港，我們遵守《僱傭條例》、《最低工資條例》及《僱員補償條例》，而於中國內地，我們遵守《勞動法》、《社會保險法》、《就業促進法》及《勞動合同法》。該等法律框架為我們的營運及僱傭程序提供方針，並且我們致力於維護我們營運所在地區的法律結構。

為應對2023年中國內地的《個人信息保護法》更新，日清食品進行安全評估及強化舉措，優先管理員工的個人資訊。於2024年，我們委聘第三方專家驗證及評估我們的內部系統及管理常規是否符合法律規定。日清食品與外部顧問的聯合報告確認，我們所有中國內地附屬公司均全面遵守《個人信息保護法》，海外資料傳輸風險極小。

去年，我們嚴格遵守營運所在國家及地區的所有相關僱傭及勞工法律法規。於報告期間，我們的營運過程中並無出現任何違反僱傭或勞工法律的情形。

OCCUPATIONAL SAFETY AND HEALTH

At our company, Occupational Safety and Health (OSH) is always treated as a top priority. Our strategy for maintaining operational safety and health at Nissin Foods is extensive and diverse, covering a range of aspects from enforcing policies to educating employees and preparing for emergencies. We have developed a strong OSH management system along with relevant policies that are specifically designed to tackle all relevant issues effectively. Our dedication to meeting international standards is evident through our ISO 45001 certification for all our operational facilities in Hong Kong and Vietnam, and most of operational facilities in Mainland China.

OSH Policy and Management System

Our Occupational Safety and Health Policy serves as the fundamental directive for our staff, outlining explicit procedures that require strict compliance with the policy across all our operational functions. The OSH management system, with its distinct processes, guarantees that the policy is correctly implemented in our operations. We regularly and meticulously examine our OSH practices to promote ongoing enhancements.

職業安全與健康

於本公司，職業安全與健康(職安健)始終被視為最重要事項之一。日清食品在維持營運安全及健康方面採取廣泛而多元的策略，涵蓋從政策實施到員工教育和緊急情況應變等各個方面。我們已開發穩健的職安健管理制度及相關政策，該等制度及政策乃為有效解決所有相關問題而量身定制。我們於香港及越南的所有營運設施以及於中國內地的大部分營運設施已通過ISO 45001認證，彰顯我們致力於符合國際標準。

職安健政策及管理制度

我們的職業安全與健康守則為我們對員工的基本指引，其中明確闡明於所有營運活動均需嚴格遵守政策的程序。職安健管理制度已訂明流程，保證在營運過程中妥善遵守政策。我們定期對職安健守則常規進行全面檢討，以推動持續改進。

OSH Compliance and Audits

From the outset of Nissin Foods, conducting stringent checks of our sites has been a customary activity to confirm our commitment to OSH standards. The OSH Committee holds periodic sessions to evaluate our OSH track record and to propose betterments to management. Furthermore, external specialists perform yearly OSH evaluations, suggesting improvements for any deficiencies noticed in our routines.

職安健合規性及審核

自日清食品成立之初，嚴格的實地視察便已成為例行做法，以確認對職安健標準的遵守情況。職安健委員會定期召開會議，評估我們的職安健往績，並向管理層提出改進建議。再者，外部專家每年亦會進行職安健評估，針對日常工作中發現的不足之處提出建議。

Enhancing OSH Culture and Training

In our ongoing effort to improve the overall OSH culture, we supply all employees with pertinent information, guidance, training, and oversight to ensure they are capable of managing day-to-day operational safety and upholding the efficiency of the OSH management system. The functionality of the OSH management system is regularly assessed, and any essential measures are carried out to enhance the system continually. We stress the importance of every employee, regardless of their level, taking charge of their own safety and health, as well as that of others around them.

加強職安健文化及培訓

為持續改善整體職安健文化，我們向所有員工提供相關資訊、指導、培訓及監督，確保彼等能夠勝任日常的安全作業，並維持職安健管理制度的效率。我們會定期評估職安健管理制度功能性，並採取必要措施持續改進制度。我們強調，各級員工均應為自身及相關人員的安全及健康負責。

Safety Management Rules and Health Regulations

We rigidly follow certain safety rules to guarantee the health and safety of our staff. This includes making sure that employees are aware of the locations of emergency exits and fire doors, that they inform their supervisors of any issues with the company's electrical devices, and that fire doors remain clear and firefighting equipment is in working order. Additionally, all staff are required to uphold the Company's workplace hygiene standards to maintain a safe and sanitary environment for both personnel and products.

安全管理規則及健康規定

我們嚴格遵守若干安全規則，以保證員工的健康及安全。這包括確保員工得悉緊急出口及防火門的位置，當公司電器出現任何問題時須即時向主管報告，時刻保持防火門暢通無阻，以及消防設備正常運作。此外，所有員工均須遵守本公司的工作場所衛生標準，以維持員工及產品的安全及衛生環境。

Influenza Contingency and Risk Management

The Influenza Contingency Committee (ICC) at our organisation is tasked with reviewing our existing emergency response plans and processes. It evaluates appropriate strategies for risk management and workplace hygiene, aiming to maintain continuous operations. Additionally, the ICC pinpoints areas ripe for enhancement and promotes open dialogue with staff regarding disease prevention techniques, thereby protecting both our business activities and employees.

流感應變及風險管理

我們組織的流感應變委員會(流感應變委員會)負責檢討現行應變方案及程序。其評估合適的風險管理策略及工作場所的衛生情況，旨在維持持續營運。此外，流感應變委員會找出改進空間，就疾病管控方式促進與僱員進行公開交流，從而保障我們業務營運及保護僱員。

TALENT RETENTION, TRAINING AND DEVELOPMENT

All-Inclusive Training and Development

At Nissin Foods, we understand that our people are crucial to achieving our company's success, and the ongoing prosperity of our enterprise is directly connected to the constant improvement of our staff. We pledge to provide fair chances for growth to every employee. Both new and long-standing team members receive training.

Acknowledging the significance of investing in our employees' potential, we have set up numerous training and development systems. These systems are carefully crafted to assist in designing training schemes and goals, monitoring the progress of employee training, and evaluating performance results. Our extensive training and development offerings are created to promote the professional advancement of our workforce, in line with the Company's strategic aims.

Enhancing Corporate Governance

In 2024, our Board members engaged in an annual training session with a specialized focus on market trends and scenario analysis. This approach was crafted to deepen their understanding of the local market's operations, enabling them to identify opportunities and mitigate financial risks across our business activities. The training emphasized the integration of market insights with corporate strategy, business model, and culture, underscoring the significance of aligning these areas with our core values for enhanced risk management and internal control. Particular attention was dedicated to fostering a corporate culture that reflects these values, promoting integrity and ethical behaviour. Moreover, the session highlighted the interconnection between robust corporate governance and ESG principles, while addressing critical factors such as board independence and the necessity for regular renewal, thereby ensuring our leadership's adaptability and preparedness in a volatile business environment.

Comprehensive Induction Program

We have delivered extensive IMS awareness training to all our employees, covering essential information about the ISO 22000/FSSC 22000 Food Safety Management System, the ISO 14001 Environmental Management System, and the ISO 45001 Occupational Health and Safety Management System. Moreover, staff at our operational sites receive frequent briefings on technical information related to food safety, workplace safety, hygiene control in food production, and environmental conservation. We place great importance on the input and potential of our newest team members. Our onboarding sessions for new staff offer a detailed insight into the history, culture, growth, and range of products at Nissin Foods, providing a crucial knowledge base that helps new hires to assimilate into the company culture.

人才挽留、培訓及發展

全方位培訓及發展

於日清食品，我們深知員工是實現公司成功的關鍵，企業的持續繁榮與員工的不斷進步直接相關。我們承諾為每位員工提供公平的成長機會。無論是新入職員工或現有員工，均會接受培訓。

我們認識到投資員工潛力的重要性，就此制訂多項培訓及發展管理制度。該等制度經過精心設計，可協助設計培訓計劃和目標、監控員工培訓進度以及評估績效結果。我們的全面培訓及發展計劃專為促進僱員的專業發展而量身訂製，與本公司的策略目標一致。

提升企業管治

於2024年，我們的董事會成員已參加年度培訓課程，專門針對市場趨勢及情境分析開設培訓。此方式旨在加深董事會成員對當地市場營運的了解，使彼等能夠在我們的業務活動中挖掘機會並降低財務風險。培訓強調市場洞察力與企業策略、業務模式及文化相結合，並強調將該等領域與我們的核心價值相結合以強化風險管理及內部控制的重要性。我們非常重視培養與該等價值觀產生共鳴的企業文化，營造具備誠信及道德行為的環境。此外，培訓課程強調穩健的企業管治與環境、社會及管治原則之間的聯繫，同時探討董事會獨立性及定期更新的必要性等關鍵因素，從而確保我們的領導層時刻具備應對瞬息萬變的商業格局的適應力。

綜合入職計劃

我們已為全體僱員提供全面的綜合管理系統意識培訓，涵蓋ISO 22000/FSSC 22000食品安全管理系統、ISO 14001環境管理系統及ISO 45001職業健康及安全管理系統的關鍵知識。此外，營運場所的僱員定期接收有關食品安全、工作場所安全、食品生產衛生管理及環境保護的技術知識更新。我們高度重視新員工的貢獻及潛力。我們的員工入職培訓讓新僱員透徹理解日清食品的歷史、文化、發展及產品組合，為新僱員融入公司文化提供重要的知識基礎。

Continuous Professional Development

We have a proactive approach to developing our professionals. We constantly refine and assess the skills of our employees by tailoring training programmes, which include assistance from in-house trainers and expert corporate educators. This promotes a cooperative atmosphere where ideas are shared, and insights are gained from industry practices. Every year, each business division establishes strategic goals along with corresponding action plans. The leaders of these units work together with employees to review their developmental progress and the fulfilment of objectives, which is then communicated to upper management for additional assessment and endorsement. Throughout this entire process, we prioritise employee opinions and actively encourage open dialogue.

