

Jiujiuwang Food International Limited

久久王食品国际有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 1927



2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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REPORTING PERIOD AND FRAMEWORK

Jiujiuwang Food International Limited (“**Jiujiuwang**”, “**Company**”, “**we**” and “**our**”), and its subsidiaries (collectively, the “**Group**”) are pleased to publish our Environmental, Social and Governance (“**ESG**”) Report (this “**ESG Report**”) which aims to present and disclose ESG related matters that are relevant to the Group’s business and have material impacts on the environment and society for the year ended 31 December 2025 (the “**Reporting Period**”).

This ESG report of the Group has been prepared in compliance with the “Environmental, Social and Governance Reporting Guide” set forth in Appendix C2 to the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited and based on the actual conditions of the Company. We have identified relevant ESG issues and assessed their materiality on our businesses as well as on our stakeholders, through reviewing our operations and holding internal discussions. Adhering to the reporting principles of materiality, quantitative, balance and consistency, this ESG Report aims to provide an annual update on our sustainability performance in compliance with regulations, policies and guidelines on various sustainable development issues for the year ended 31 December 2025.

OUR BUSINESS AND APPROACH TO ESG AND ESG REPORTING

Jiujiuwang focuses on the manufacturing and sale of confectionary products, including gum-based candy, tablet candy, aerated candy and hard candy in the People’s Republic of China (the “**PRC**”). The Group sells confectionary products under brands owned through e-commerce channels or authorized by our OEM customers in China and overseas countries. Jiujiuwang has built a comprehensive sales network with a total of 73 distributors across China. Its business coverage spans 11 provincial-level regions, including 21 provinces adjusted to accurate data: Anhui, Beijing, Fujian, Guangdong, Guangxi, Hubei, Hunan, Jiangsu, Shandong, Shanghai and Yunnan. Our products are also available in various offline retail channels such as hypermarkets, supermarkets and grocery stores.

Sustainability is vital to the development of the Group’s strategy and operation, the Group commits to improving its ESG performance by upholding good corporate governance standards, protecting our environment including reducing greenhouse gas emissions, reducing energy consumption, protecting the environment and natural resources, and providing employees with an excellent and safe working environment while it engages the community and promotes social integration.

The board of directors of the Group (the “**Board**”) is responsible for reviewing and monitoring the evaluation and management issues related to the Group’s ESG matters. To pursue the ESG-related goals and targets, the Board keeps supervising the progress and ESG-related performance. With the direction and culture set out by the Board and the Group, the employees of the Group are encouraged to participate in ESG initiatives, implement ESG policies into different aspects of business practices, contribute to community events and connect stakeholders.

To align our operations with ESG-related issues and goals, the Group follows industry standards and abides by laws and regulations. Achieving ESG goals can provide customers with better quality products. In addition to supporting environmental protection, the Group aims to reduce pollution during the manufacturing process of confectionary products in order to provide a better living environment.

The Board is responsible for overseeing the Group’s ESG strategy and performance, including climate-related risks and opportunities. The Board reviews ESG matters periodically and ensures that material issues are integrated into the Group’s overall risk management and business planning processes.

Stakeholder Engagement and Materiality

The Group considers input and feedback from its stakeholders as the Group strives to create long-term value for them. To begin the value creation process, the Group identifies different stakeholders, such as employees, customers, investors, suppliers and contractors, and the community. The Group involves stakeholders through various communication channels for them to share their views regarding the Group’s operations and behavior, including Company’s website, annual general meetings, annual reports and interim reports, staff meetings, customers and suppliers’ meetings.

As a result, these communication channels not only can help the Group to explore opportunities for its future business direction but also fulfill its responsibilities and commitment to the community. By analyzing the opinion of the stakeholders, the Group can receive important feedback and input for the materiality assessment.

Materiality Assessment

A materiality assessment was conducted by evaluating ESG related topics based on the principal business of the Group. With the professional opinion from the external ESG reporting consultant, we have selected material ESG topics in accordance with our stakeholders’ opinions, industry reports, market conditions and ESG related risks. To perform an internal materiality assessment, our management and the board of the Group assessed the relationship between the degree of impact and degree of control for ESG related topics. The Group then further selected material ESG related topics based on continuous discussion with the stakeholders.