持續專業發展

我們積極主動地培養專業人才。我們透過量身訂製培訓課程，包括在內部培訓人員及企業教育專家的協助下，不斷精進、評估僱員的技能。此舉有助營造合作氛圍，藉此交流各種想法，並從行業實踐中獲得洞察力。每年，各業務部門均會制定戰略目標以及相應的行動計劃。有關單位主管與僱員共同檢視彼等的發展進度和目標達成情況，然後再傳達至上層管理人員進行進一步評估及審批。於整個過程中，我們會優先考慮僱員意見，並積極鼓勵開放式對話。

Specialised Training Initiatives

With the goal of boosting productivity and efficiency, we organise an annual Excel training course for employees who have recently joined the company. In addition, we offer Online Security Awareness Training to our staff to heighten their understanding of cybersecurity. Two key e-learning modules were delivered in 2024: "Ransomware Foundations" in July and "Safe Surfing" in November. These modules covered ransomware prevention and safe internet practices. Furthermore, regular security alerts on phishing emails reinforce employee awareness, demonstrating our commitment to data protection and cybersecurity.

專業培訓計劃

為提高生產力及效率，我們每年均會為新加入公司的僱員開辦Excel培訓課程。此外，我們亦為僱員提供線上安全意識培訓，提高彼等對網路安全的了解。我們於2024年推出兩項重要的線上學習單元，分別為七月的「勒索軟件基礎知識(Ransomware Foundations)」及十一月的「安全上網(Safe Surfing)」。學習單元涵蓋勒索軟體預防及安全網路實務。此外，我們定期針對釣魚郵件發出安全警示，加強僱員警覺性，以彰顯我們對數據保護及網路安全的堅定承諾。

Overview of Training Conducted in 2024

Occupational Health and Safety Training

At Nissin Foods, we are dedicated to fostering a robust culture of occupational safety and health (OSH). To achieve this, we provide comprehensive support to our employees, which includes delivering relevant information, clear instructions, regular training, and stringent supervision. These measures ensure that our staff possess the necessary skills to manage daily operational safety and to uphold the integrity of our OSH management system.

We conduct periodic evaluations of our OSH management system to assess its effectiveness and implement any required actions to enhance its performance. It is our core belief that every employee, regardless of level, must assume responsibility for their own safety and health, as well as for that of their colleagues. This shared accountability underpins our ongoing efforts to maintain a safe and healthy work environment.

Development Training

Throughout the year, a collection of targeted internal and external development courses was made available to employees in several departments. These included training such as the Food Defence Training, Food Allergen Training, Critical Control Point (CCP) Training, FSSC 22000 Version 6 Awareness Training and Director Training.

於2024年進行的培訓概覽

職業健康及安全培訓

於日清食品，我們致力於培養健全的職業安全與健康(職安健)文化。為實現這一目標，我們向僱員提供全面支持，包括提供相關資訊、清晰的指示、定期培訓及嚴格的監督。這些措施可確保我們的僱員具備管理日常營運安全並維護職安健管理系統完整性的必要技能。

我們定期評估職安健管理系統，以評估其有效性，並採取任何必要行動來提升其表現。作為我們的核心理念，每位僱員不論職級高低，均須對本人及同仁的安全與健康負責。共責制乃我們持續努力維護安全與健康工作環境的基石。

發展培訓

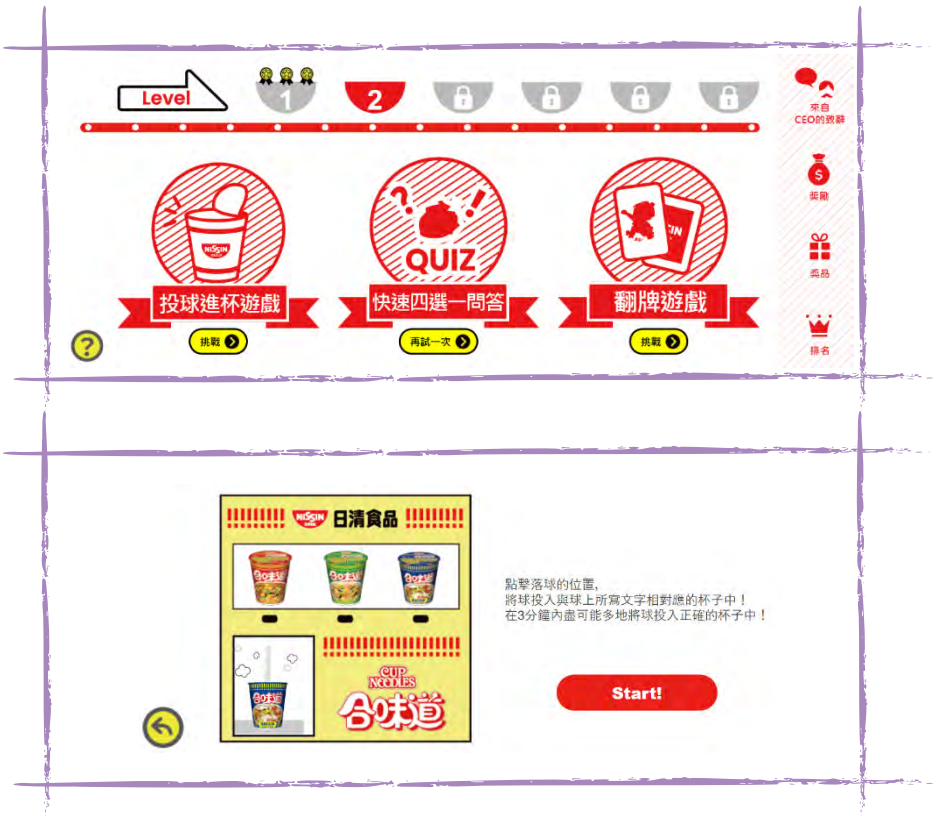
年內，我們向多個部門的員工提供一系列針對性的內部及外部發展培訓課程，包括食品防護培訓、食品過敏原培訓、關鍵控制點(CCP)培訓、FSSC 22000(第6版)認知培訓及董事培訓。

Digitalised Learning Experience

In 2023, Nissin Foods has launched the "Nissin Foods Online Learning Game" app, providing a gamified digital learning experience to enhance employee training. The mobile application offers a complete gaming-based digital learning journey, where users can read material, enjoy puzzle games, accumulate points, and exchange them for rewards. This fun and interactive tool presents a 60-day training course from Nissin Foods, designed to introduce concepts such as the company's business philosophy, the pioneering spirit of its founders, and its corporate breakthroughs, blending entertainment with education. Furthermore, we have included content related to ESG and food safety culture into the game in 2024, which will be released in 2025 for our employees. Our goal is to combine vital topics with our captivating digital learning platform to provide employees with the necessary understanding and abilities to handle the complex demands of the current business world.

數字化學習體驗

於2023年，日清食品推出「日清食品理念遊戲」應用程式，以遊戲化方式提供數字化學習體驗，藉此加強僱員培訓。此移動應用程式以遊戲為基礎，提供完整的數字化學習旅程，使用者可閱讀教材、享受益智遊戲、累積點數並換取獎勵。此項趣味橫生的互動工具呈現了日清食品為期60天的培訓課程，旨在介紹公司經營理念、創辦人的開創精神以及企業突破等概念，寓教於樂。此外，我們亦於2024年在遊戲中加入與環境、社會及管治以及食品安全文化相關的內容，該遊戲將於2025年面向僱員推出。我們的目標是將重要議題與我們引人入勝的數字化學習平台相結合，為僱員提供應對當前商業世界複雜需求所需的知識與能力。



EMPLOYEE BENEFITS AND CARING

We understand that our employees is integral to our success. Hence, we have crafted a range of employment benefits and caring initiatives, designed to support not only our employees but also their families.