The Group has considered the importance of ESG related topics in arriving at our material ESG related topics. The result of the materiality assessment is listed below:

Environmental

- Air and greenhouse gas emission
- Resources consumption
- Combating climate change
- Waste Management

Social

- Employment and Training
- Employee welfare
- Diversity and equal opportunity
- Labour standards
- Occupational health and safety
- Anti-corruption
- Customer complaints management
- Supply chain management

The Group regularly receives and records shareholders' opinions. Below is a description of the expectations and demands for each stakeholder and the actions to respond to them:

Stakeholder	Expectation	Action
Government	Compliance with taxes and business operation laws	Compliance with the laws and regulations Paying taxes to the government Supporting economic development of local government Responding to public health incidents
Investor	Stable investment returns	Maintaining stable and reasonable return Pursuing asset preservation and appreciation Optimizing corporate governance Strengthening risk management
Client	Excellent services	Providing safety and health products Providing excellent customer services Diversified product selection
Business partner	Continuous business cooperation	Commitment to promise Building development together Long-term and stable relationship
Employee	Competitive salary and welfare benefit Fair promotion and career development Safety working environment	Protection of rights Occupational health and safety management system Employee rights Employee training and development
Society	Corporate social responsibility	Charity donation Promoting local employment Volunteer activities

Reporting principles	Interpretation	Application of reporting principles
Materiality	The Group should focus on reporting the ESG issues that have an important impact on the Group and its stakeholders.	The Group determines the impact of various ESG issues on the Group's operations through the materiality assessment. Based on the results of the assessment, the Group identifies material ESG issues and makes key disclosures in this ESG Report.
Quantitative	The KPIs must be measurable and clearly state the calculation criteria and methods.	This ESG Report is prepared in accordance with the ESG Reporting Guide and discloses KPIs in a quantitative manner. The KPIs are supplemented by explanatory notes to establish benchmarks where feasible.
Balance	The Group should objectively and truthfully report on its ESG performance during the Reporting Period.	This ESG Report is based on an objective and impartial manner to ensure that the information disclosed faithfully reflects the overall performance of the Group in ESG aspects.
Consistency	The Group should use consistent disclosure statistical methods to help stakeholders analyze and evaluate the organization's past and current performance. The Group should also explain any changes to the method.	Unless otherwise stated, the Group's disclosure and statistical methods are consistent with the past such as the year ended 31 December 2023 for meaningful comparison. If there are any changes that may affect comparison with previous reports, explanations will be provided in this ESG Report.

Feedback for Our ESG Report

The Board has approved the content of this ESG Report. For details of environmental and corporate governance, please refer to the official website of the Group (<http://www.jiujiuwang.com/index.html>) and the annual report. We value your feedback regarding the review and our overall sustainability practices. Please provide your comments by email to jiujiuwang@jiujiuwang.com.cn.

A. ENVIRONMENTAL

A1 Emissions

Governance on Air and Greenhouse Gas (“GHG”) Emissions

As a manufacturer of confectionary products, the Group is strongly committed to the long-term sustainability of the environment and communities in which we operate. As such, the Group is aware of how business activities would affect the environment and understand how to minimize our impact on the environment with our knowledge and skills. The Group has established relevant procedures to detect and prevent any possible pollution incidents which affect the surrounding environment that may occur in the course of our business operations. During the year ended 31 December 2025, we measured and managed our environmental performance in several aspects throughout our operations.

In terms of the Group’s confectionary products business, we understand there are environmental emissions such as air emissions, GHG emissions, waste-water discharges and general waste. The emissions and waste produced are properly managed through implementing the following initiatives:

- Power off all electrical equipment (computers, fans, air conditioners, etc.) before leaving the workplace;
- Keep office air conditioning set at a constant temperature of 26°C;
- Adopt high-efficiency energy-saving lamps;
- Avoid keeping office lights on for extended periods when unattended;
- Encourage staff to open windows for ventilation instead of turning on air conditioners when unnecessary;
- Encourage employees to switch off lights when not in use;
- Promote rational water usage and cultivate good water-saving habits among all staff.

Our workplaces are subject to certain environmental requirements pursuant to the laws in Hong Kong and China. Certain laws and regulations that have a significant impact on the Group are as follows:

- Environmental Protection Law of the People’s Republic of China
- The Atmospheric Pollution Prevention and Control Law of the People’s Republic of China
- Water Pollution Prevention and Control Law of the People’s Republic of China
- Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste

For the year of 2025, the Group is committed to continually improving its environmental performance through strictly complying with the laws and regulations. As such, the Group did not violate any laws and regulations related to environmental issues.