Welcoming New Members and Celebrating Another Year

A key event in our annual calendar is the Orientation Party new fresh recruits, designed to warmly them into the Nissin Foods family. This event serves as an introduction to our corporate culture, helping new employees to settle in from the very beginning. We regularly host the Orientation Party to ensure that all newly onboarded employees have the opportunity to connect with colleagues and integrate smoothly into their new roles.

Another highly anticipated event is our Annual Dinner, an annual event that brings together employees from across the Company to celebrate another year of achievements and success. More than just a gathering, the Annual Dinner serves as a platform for strengthening team spirit and reinforcing the strong bonds that define our workplace. The event provides the opportunity for employees to connect beyond their day-to-day responsibilities, fostering camaraderie, appreciation, and shared pride in our accomplishments. In 2024, the Annual Dinner once again recognised employees' hard work and created an enjoyable and memorable experience for all.

Health and Wellness Benefits

Recognising the importance of health in the daily lives of our staff, we provide a range of health and wellness perks, including life insurance, medical cover, and supported dental care plans. To encourage a healthy and energetic way of living, we also make available fitness centre membership programmes, giving our employees the opportunity to use facilities that promote physical exercise, which is key to sustaining both physical and mental health. Furthermore, we offer annual physical examinations and a sponsorship program for seasonal influenza vaccines. Skilled healthcare practitioners are scheduled to give the vaccinations at our premises for the convenience of our employees. Through these extensive health and wellness benefits, we strive to guarantee that all our staff can obtain the essential health screenings and preventative care.

Family-Friendly Initiatives

Understanding the diverse requirements of our employees, we have introduced adaptable working schedules and leave policies that accommodate family needs. On different occasions, staff members are also granted cash bonuses by the Company to celebrate weddings and births, or to offer sympathy for the passing of immediate family members. These measures are put in place to help our employees balance their work commitments with their personal and family duties more comfortably and with reduced anxiety. From dealing with family crises to looking after a new baby or handling everyday family tasks, our policies are crafted to provide essential support and versatility.

Integrating Healthy Products into the Workplace

To promote a healthy lifestyle among our workforce, we partnered with Kagome Nissin to offer a range of healthy products to our employees this year, including carrot and orange juice, as well as tomato juice. This collaboration underscores our commitment to employee welfare and encourages our staff to prioritize their health, based on the positive outcomes from product testing.

僱員福利及關愛

我們理解到，僱員為我們成功不可或缺的一部分。因此，我們已制定一系列就業福利及關愛舉措，不僅用於支持我們的僱員，同時亦支持其家人。

歡迎新成員及慶祝新一年

新入社員迎新會是我們年度常規活動中的一項亮點，旨在讓新入職員工熱情地融入日清食品大家庭。我們藉迎新會介紹企業文化，幫助新入職員工從入職開始便能和諧融入。我們定期舉辦迎新會以確保新入職員工均有機會與同事交流，順利投入新角色。

另一項備受期待的活動當屬週年晚宴，一年一度的週年晚宴讓公司全體員工齊聚一堂，慶祝又一年的成就與成功。週年晚宴不僅是一次聚會，更是鞏固團隊精神、強化工作場所緊密聯繫的平台。透過週年晚宴，員工之間能建立日常工作職責之外的交流，培養友誼、感恩之情，為共同締造的成就倍感自豪。於2024年，週年晚宴再次表彰僱員的辛勤工作，為全員留下愉快而難忘的體驗。

健康及保健福利

意識到健康在僱員日常生活中的重要性，我們提供人壽、醫療保險及資助牙科保健計劃等一系列健康及保健福利。我們推崇健康而積極的生活方式，並提供健身中心會員計劃，讓我們的僱員有機會使用加強身體鍛煉的設施，這對於保持身心健康至關重要。此外，我們提供年度身體檢查及季節性流感疫苗補貼計劃。為便於員工接種，我們為僱員安排熟練的醫療從業人員親臨現場注射疫苗。透過提供該等全面健康及保健福利，我們旨在確保我們全體僱員均獲得必要的健康檢查及預防性護理。

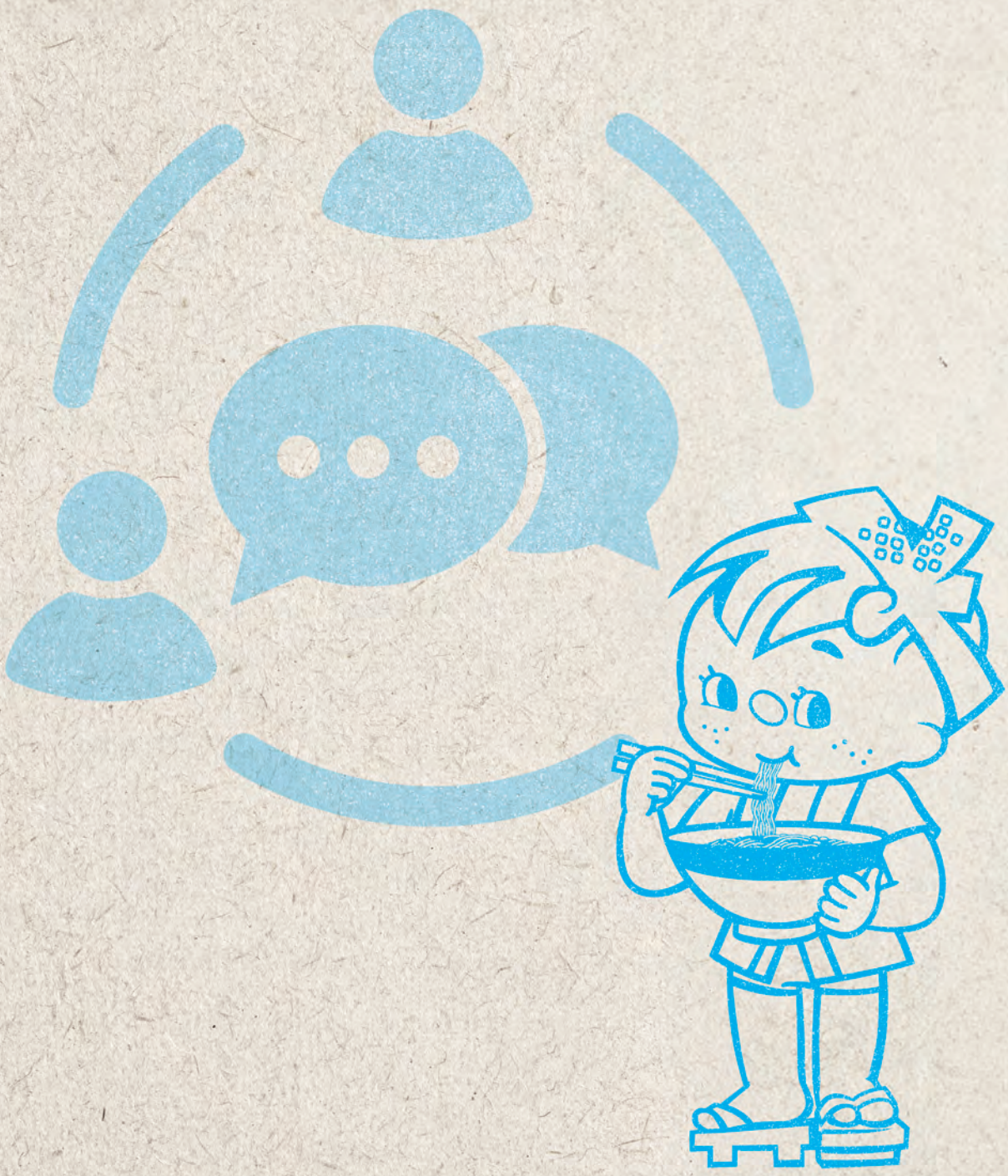
家庭友善措施

得悉員工的不同需要，我們已實施彈性工作安排及兼顧家庭需求的休假政策。在不同場合，僱員亦會獲本公司發放現金津貼，作為結婚生子的祝賀，或對失去直系親屬的哀悼。該等措施旨在讓我們的僱員可更輕鬆地平衡其工作承擔連同個人及家庭責任，減少焦慮。不論是處理家庭危機、照顧新生兒或處理日常家庭事務，我們量身定製政策，旨在提供重要支援及幫助。

將健康產品融入工作場所

為向員工推廣健康生活方式，我們於年內與可果美日清合作，為員工提供一系列健康產品，包括胡蘿蔔汁、橙汁以及番茄汁。基於產品測試的正面結果，這項合作進一步突顯我們對員工福利的承諾，並鼓勵員工將健康置於首位。

OUR COMMUNITY
我們的社區



We firmly believe in the role of our local community in Nissin Foods' long-term success. In 2024, we continued to actively engage in various community projects and sponsorships, encompassing consumer-centric initiatives and support for local sports talents and events. Through our initiatives, we aim to create a positive impact that goes beyond our products, enriching the cultural, social, and sporting fabric of Hong Kong.