The Group encourages and requires employees to implement the following environmental protection measures by effectively managing the air emissions and ensuring in compliance with relevant rules and regulations: entrusting professional firms to formulate soil and water conservation plans and monitoring procedures, and to conduct inspection regularly; Upholding green development and reducing the use of resources on the environment through scientific management and technological advancement effectively; seriously carrying out energy and water conservation projects; plastic reduction work; establishing a sustainable supply chain; noise reduction and noise reduction design and adopting materials with dust prevention components.

Air emissions

Following the environmental related laws and regulations, the Group is able to identify, evaluate and minimize the environment impact of the manufacturing activities. The Group also assigns employees to carry out inspections on the manufacturing sites as air pollutants may be difficult to observe and require stringent monitoring.

The KPIs for air emission and air pollutants emission for the year ended 31 December 2025 are set out below.

Air emissions	Unit	2025
Nitrogen oxides (“ NO_x ”)	Emissions tonnes	2.41
Sulphur oxides (“ SO_x ”)	Emissions tonnes	0.45
Particulate matters (“ PM ”)	Emissions tonnes	0.20

Greenhouse gas emissions and energy conservation

The Group’s workplaces are equipped with different electrical facilities which contributed the majority part of greenhouse gas emission during the Reporting Period. The greenhouse gas (“**GHG**”) emissions generated by the Group are summarized below in direct, indirect, and other indirect sections. The direct emissions are from the Group’s vehicles’ consumption of gasoline, while the indirect emissions are via using outsourced electricity with other indirect emissions generated from business air travel by employees. The following table shows the figures of the Group’s GHG emissions during the Reporting Period.

GHG emissions	Unit	2025
Direct emissions of GHG	tCO ₂ e	12.33
Indirect emissions of GHG	tCO ₂ e	4,647.22
Other indirect emissions of GHG	tCO ₂ e	131.13

There were 4,790.68 tonnes of carbon dioxide equivalent (“**tCO₂e**”) greenhouse gases (mainly comprised of carbon dioxide, methane and nitrous oxide) emitted from the Group’s business operation in the Reporting Period. The annual GHG emission intensity was 0.000016 tonnes/revenue.

In addition, the Group advocates emission reduction and is committed to sustainable operation. The Group has set a target to reduce the GHG emission intensity by 5% in the next five years. The Group strived to reduce its greenhouse gas emission by energy saving initiatives as below:

- Video conference and phone conversation are encouraged for employee communication;
- Direct flights are arranged for unavoidable business trips

Waste Management

In order to reduce the negative impact of waste, the Group has formulated several waste management practices and recognized the importance of waste reduction. For non-hazardous waste, the Group has implemented its waste management initiatives to ensure that all waste generated during the construction phase is managed properly, transported and disposed of in environmentally-friendly ways.

Besides, the Group has adopted a system for the classification of waste to disposal facilities. It facilitates the recycling process and recording of waste as it arrives at the landfill or public filling area in order to minimize the waste and potential of cross-contamination with other waste. Not only can the Group quantify and monitor the waste generated, but the Group can also help to protect the environment via being eco-friendly by producing less waste for the production activities.

As non-hazardous waste does not cause a significant impact to the environment, the Group has put a greater emphasis and resources on hazardous material management instead. Hence, in terms of waste that is considered harmful, the Group would appoint related professionals for the handling of such waste to ensure appropriate management.

In the offices, the Group encourages the staff to consider environmentally friendly practices in paper waste management:

For example, the Group has reminded staff to “save paper, energy and other resources” and sent out this message through notices and email. Having further implemented the below set out initiatives and actions, the Group continues to strive for the best environment for the communities:

- Using double-sided printing and copying;
- Reusing the paper; and
- Using electronic documents and files for storage

During the Reporting Period, the Group generated minimal non-hazardous waste through effective reduction, reuse, and recycling measures. No hazardous waste was produced. This continued improvement is consistent with the results as at 31 December 2024.

Noise Management

The Group has adopted sound-insulation and sound absorbing materials around the manufacturing facilities to reduce noise pollution which may generated from the equipment. The Group has followed with the standard under “Emission Standard on Industrial Noise”.