我們確信我們於本地社區的角色為日清食品帶來長遠成功。於2024年，我們繼續積極參與各種社區項目及贊助，包括以消費者為中心的舉措以及支持本地體育人才及賽事。透過我們的舉措，我們旨在創造超越我們產品的正面影響，豐富香港的文化、社會及體育結構。

CUSTOMER AND CONSUMER CARING

At Nissin Foods, customer feedback is paramount in shaping our decisions. We've established a Customer Care Centre to streamline communications and gather feedback through multiple channels. This data is centralized for efficient management, fostering accountability and transparency in our response mechanisms. We value consumer insights, from enquiries, opinion and complaints, for continual improvement. When addressing complaints, our Customer Care Centre collaborates closely with relevant departments, conducting thorough investigations and sharing comprehensive reports for ongoing enhancements.

顧客及消費者關懷

於日清食品，顧客反饋對我們的決策至關重要。我們已成立顧客服務中心，以簡化溝通，並通過多種渠道收集反饋意見。我們集中有關資料進行有效管理，確保我們的回應機制落實問責制及透明度。我們重視從諮詢、意見以及投訴渠道獲得的消費者意見，以作持續改進。在處理投訴時，我們的顧客服務中心會與相關部門緊密合作，開展詳盡調查，並共享全面的報告以持續改進。

Protection of Consumer Data and Intellectual Property Rights

Safeguarding consumer data and intellectual property (IP) is a top focus of our ethical business practices. We enforce stringent policies, including our Employee Handbook, Code of Conduct, and Code of Ethics, which prohibit unauthorised disclosure of confidential information and mandate respect for third-party IP rights. To ensure compliance, we conduct pre-launch IP due diligence with third-party experts and maintain industry-leading data security measures, such as a comprehensive breach response plan. Our policies are regularly reviewed to align with evolving data protection laws and emerging risks. During the reporting year, we recorded zero complaints related to consumer privacy breaches.

保護消費者數據及知識產權

保護消費者數據及知識產權為我們道德商業實踐的關注重點。我們實施嚴格政策，包括我們的僱員手冊、紀律守則及倫理規章，禁止未經授權披露機密信息及要求尊重第三方知識產權。為確保合規性，我們與第三方專家進行發佈前的知識產權盡職審查，並保持業界領先的資料安全措施，例如全面的資料外洩回應計劃。我們定期檢討政策以配合不斷演變的資料保障法律及新興風險。於報告年度，我們並無錄得有關侵犯消費者私隱的投訴。

Brand Dynamics

CUPNOODLES MUSEUM Hong Kong

CUPNOODLES MUSEUM Hong Kong is an interactive museum designed to stir creativity and curiosity within every visitor, while providing a rich educational experience. The museum boasts three captivating interactive workshops and unique exhibition corners, offering a meaningful experience for guests. The museum is themed "The Innovation Journey of Momofuku Ando". Visitors can personalize their own products in the My Cup Noodles Factory, Demae Iccho Factory, and My Granola Factory, while delving into the memorable story of Mr. Momofuku Ando's invention of instant noodles and Cup Noodles.

In addition to regular thematic happenings, the museum organised a "Sports Carnival" in celebration of the 3rd anniversary in March 2024. The carnival offered a series of innovative sports games to ignite customers' creativity. In the future, it will continue to introduce more innovative thinking for visitors.

品牌動態

合味道紀念館香港

合味道紀念館香港是一座互動式紀念館，旨在激發每位訪客的創造力及好奇心，同時提供富教育意義的體驗。紀念館設有三個引人入勝的互動工作坊及獨特展覽區，為客人提供有意義的體驗。紀念館以「安藤百福的創新之旅」為主題。訪客可以在合味道工作坊、出前一丁工作坊和穀物麥片工作坊創作自己獨有的產品，同時探索安藤百福先生發明即食麵及杯麵的難忘故事。

除了定期的主題活動外，紀念館亦於2024年3月舉辦「運動嘉年華」，以此慶祝三週年紀念。嘉年華活動提供一系列創新的體育遊戲，激發顧客創意。未來，紀念館將持續為訪客引進更多創新思維。

In celebration of the 3rd anniversary of the Museum and leading to the Paris Olympic and Paralympic Games 2024

慶祝紀念館成立三週年，同時邁向2024年巴黎奧運會及殘奧會

"Ace the Serve" tennis game in My Cup Noodles Factory

合味道工作坊舉辦「一網掟中」網球遊戲

Membership Programme – Nissin Foodium

To foster brand loyalty and deepen our bond with customers, Nissin Foods has continued implementing its membership scheme in Hong Kong and mainland China. Called "Nissin Foodium," this WeChat mini programme a host of exclusive benefits, including enticing rewards and engaging interactive games, to our members. Beyond being a hub for the latest news on brands and products, it also serves as an e-commerce site in mainland China, providing a direct line of communication with consumers and valuable insights into their choices and habits.

In 2024, "Nissin Foodium" kept improving its service for both consumers and companies that purchased our products. More products came with QR codes, we not only promote this QR codes from single products to boxed products such as Demae Iccho for restaurant use but also elaborate this innovative approach to other non-noodle products. By scanning product QR codes, our customers can earn points to redeem multiple gifts and other benefits. For special days or festivals, we will offer a series of discounts at limited time for our members to support their purchasing experience.

會員計劃－日清食品體驗館

為打造品牌忠誠度及加強與消費者的聯繫，日清食品繼續在香港及中國內地實施其「日清食品體驗館」會員計劃。這是一個微信小程序，為會員提供一系列尊享禮遇，包括精彩獎賞及互動遊戲。除了身為分享最新品牌及產品資訊的平台外，「日清食品體驗館」亦作為中國內地一個電子商務平台，為我們與消費者互動搭建直接渠道，為我們提供有關消費者選擇及習慣的寶貴見解。

2024年，「日清食品體驗館」向購買我們產品的消費者和公司不斷提升服務。越來越多的產品附有二維碼，我們不僅將此二維碼從單一產品推廣至盒裝產品，例如供餐廳使用的出前一丁，同時亦將此創新方法應用至其他非麵食產品。通過掃描產品二維碼，我們的顧客可以獲得積分，兌換多份禮品及其他福利。此外，遇上特別的日子或節日，我們會為會員提供一系列限時折扣，以支持其購買體驗。

Food Expo 2024

Nissin Foods also actively participated in the Food Expo 2024, held from August 15th to 19th at Hall 1, Hong Kong Convention and Exhibition Centre. The event acted as a major platform for us to convey our heartfelt appreciation to the our fans who have consistently supported Nissin Foods over the years. Our commitment to innovation persists as we continually strive to offer convenient, tasty, and superior-quality food options to all consumers.

During the event, our booth featured two exclusive limited-edition lucky bags, Cup Noodles lucky bag and Demae Iccho lucky bag, with its unique design, captivating the interest of attendees. Additionally, we introduced a series of products at special promotional prices, reinforcing our dedication to accessibility and customer satisfaction. To enrich the visitor experience, we designed a member recruitment area, enabling guests to register and accumulate designated points through the "Nissin Foodium" WeChat Mini Program. These points facilitated redemption for unique offers and gifts.

美食博覽2024年

日清食品亦積極參與於8月15日至19日在香港會議展覽中心一號展廳舉行的美食博覽2024年。我們藉助美食博覽這一活動平台，由衷感謝所有日清食品粉絲多年來對日清食品的堅定支持。我們始終致力創新，並努力為全體消費者提供方便、美味而優質的食品。

活動期間，我們的攤位推出兩款獨家限量版福袋：合味道福袋和出前一丁福袋，其獨特的設計吸引了與會者的興趣。此外，我們以特別促銷價推出一系列產品，提升我們的親和力及客戶滿意度。為豐富參觀者的活動體驗，我們設計會員招募專區，客人有機會透過微信小程序「日清食品體驗館」註冊成為會員，賺取指定積分。該等積分可在其後兌換為獨家優惠及禮品。

Brand Promotion Activities

Nissin Foods consistently demonstrates its commitment to community engagement and brand promotion through participation in a variety of events throughout the year. The Discovery Bay Easter Egg Hunt and Songkran Festival provided platforms for product sales, member recruitment, and interactive noodle tastings. At Ani-com & Games Hong Kong, we leveraged the event's popularity for brand promotion and distributing souvenirs. The Japan Autumn Festival further bolstered our presence through sales and membership drives, reinforcing our commitment to community involvement and market expansion. These events not only enhance our visibility within the community but also strengthen our relationship with existing customers and attract new ones, reflecting our dedication to societal integration and market growth.

品牌推廣活動

日清食品全年不斷參與各種活動，展現其對社區參與及品牌推廣的堅定承諾。我們藉助愉景灣沙灘獵蛋奇兵和潑水節活動，開展產品銷售、會員招募及麵條品嚐互動。在香港動漫電玩節上，我們利用活動熱度進行品牌推廣，派發紀念品，在日本秋祭期間則透過銷售及會員招募活動進一步提升我們的知名度，加強我們對社區參與及拓展市場的承諾。該等活動不僅提升我們在社區中的知名度，亦在加強我們與現有客戶關係的同時吸引新客戶，反映出我們致力於社會融合，達致市場增長。

COMMUNITY ENGAGEMENT

We deeply acknowledge the pivotal role that the community has played in Nissin Foods' journey towards success. During the past year, by continuing to invest in various initiatives and sponsorships, we aimed to create a positive impact, enriching the cultural, social, and sporting fabric of our local community.

社區參與

我們深入認識到社區在日清食品的成功之旅中所發揮的關鍵作用。去年，透過持續投資各種措施及贊助，我們旨在創造超越我們產品的正面影響、豐富本地社區的文化、社會及體育結構。

Collaborative Promotion Activities

Promotion Activities with BLUE LOCK

In 2024, Nissin Foods embarked on a collaborative effort with BLUE LOCK to carry out an extensive series of promotional activities. These included commercial videos, limited-edition products and on-ground events to appeal to our target audience in Hong Kong and mainland China. The purpose of these activities was twofold: to elevate the brand and product awareness among consumers and to forge a connection with anime enthusiasts.

In a unique move, Nissin Foods featured Yapp Hung Fai, the Captain of the Hong Kong, China Representative Football Team, in a Japanese anime-style for "Cup Noodle x BLUE LOCK" commercial in Hong Kong. His participation, complete with cheers for Hong Kong athletes, added a special touch to our promotional efforts.

Collaboration with Cyberpunk

During the BILIBILI WORLD 2024 event, Nissin Foods launched limited edition products in partnership with Cyberpunk. This collaboration served to bridge the gap between Nissin Foods and the gaming community, thereby expanding our engagement with diverse stakeholders and supporting our sustainability objectives.

合作推廣活動

與BLUE LOCK合作的推廣活動

於2024年，日清食品與BLUE LOCK開啟合作，全面開展一系列推廣活動。其中包括廣告視頻、限量版產品及線下現場活動，以吸引香港和中國內地的目標受眾。該等活動具有雙重意義，既提升品牌和產品在消費者中的知名度，同時亦助我們與動漫愛好者建立聯繫。

日清食品特別邀請中國香港足球代表隊隊長葉鴻輝在「合味道 x BLUE LOCK」的香港廣告片中以日本動漫風格亮相。他的參與，及為香港運動員打氣，令我們的推廣工作增添色彩。

與賽博朋克合作

於BILIBILI WORLD 2024活動期間，日清食品與賽博朋克合作推出限量版產品。是次合作為日清食品與遊戲社群建立聯繫，從而擴大我們與不同持份者的互動，並助力達成可持續發展目標。

Caring for the Community

NISSIN FOODS (HONG KONG) CHARITY FUND

The Nissin Foods (Hong Kong) Charity Fund (referred to as the "Charity Fund") was established in September 2020 through a trust deed by Nissin Foods Company Limited. The Charity Fund is dedicated to advancing education, promoting the arts, science, and academic research, aiding those in need, and conducting charitable activities for the benefit of the Hong Kong community. Since its inaugural set of projects in 2022, the Charity Fund has consistently approved and enhanced its initiatives.

In collaboration with the Chinese University of Hong Kong ("CUHK"), the Charity Fund launched the "Nissin Foods Scholarship" for students taking CUHK's Food and Nutritional Sciences Programmes in 2022. For the 2024-2025 academic year, thirteen full scholarships were granted, for nine renewed awardees and four new awardees. Ten of them are taking undergraduate programme, while three are from CUHK's PhD programme. The scholarship nurtures outstanding and caring food professionals as well as future industry leaders, contributing to the development of the food industry in Hong Kong.

關懷社區

日清食品(香港)慈善基金

日清食品(香港)慈善基金(「慈善基金」)由日清食品有限公司於2020年9月以信託形式成立。慈善基金致力推動教育、推廣藝術、科學及學術研究、幫助有需要人士，以及開展對香港社區有益的慈善活動。自2022年啟動首批項目以來，慈善基金持續批准並提升舉措。

於2022年，慈善基金與香港中文大學(「中大」)合作，為修讀中大食物及營養科學課程的學生推出「日清食品獎學金」。2024至2025學年，我們頒發合共十三個全額獎學金，包括九名續任得獎者及四名新得獎者。其中十名正修讀本科課程，另外三名則來自中大博士學位課程。獎學金旨為培育傑出及存有關懷之心的食品及營養專業人才，以及未來的行業領袖，為香港食品業的發展作出貢獻。

Mr. Kiyotaka ANDO, Chairman of Nissin Foods (Hong Kong) Charity Fund (middle right), and Professor Anthony CHAN, Pro-Vice-Chancellor and Vice-President of CUHK (middle left), attended the Nissin Foods Scholarship Presentation Ceremony.

日清食品(香港)慈善基金主席安藤清隆先生(中間右)及中大副校長陳德章教授(中間左)出席日清食品獎學金頒獎典禮。

Mr. Kiyotaka ANDO, Chairman of Nissin Foods (Hong Kong) Charity Fund (middle right), and Professor Chetwyn CHAN, Vice President (Research and Development) of EdUHK (middle left), attended the Presentation Ceremony for Nissin Foods Scholarship.

日清食品(香港)慈善基金主席安藤清隆先生(中間右)及香港教育大學副校長(研究與發展)陳智軒教授(中間左)出席獎學金頒獎典禮。

In partnership with the Education University of Hong Kong (EdUHK), the Charity Fund introduced the "Nissin Foods Scholarship for Elite Athletes" in 2022. The scholarship programme was specifically designed for elite athletes enrolled in EdUHK's Bachelor of Health Education (Honours) degree and Postgraduate Diploma in Education. In the academic year 2024-2025, seven outstanding EdUHK elite athletes were granted full scholarships, including three renewed awardees and four new awardees. This scholarship aims to support these athletes in their pursuit of excellence both in their athletic endeavours and in their studies, enabling them to become future health educators.

慈善基金與香港教育大學(「教大」)合作，推出「日清食品卓越運動員獎學金」。該獎學金計劃特別為修讀教大健康教育(榮譽)學士課程及學位教師教育文憑課程的精英運動員而設。2024至2025學年，共有七名傑出教大卓越運動員獲頒全額獎學金，包括三名續任得獎者及四名新得獎者。該獎學金旨在支持該等運動員在運動表現及學業上追求卓越成績，讓其日後有望成為優秀的健康教育工作者。

Green Campaigns

Red Packet Reuse and Recycling

In 2024, we participated in the Red Packet Reuse and Recycling Programme organised by Greeners Action. This initiative aims to encourage the efficient use and reuse of materials. Every year used red packets are sent to Greeners Action and later redistributed to the public for reuse before the next Chinese New Year. During the collection period from 14 February to 15 March 2024, our canteens at our plants in Hong Kong successfully gathered 41kg of red packets for recycling. It reflects the environmental awareness among employees.

綠色活動

利是封回收重用大行動

於2024年，我們參加綠領行動組織的利是封回收重用大行動。該舉措旨在鼓勵善用及重用物料。每年，使用過的利是封均會交予綠領行動，其後在下一個農曆新年前再派發給公眾以供重用。於2024年2月14日至3月15日收集期內，我們於我們香港廠房的食堂成功收集合共41公斤的利是封進行回收，反映僱員之間的環保意識改善。

Red Packet Reuse and Recycling
利是封回收重用大行動

Guide tour at Stonecutters Island Sewage Treatment Works

To enhance the environmental awareness of our employees, we organized a guided tour at the Stonecutters Island Sewage Treatment Works in 2024. The tour was attended by 26 participants from 20 different departments at Nissin Foods and Winner Food. The Stonecutters Island Sewage Treatment Works is one of the largest sewage treatment facilities in the world, treating approximately 1,900,000 cubic meters of sewage from Victoria Harbour every day. It improves the water quality of Victoria Harbour by treating sewage generated from both shores. This tour was specifically aimed at educating our employees about the importance of protecting water resources and the ecological environment, and it informed staff about the sewage treatment process. This experience enhanced staff awareness of the need to reduce sewage generation.