During the Reporting Period, there was no incidence of non-compliance with relevant laws and regulations with significant impact on the environment and natural resources relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

A2 Use of resources

Minimizing Energy Consumption

The Group strives to minimize the various energy consumed at all levels in its operations. These energies consumed by the Group are natural gas, electricity, and tap water. In 2025, total direct energy consumption from the use of natural gas was approximately 0.834 million m³, and the total indirect energy consumption from the use of electricity was approximately 7.617 million kWh. On the other hand, the Company mainly uses water at (i) offices purposes and (ii) for manufacturing site. Water usage for the Group's daily operations and office administration activities was approximately 145,098 tonnes during the Reporting Period.

The Group has promoted energy saving policies around the offices and manufacturing facilities in order to remind employees to use less energy. For example, the Group will post a reminder regarding the use of resources.

Below sets out the KPIs for natural gas, electricity and water consumption:

Types of resources	Unit	2025
Natural gas	m ³	0.834 million
Purchased electricity	kWh	7.617 million
Tap water	tonnes	145,098

During the Reporting Period, the annual energy and water consumption intensity were 0.05 kWh/revenue and 0.0005 tonnes/revenue respectively. After carefully reviewing current business operations, the Group advocate and issue announcement to require employees to save electricity and water.

The resources used by the Group are principally attributed to natural gas, electricity, and water consumed in its daily operation. With the aim of better manage its use of resources, the Group makes great effort to improve and develop the way to build in a resource efficient manner.

In the year ended 31 December 2025, there was no water fetching problem in our daily business.

The Group pays special attention to the effective use of packaging materials. The packaging materials not only attract the potential customers, but they also maintain the quality of the finished goods. We have established a close cooperative relationship with packaging material suppliers. Through regular feedback and communication, we strive to use packaging materials that ensure product quality and minimize environmental impact. During the reporting period, the Group has optimized the use of packaging materials, and on the basis of ensuring that product quality was not affected. The packaging materials used by the Group are mainly cartons and plastics.

To reduce the use of packaging materials, the Group has utilized every type of packaging material by packing more products in larger boxes. In addition, the Group has reused the abandoned packaging materials for other purposes.

During the Reporting Period, the total packaging materials used amounted to 2,248 tonnes.

A3 The environment and natural resources

Protecting the Environmental Impact and Natural Resources

The business activities of the Group have no direct/significant impact on environment and natural resources. The Group nonetheless commits to using natural resources efficiently while the Group encourages the reuse and recycling of materials during the daily operations. In addition, the Group is committed to applying industry best practices and complying with legislation, establishing and reviewing safety, security, and environmental goals and targets, effectively using energy and materials, reducing waste and emissions, and adhere to following environmental protection policy.

To reduce the environmental impact arising from wastewater generated, the Group has prevented the wastewater from flowing into the ocean and river through scientific and technological practices and closed loop wastewater system.

The Group takes into consideration resource-efficient designs such as the use of LEDs and the adoption of energy-efficient equipment. Meanwhile, the Group recognizes that businesses must take responsibility for being a role model of the industry in relation to sustainability of the environment, and the Group bears the responsibilities and fulfils the obligations in protecting the environment.

A4 Climate Change

The Group recognizes climate change as a material issue that presents both risks and opportunities to its confectionary manufacturing and sales business. As a food manufacturer operating in the PRC, the Group is exposed to physical risks (such as extreme weather events impacting raw material supply and production continuity) and transition risks (including regulatory changes, carbon pricing, energy cost volatility, and shifting consumer demand for sustainable products). During the Reporting Period, the Group has not been significantly impacted by climate-related issues. The Group is committed to integrating climate-related considerations into its business strategy, risk management processes, and operations to build long-term resilience and support the transition to a low-carbon economy.

Governance

The Board of Directors has overall responsibility for overseeing the Group's climate-related risks and opportunities as an integral part of its ESG governance framework. The Board is supported by senior management in evaluating climate-related matters, reviewing progress on environmental targets, and ensuring adequate resources are allocated for effective climate risk management. Climate-related issues are discussed periodically at Board level and incorporated into the Group's annual ESG review process.