昂船洲污水處理廠導賞團

為提高員工的環保意識，我們於2024年組織昂船洲污水處理廠導賞團。參觀活動共吸引26人參加，分別來自日清食品及永南食品的20個不同部門。昂船洲污水處理廠乃全球最大的污水處理設施之一，每日處理維港污水約1,900,000立方米。透過處理維港兩岸所產生的污水，改善維港水質。是次參觀活動特別向員工灌輸保護水資源及生態環境的重要性，並讓員工了解污水處理過程。通過是次體驗，員工加強減少產生污水的意識。

Our employees participated in the guided tour to Stonecutters Island Sewage Treatment Works.
我們的僱員參與昂船洲污水處理廠導賞團。

Promotion of a Healthy Lifestyle via Sports

Extends Sponsorship of Local Tennis Star

In January 2023, Nissin Foods announced the extension of its sponsorship of Hong Kong tennis player Cody WONG for a period of three years from 2023 to 2025. Having sponsored Cody since 2021, Nissin Foods has levelled up its sponsorship support for the 22-year-old star as she continues to make strides on the professional circuit, in the hope that Cody will garner even more honours for herself and Hong Kong in the international arena.

Cody Wong picked up five doubles titles in 2024, winning the W50 Caloundra, W35 Kunshan, W35 Hong Kong, W35 Santo Domingo, and W15 Nakhon Si Thammarat with her partners. She is currently ranked number 2 as of the end of 2024 among women's singles and doubles players from Hong Kong. We will continue our efforts to groom budding athletes in local tournaments while sponsoring local elite athletes in international games.

通過體育項目推廣健康生活

延長對本地網球精英的贊助

於2023年1月，日清食品宣佈延續對香港網球選手王康怡的贊助三年(2023至2025年)。日清食品自2021年開始贊助王康怡，隨著這位22歲的精英運動員轉戰成人職業賽，持續取得重大進步，本集團亦加強對她的支持，期望她能夠為自己和香港在國際賽事中奪取更多榮譽。

王康怡於2024年夥拍不同球手奪得五項雙打冠軍，包括W50職業女子巡迴賽的卡倫德拉市站以及ITF女子職業巡迴賽的W35昆山站、W35香港站、W35聖多明哥站及W15洛坤府站。於2024年底，王康怡現時在香港女子單打及雙打選手中排名第二。我們將繼續努力培育本地賽事中的新秀運動員，同時贊助本地精英運動員參加國際比賽。

Nissin Foods sponsored Hong Kong tennis player Cody WONG.
日清食品贊助香港網球選手王康怡。

Former Hong Kong No.1 player Ms. ZHANG Ling continued to collaborate with Nissin Foods as its Sports Ambassador in 2024. She brought with her 16 years of experience as a professional player. In her role as the Sports Ambassador, Zhang helped promote tennis and sports as the basis for a healthy lifestyle across the wider community.

日清食品亦同時公佈委任本港前首席女子網球手張玲於2024年繼續擔任日清食品的運動大使，憑藉她作為專業運動員的16年經驗，推廣網球運動及健康的生活模式到社會各階層。

Sponsorship of Hong Kong's Tennis Competitions

As the official "Youth Development Partner" of Hong Kong, China Tennis Association, Nissin Foods has been sponsoring the major local youth tournaments since 2015. Throughout 2024, we continued to support the local tennis tournaments organised by the Hong Kong, China Tennis Association, including the Nissin Hong Kong National Junior Tennis Championships, Nissin Demae Iccho Hong Kong Junior Novice Competition, and Nissin Cup Noodles Hong Kong Junior Tennis Series. The tournaments provide competition opportunities for the budding tennis players, allowing them to gain rich competition experience, and at the same time discover potential elite players for Hong Kong. Our involvement demonstrates our commitment to promoting youth development in sports and fostering a vibrant sporting culture in the Hong Kong society.

贊助香港網球比賽

日清食品自2015年開始成為中國香港網球總會的「青少年發展合作夥伴」，一直贊助本地各大青少年賽事。我們於2024年繼續支持由中國香港網球總會舉辦的本地網球賽事，包括日清全港青少年網球錦標賽、日清出前一丁青少年網球新秀賽、日清合味道全港青少年網球巡迴賽。這些賽事為新晉網球選手提供比賽機會，讓他們能夠累積豐富的參賽經驗，同時為香港發掘有潛質的精英球員。我們積極參與贊助，體現了我們對促進青少年體育發展以及在香港社會培養充滿活力的體育文化之承諾。

Nissin National Junior Tennis Championships 2024
日清全港青少年網球錦標賽2024

Nurturing Excellence: Nissin Foods' Partnership with SF&OC and HKPC

Nissin Foods is honoured to serve as the exclusive food partner for the Sports Federation and Olympic Committee of Hong Kong, China (SF&OC) and the China Hong Kong Paralympic Committee (HKPC). Our collaboration supports local elite athletes as they compete in international events, showcasing their talents on the global stage. Since 2020, we have been supporting Team Hong Kong, China's participation in multi-sports games in the form of cash donation and product supply, and promoting local sports development initiatives, further smoothing the path for Hong Kong athletes to succeed on the international stage.

The collaboration has effectively heightened public consciousness and support for Hong Kong athletes. This year, we have sustained our dedication to ensure that our support remains unwavering. In 2024, we sponsored Hong Kong athletes at the Paris 2024 Olympic and Paralympic Games, as well as the Gangwon 2024 Winter Youth Olympic Games. These collaborations reflect our determination to stand alongside local athletes, promoting the vibrancy of the local sports scene.

力臻卓越：日清食品與港協暨奧委會及香港殘奧委會合作

日清食品很榮幸成為中國香港體育協會暨奧林匹克委員會(港協暨奧委會)和中國香港殘疾人奧委會(香港殘奧委會)的獨家食品合作夥伴。我們通過合作支持本地優秀運動員參加國際賽事，在全球舞台展示非凡實力。自2020年起，我們持續以現金捐贈及產品贊助形式，支持中國香港代表隊參加多個綜合運動會，同時推動本地體育發展，進一步支持香港運動員在國際舞台發光發亮。

這項合作有效提升公眾對香港運動員的關注和支持。今年，我們秉持初心，延續對運動員的支持。在2024年，更贊助香港運動員參加2024年巴黎奧運會、殘奧會及2024年江原道冬季青年奧運會。我們透過這些合作，體現我們與香港運動員並肩同行的決心，推動本地體壇蓬勃發展。

ENVIRONMENTAL PERFORMANCE[2] 環境表現[2]

Environmental KPIs[3] 環境關鍵績效指標[3]	2024 2024年	2023 2023年	2022 2022年	Unit 單位
The types of emissions and respective emissions data **排放物種類及相關排放數據**				
Nitrogen oxides 氮氧化物	**2.00**	1.70	1.68	tonnes 噸
Sulphur oxides 硫氧化物	**0.010**	0.0088	0.0088	tonnes 噸
Respirable suspended particles 可吸入懸浮顆粒物	**0.0012**	0.0009	0.0010	tonnes 噸
GHG emissions **溫室氣體排放**				
Scope 1: Direct emissions 範圍1：直接排放	**45,585**	22,821	22,364	tonnes of CO_2-e 二氧化碳當量，以噸計算
Scope 2: Energy indirect emissions[4] 範圍2：能源間接排放[4]	**41,135**	29,571	29,780	tonnes of CO_2-e 二氧化碳當量，以噸計算
Scope 3: Indirect Value chain emissions[5] 範圍3：間接價值鏈排放[5]	**292,425**			tonnes of CO_2-e 二氧化碳當量，以噸計算
Total Scope 1&2 emissions 範圍1及2排放總量	**86,720**	52,393	52,144	tonnes of CO_2-e 二氧化碳當量，以噸計算
Scope 1&2 emissions intensity (by'000 revenue) 範圍1及2排放密度(每千元收入)	**0.023**	0.014	0.013	tonnes of CO_2-e/'000 revenue 每千元收入二氧化碳當量，以噸計算

2 *In 2024, Nissin Foods acquired Gaemi Foods in South Korea and ABC Pastry in Australia. As these acquisitions were completed late in the year and Nissin Foods' ownership in these companies was less than a quarter during the Reporting Period, their environmental and social KPI data are not included in this year's ESG report. Relevant data will be incorporated in future disclosures as appropriate.*

3 *In 2024, Nissin Foods expanded its reporting boundary to include three additional representative plants – Zhuhai Nissin, Dongguan Nissin, and Nissin Vietnam – which results in notable changes in environmental performance compared to the previous year, while enhancing the comprehensiveness and accuracy of our environmental disclosures. Additionally, environmental KPIs for the previous two reporting periods have been updated to reflect revisions in certain emission and conversion factors, ensuring greater accuracy and alignment with the latest assessment methodologies.*

4 *The emission factors for calculating the indirect emissions from the consumption of town gas and electricity have been updated to align with the most recent data. Performance over the previous two reporting periods is also restated based on the refreshed calculation.*

5 *The reported Scope 3 emissions, totaling 292,425 tonnes of CO_2e, cover nine categories: Purchased goods and services, Fuel- and energy-related activities, Upstream transportation and distribution, Waste generated in operations, Business travel, Employee commuting, Downstream transportation and distribution, Use of sold products, and End-of-life treatment of sold products. As this is the initial year of Scope 3 emission disclosure, some of the data is still under collection and not ready to be disclosed this year. Additional categories will be incorporated in future reporting as data availability improves.*

2 *2024年，日清食品收購韓國Gaemi Foods及澳洲ABC Pastry。由於該等收購均於年末完成，且於報告期間，日清食品所持該等公司的所有權不足四分之一，因此其環境及社會關鍵績效指標數據未包含於本年度的環境、社會及管治報告中。相關數據將視情況納入未來的披露中。*

3 *2024年，日清食品擴大其報告範圍，新增三家代表性工廠–珠海日清、東莞日清及越南日清，導致環境表現與上一年相比發生顯著變化，同時提高本公司環境披露的全面性及準確性。此外，前兩個報告期間的環境關鍵績效指標已經更新，以反映若干排放和轉換係數的修訂，確保更高的準確性，並與最新的評估方法保持一致。*

4 *計算煤氣及電力消耗間接排放的排放係數已更新，以與最新數據保持一致。先前兩個報告期間的表現亦已根據更新後的計算方法重列。*

5 *報告的範圍3排放總量為292,425噸二氧化碳當量，涵蓋九個類別：購買的商品及服務、燃料及能源相關活動、上游運輸及配送、運營過程中產生的廢棄物、商務差旅、員工通勤、下游運輸及配送、已銷售產品的使用，以及已銷售產品的廢棄處理。由於今年乃範圍3排放披露的第一年，部分數據仍在收集中，今年尚未準備好披露。隨著數據可用性的提高，將在未來的報告中納入更多類別。*

Environmental KPIs[3] 環境關鍵績效指標[3]	2024 2024年	2023 2023年	2022 2022年	Unit 單位
Hazardous waste produced **所產生有害廢棄物**				
Total hazardous waste produced 所產生有害廢棄物總量	**4.83**	5.99	6.89	tonnes 噸
Non-hazardous waste produced **所產生無害廢棄物**				
Total non-hazardous waste produced[6] 所產生無害廢棄物總量[6]	**7,373**	4,248	4,038	tonnes 噸
Direct and indirect energy consumption **直接及間接能源消耗**				
Direct energy consumption 直接能源消耗	**162,570**	117,413	116,017	MWh 兆瓦時
Indirect energy consumption 間接能源消耗	**82,799**	70,638	69,345	MWh 兆瓦時
Total energy consumption 能源消耗總計	**245,369**	188,051	185,362	MWh 兆瓦時
Energy intensity (by'000 revenue) 能源密度(每千元收入)	**0.064**	0.049	0.046	MWh/'000 revenue 每千元收入兆瓦時
Water consumption **耗水量**				
Total water consumption 總耗水量	**468,827**	374,489	377,883	cubic metres 立方米
Water consumption intensity (by'000 revenue) 耗水密度(每千元收入)	**0.123**	0.098	0.094	cubic metres/'000 revenue 每千元收入立方米
Total packaging material used for finished products **製成品所用包裝材料之總量**				
Total packaging material used 所用包裝材料之總量	**15,535**	14,266	15,050	tonnes 噸

6 *The notable increase in non-hazardous waste generation this year can be attributed to the operations of our new subsidiary, Zhuhai Nissin Packaging Co.,Ltd. The startup of this facility has introduced additional waste streams associated with its industrial processes, which include the handling of materials that contribute to non-hazardous waste. As the subsidiary ramps up its production, it has temporarily led to a higher volume of non-hazardous waste. We are actively working on implementing robust waste management systems and exploring opportunities for waste reduction and recycling to mitigate this impact going forward.*

6 *本年度產生的無害廢物顯著增加，乃由於我們新成立的附屬公司珠海日清包裝有限公司的營運所致。啟動該廠房增加了與其工業流程相關的廢物來源，其中包括處理造成無害廢物的物料。隨著該附屬公司加大產量，所產生的無害廢物量暫時增加。我們正積極致力實施健全的廢物管理制度，並探索減廢及回收的機會，以減輕未來的影響。*

SOCIAL PERFORMANCE[2] 社會表現[2]

Social KPIs 社會關鍵績效指標	2024 2024年	2023 2023年	2022 2022年
Employee profile (No. of people) **僱員概況(人數)**			
Total workforce 勞動力總數	**3,577**	3,409	3,274
Total workforce by employment type **按僱傭類型劃分的勞動力總數**			
Full-time 全職	**3,559**	3,391	3,237
Part-time 兼職	**18**	18	37
Total workforce by gender **按性別劃分的勞動力總數**			
Male 男性	**1,736**	1,624	1,519
Female 女性	**1,841**	1,785	1,755
Total workforce by rank **按職級劃分的勞動力總數**			
Management 管理層	**445**	425	335
Non-management 非管理層	**3,132**	2,984	2,939
Total workforce by age group **按年齡組別劃分的勞動力總數**			
18-39 18至39歲	**1,541**	1,492	1,403
40-59 40至59歲	**1,962**	1,836	1,797
60 or above 60歲或以上	**74**	81	74
Total workforce by geographic location **按地域劃分的勞動力總數**			
Mainland China 中國內地	**2,628**	2,519	2,493
Hong Kong 香港	**697**	725	781
Other Region 其他地區	**252**	165	N.A. 不適用

Social KPIs 社會關鍵績效指標	2024 2024年	2023 2023年	2022 2022年
Employee turnover **僱員流失率**			
Employee turnover 僱員流失率	**23%**	22%	23%
Employee turnover rate by gender **按性別劃分的僱員流失比率**			
Male 男性	**26%**	24%	27%
Female 女性	**20%**	20%	20%
Full-time employee turnover rate by age group **按年齡組別劃分的全職僱員流失比率**			
18-39 18至39歲	**34%**	29%	30%
40-59 40至59歲	**12%**	14%	16%
60 or above 60歲或以上	**72%**	68%	62%
Full-time employee turnover rate by geographic location **按地域劃分的全職僱員流失比率**			
Mainland China 中國內地	**19%**	22%	21%
Hong Kong 香港	**22%**	19%	31%
Other Region 其他地區	**66%**	N.A. 不適用	N.A. 不適用
Occupational health and safety **職業健康及安全**			
Number of fatalities in the past three years (No. of people) 過往三年死亡人數（人數）	**0**	0	0
Rate of fatalities in the past three years 過往三年死亡率	**0%**	0%	0%
Loss days due to injury (No. of days) 因工傷損失工作日數(天數)	**1,611**	1,787	1,297

Social KPIs 社會關鍵績效指標	2024 2024年	2023 2023年	2022 2022年
Training **培訓** **Percentage of employee trained** **受訓僱員百分比**			
Male 男性	**85%**	81%	92%
Female 女性	**81%**	73%	75%
Management 管理層	**62%**	69%	76%
Non-management 非管理層	**86%**	78%	84%
Average training hours completed[7] (No. of hours) **已完成平均培訓時數[7](時數)**			
Male 男性	**11.83**	22.39	23.18
Female 女性	**11.32**	22.86	21.77
Management 管理層	**6.86**	20.14	18.80
Non-management 非管理層	**12.23**	22.94	22.84

7 *The decrease in average training hours in 2024 was primarily due to the rescheduling of certain training programmes to 2025.*

7 *2024年，平均培訓時數減少主要是由於部分培訓計劃已重新安排至2025年。*

Material Aspect 主要範疇	Content 內容	Section Index/Remarks 章節索引／備註
A. Environmental **A.環境** **A1 Emissions** **A1排放物**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地之排污、有害及無害廢棄物的產生等的：(a)政策；及(b)遵守對發行人有重大影響之相關法律及規例的資料。	Our Planet – Emissions & Packaging and Waste 我們的地球－排放物及包裝與浪費
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Our Planet – Emissions & KPI Summary 我們的地球－排放物及關鍵績效指標概要
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	KPI Summary 關鍵績效指標概要
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	KPI Summary 關鍵績效指標概要
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	KPI Summary 關鍵績效指標概要
A1.5	Description of emissions target(s) set and steps taken to achieve them. 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。	Our Planet – Emissions & Climate Change Management 我們的地球－排放物及氣候變化管理
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 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。	Our Planet – Waste Management 我們的地球－廢物管理
A2 Use of Resources **A2 資源使用**		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Our Planet – The Environment and Natural Resources & Water Management 我們的地球－環境及天然資源及水管理
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 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)。	KPI Summary 關鍵績效指標概要
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Our Planet – Water Management & KPI Summary 我們的地球－水管理及關鍵績效指標概要