Strategy

The Group has assessed climate-related risks and opportunities relevant to its operations:

- Physical risks: Extreme weather events such as typhoons, floods, or droughts may disrupt the supply of key raw materials (e.g., sugar, starch) and affect production facilities.
- Transition risks: Stricter environmental regulations, rising energy costs, and increasing demand for low-carbon packaging may impact operational costs and market competitiveness.
- Opportunities: Growing consumer preference for environmentally responsible products creates potential for developing sustainable packaging solutions and improving energy efficiency in manufacturing processes.

To address these, the Group's strategy includes:

- Implementing energy-saving and resource-efficiency measures across production facilities and offices;
- Reducing greenhouse gas emissions through optimized processes and equipment;
- Exploring low-carbon packaging alternatives and responsible sourcing practices;
- Continuously monitoring regulatory developments and adapting business practices accordingly.

Risk Management

Climate-related risks are identified, assessed, and managed through the Group's existing ESG risk management process and annual materiality assessment. Relevant departments (including procurement, production, and quality teams) evaluate potential impacts, and findings are reported to senior management and the Board. Mitigation measures include supplier diversification, business continuity planning for extreme weather, and ongoing improvement of energy efficiency. The Group will further enhance its climate risk assessment framework, including consideration of scenario analysis (e.g., 1.5°C and 2°C scenarios), in future reporting periods.

Metrics and Targets

The Group tracks the following key climate-related metrics:

- GHG Emissions: Scope 1 (direct emissions from natural gas and vehicles) and Scope 2 (indirect emissions from purchased electricity) are reported annually in the A1 Emissions section.
- Energy Consumption: Total energy use and intensity are disclosed in the A2 Use of Resources section.
- Targets: The Group has set a target to reduce GHG emission intensity by 5% over the next five years through continuous implementation of energy-saving initiatives, process optimization, and resource efficiency improvements.

The Group will continue to refine its climate disclosures, align with emerging standards, and engage stakeholders to ensure robust management of climate-related risks and opportunities.

CARING FOR THE PEOPLE AND SOCIETY

B. SOCIAL

B1 Employment and labor practices

Equal Employment Practices

The Group puts significant emphasis on the development of employees whom it considers the Group's most valuable assets. Hence, the Group recruits and retains talents and balance economic objectives with employee well-being, aiming at reinforcing satisfaction, loyalty and commitment of human capital. In the workplace of the Group, high spirits and shared aspirations are always encouraged between employees.

The Group has adopted comprehensive human resources manual which includes mission, policies and procedures applicable to staff. Creating a pleasant and harmonious and healthy working and life environment for everyone's future development is the mission for the Group's employees. The human resources policies outline seven core principles in managing the employees as below:

1. Considering humanity for organization, system, strategy and institution;
2. Training and development for all managers;
3. Promoting communication and team spirit;
4. Building win-win partnership;
5. Building a cohesive group;
6. Breaking through personal limits; and
7. Providing adequate rewards

In the human resources manual of the Group, the Group has established three values for the employees as below:

1. Talents are the key resources;
2. Corporate's value is greater than the individual's value; and
3. Being an ethical person

In strict compliance with the Labor Law of the People's Republic of China and Labor Contract Law of the People's Republic of China among other laws and regulations, all employees are treated fairly regarding recruitment, training and development, evaluation of work performance, promotions, rest periods, compensation and benefits. The Group strives to eliminate possible discrimination and create a corporate culture of diversity. The Group ensures the same treatment for all employees no matter the gender, age, race, ethnicity, disease, marital status, family status or religious beliefs, etc.

Recruitment

The Group has emphasized the role of human resources policies in enhancing the quality and stability of our workforce. To ensure a fair system for all employees, the Group offers competitive remuneration and welfare packages for the right talents and their salary and opportunities are adjusted on the basis of performance, qualification, relevant working experience, attitude, job knowledge, job responsibilities, punctuality, position and the Group's operation. In the recruitment process, the Group holds the beliefs in equality, integrity and objectivity to deliver equal opportunity for the candidates. All employees are then required to pass the probation period in which the Group is able to monitor and evaluate the performance of the new employees before officially assignment.

Promotion and Dismissal

In accordance with the Group's policies and procedures, setting up internal promotions can boost the motivation of the employees. Whenever possible, talented employees will first be considered before posting job vacancies in public. Employees are also welcome to discuss their career development with their respective department head or the Human Resources Department. When a new employee has passed the probation period, salary and benefit are subject to change due to outstanding performance.