Material Aspect 主要範疇	Content 內容	Section Index/Remarks 章節索引／備註
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 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。	Our Planet – Use of Energy 我們的地球－能源使用
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 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。	Our Planet – Water Management 我們的地球－水管理
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 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。	KPI Summary 關鍵績效指標概要
A3 The Environment and Natural Resources **A3 環境及天然資源**		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減少發行人對環境及天然資源造成之重大影響的政策。	Our Planet – The Environment and Natural Resources 我們的地球－環境及天然資源
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 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。	Our Planet – The Environment and Natural Resources & Packaging and Waste 我們的地球－環境及天然資源及包裝與浪費
A4 Climate Change **A4 氣候變化**		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 有關識別及緩解已影響及可能影響發行人的重大氣候相關問題的政策。	Our Planet – Climate Change Management 我們的地球－氣候變化管理
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 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。	Our Planet – Climate Change Management – Strategy 我們的地球－氣候變化管理－戰略
B. Social **B. 社會** **Employment and Labour Practices** **僱傭及勞工常規** **B1 Employment** **B1 僱傭**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 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、反歧視和其他待遇及福利的：(a)政策；及(b)遵守對發行人有重大影響之相關法律及規例之資料。	Our People – Employment and Labour Standards 我們的員工－僱傭及勞工準則
B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region. 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。	KPI Summary 關鍵績效指標概要
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	KPI Summary 關鍵績效指標概要

Material Aspect 主要範疇	Content 內容	Section Index/Remarks 章節索引／備註
B2 Health and Safety **B2 健康與安全**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員免受職業性危害的：(a)政策；及(b)遵守對發行人有重大影響之相關法律及規例的資料。	Our People – Occupational Safety and Health 我們的員工－職業安全與健康
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	KPI Summary 關鍵績效指標概要
B2.2	Lost days due to work injury. 因工傷損失工作日數。	KPI Summary 關鍵績效指標概要
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 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。	Our People – Occupational Safety and Health 我們的員工－職業安全與健康
B3 Development and Training **B3 培訓及發展**		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 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。	Our People – Talent Retention, Training, and Development 我們的員工－人才挽留、培訓及發展
B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	KPI Summary 關鍵績效指標概要
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	KPI Summary 關鍵績效指標概要
B4 Labour Standards **B4 勞工準則**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 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。	Our People – Employment and Labour Standards 我們的員工－僱傭及勞工準則
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例之措施以避免童工及強制勞工。	Our People – Employment and Labour Standards 我們的員工－僱傭及勞工準則
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Our People – Employment and Labour Standards 我們的員工－僱傭及勞工準則

Material Aspect 主要範疇	Content 內容	Section Index/Remarks 章節索引／備註
Operating Practices **營運慣例** **B5 Supply Chain Management** **B5 供應鏈管理**		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈之環境及社會風險政策。	Our Product – Supplier Selection and Management 我們的產品－供應商篩選及管理
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Our Product – Supplier Selection and Management 我們的產品－供應商篩選及管理
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Our Product – Supplier Selection and Management 我們的產品－供應商篩選及管理
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 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。	Our Product – Supplier Selection and Management 我們的產品－供應商篩選及管理
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Our Product – Supplier Selection and Management – Commitment to Sustainable Procurement 我們的產品－供應商篩選及管理－堅持可持續採購
B6 Product Responsibility **B6 產品責任**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy. 有關健康與安全、廣告、標籤及私隱事宜的：(a)政策；及(b)遵守對發行人有重大影響之相關法律及規例的資料。	Our Product – Food Safety and Quality 我們的產品－食品安全及質量
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 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。	Our Product – Food Safety and Quality – Food Safety Management & KPI Summary 我們的產品－食品安全及質量－食品安全管理及關鍵績效指標概要
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Our Product – Food Safety and Quality – Food Safety Management 我們的產品－食品安全及質量－食品安全管理

Material Aspect 主要範疇	Content 內容	Section Index/Remarks 章節索引／備註
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Our Community – Customer and Consumer Caring 我們的社區－顧客及消費者關懷
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Our Product – Food Safety and Quality 我們的產品－食品安全及質量
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 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。	Our Community – Customer and Consumer Caring 我們的社區－顧客及消費者關懷
B7 Anti-corruption **B7 反貪污**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關賄賂、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之相關法律及規例的資料。	Business Ethics – Anti-bribery and Corruption 商業道德－反賄賂及貪污
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Business Ethics – Anti-bribery and Corruption 商業道德－反賄賂及貪污
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Business Ethics – Whistleblowing 商業道德－舉報
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Business Ethics – Anti-bribery and Corruption 商業道德－反賄賂及貪污
Community **社區** **B8 Community Investment** **B8 社區投資**		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區之需要和確保其業務活動會考慮社區利益的政策。	Our Community – Community Engagement 我們的社區－社區參與
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Our Community – Community Engagement 我們的社區－社區參與
B8.2	Resources contributed (e.g. money or time) to the focus area 在專注範疇所動用資源(如金錢或時間)。	Our Community – Community Engagement 我們的社區－社區參與

Climate-related Disclosures [8] 氣候相關披露 [8]		
Disclosure Area **披露範疇**	**Disclosure Description** **披露描述**	**Section Index/Remarks** **章節索引／備註**
Governance **管治**		
Governance 管治	Information about: Governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. 有關負責監督氣候相關風險和機遇的治理機構(可包括董事會、委員會或其他同等治理機構)或個人的資訊。	Our Planet – Climate Change Management – Governance 我們的地球－氣候變化管理－治理
Governance 管治	Information about: Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities. 有關管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色的資訊。	Our Planet – Climate Change Management – Governance 我們的地球－氣候變化管理－治理
Strategy **策略**		
Climate-related risks and opportunities 氣候相關風險和機遇	Information about: Climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. 有關合理預期可能在短期、中期或長期影響發行人現金流量、融資渠道或資本成本的氣候相關風險和機遇的資訊。	Our Planet – Climate Change Management – Strategy 我們的地球－氣候變化管理－戰略
Business model and value chain 業務模式和價值鏈	Information about: Current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. 有關氣候相關風險和機遇對發行人業務模式和價值鏈的當前和預期影響的資訊。	Our Planet – Climate Change Management – Strategy 我們的地球－氣候變化管理－戰略
Strategy and decision-making 策略和決策	Information about: The effects of climate-related risks and opportunities on its strategy and decision-making. 有關氣候相關風險和機遇對其策略和決策的影響的資訊。	Board-level Governance; Our Planet – Climate Change Management – Governance, Strategy 董事會管治；我們的地球－氣候變化管理－戰略
Financial position, financial performance and cash flows 財務狀況、財務表現及現金流量	Information about: How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period and be expected to change in the future; and the climate-related risks and opportunities identified for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. 有關氣候相關風險和機遇如何影響其在匯報期的財務狀況、財務表現及現金流量，以及預期未來將發生的變動；及當存在將導致下一匯報年度相關財務報表中的資產和負債賬面價值發生重要調整的重大風險時，關於所識別的氣候相關風險和機遇的資訊。	Our Planet – Climate Change Management – Strategy 我們的地球－氣候變化管理－戰略
Climate resilience 氣候韌性	Information about: The resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties. 有關發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性的資訊。	Our Planet – Climate Change Management – Strategy 我們的地球－氣候變化管理－戰略

8 *The climate-related disclosures presented in this report reflect our ongoing efforts to align with the revised ESG Reporting Code issued by the HKEX. While full compliance is required starting from FY2025, the Company has initiated early implementation of selected requirements and is actively working towards a comprehensive climate-related disclosure in subsequent reporting periods.*

8 *本報告呈列的氣候相關披露反映我們持續努力配合香港交易所發佈的經修訂《環境、社會及管治報告守則》。儘管規定自2025財年起全面遵守，本公司已發起提早實施選定規定，並正積極達致於後續報告期間作出全面氣候相關披露。*

Climate-related Disclosures [8] 氣候相關披露 [8]		
Disclosure Area **披露範疇**	**Disclosure Description** **披露描述**	**Section Index/Remarks** **章節索引／備註**
Risk Management **風險管理**		
Risk Management 風險管理	Information about: The organisation's processes for identifying, assessing, and managing climate-related risks into the organisation's overall risk management. 有關組織識別、評估及將氣候相關風險融入組織的整體風險管理的流程的資訊。	Our Planet – Climate Change Management – Risk Management 我們的地球－氣候變化管理－風險管理
Metrics and Targets **指標及目標**		
Climate-related risks and opportunities 氣候相關風險和機遇	Metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process. 組織根據其策略及風險管理流程用於評估氣候相關風險和機會的指標。	Our Planet – Climate Change Management – Strategy, Metrics and Targets 我們的地球－氣候變化管理－戰略、指標及目標
Greenhouse gas emissions 溫室氣體排放	Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions, and the related risks. 範圍1、範圍2及(如適用)範圍3溫室氣體排放以及相關風險。	KPI Summary 關鍵績效指標概要
Climate-related targets 氣候相關目標	Qualitative and quantitative climate-related targets set by the organisation to manage climate-related risks and opportunities to monitor progress towards achieving its strategic goals and any targets required to meet by law or regulation. 組織為管理氣候相關風險和機遇以監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標，以及法律或法規要求達到的任何目標。	Our Planet – Climate Change Management – Strategy 我們的地球－氣候變化管理－戰略