Staff dismissals are based on the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China or relevant local laws and regulations, as well as the requirements stipulated in the employment contracts. An employee who wishes to resign should notice in writing to the Group as stipulated in his or her letter of appointment. Under the resignation process, the Group will carefully settle the remaining salary and holidays to make sure fair treatment is enacted. The Group will always respect an employee's resignation decision.

Employee Benefits and Welfare

In accordance with a reward and performance approach, high performers are rewarded with a higher bonus and salary increment. Meanwhile, their performance reviews are conducted regularly by department heads. Further discussion with the top management and human resources department regarding the performance may be required.

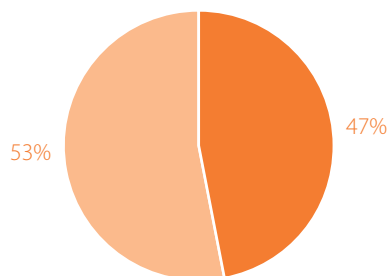
The Group sets appropriate and regular working hours and rest breaks for all staff members in their respective employment environments. The standard working hours are around 8 to 10 hours, including a 90-minute lunch break per day and 40 to 50 hours per week. The Group also provides paid annual leave and public holidays in addition to statutory holidays set by the government. For the welfare of the employees in the PRC, the Group has participated in the insurance and housing benefits, including endowment insurance, medical insurance, unemployment insurance, employment insurance, maternity insurances and housing provident funds.

Throughout the operation of the Group, basic 5 days annual leave for employees who have worked for over 1-year, statutory holidays, 7 days of marriage leave, maternity leave, 3 days of bereavement leave are given for all employees.

As at 31 December 2025, the Group employed 382 staff in total. All employees are employed under the full-time employment contract in the PRC. As an illustration, the workforce statistics by gender, age group, employment category and geographical region are illustrated in pie graphs:

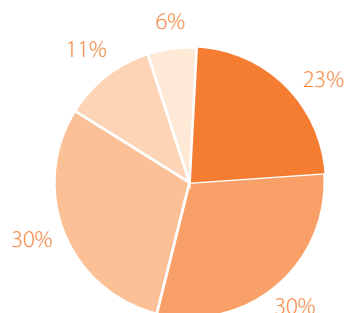
Gender and Age Distribution

Employee Breakdown by Gender



■ Female ■ Male

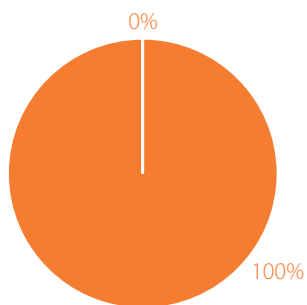
Employee Breakdown by Age



■ 18-25 ■ 26-35 ■ 36-45
■ 46-55 ■ 56-65

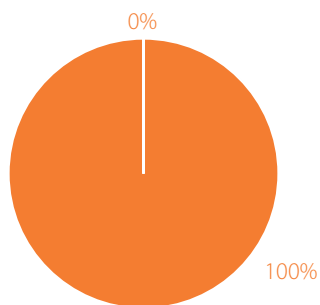
Employment category and geographical distribution

Employee Breakdown by Employment Category



■ Part-time ■ Full-time

Employee Breakdown by Geographical Region



■ Hong Kong ■ PRC

The employment turnover rate by gender, age group and geographical region are set out below:

Gender Distribution

Gender	Employee Turnover Rate
Female	1.30%
Male	3.91%

Age Distribution

Age Group	Employee Turnover Rate
18–25	0.00%
26–35	1.56%
36–45	1.56%
46–55	1.30%
56–65	0.78%

Geographical Distribution

Region	Employee Turnover Rate
PRC	5.21%
Hong Kong	0.00%

During the Reporting Period, the total turnover rate of the Group is 5.21%.

With more than half of its workforce as male while 29% of its workforce of age less than 35, the Group strives to put both gender distribution and younger workforce as one of its core priorities to promote equal opportunity for each group of employees and achieve a more dynamic environment with a fresher perspective.

The Group is committed to complying with relevant labour standards and employment laws and regulations which are applicable to our business. During the Reporting Period, the Group had no material labor disputes or non-compliance with employment-related laws and regulations.

B2 Health and safety

Promoting Health and Safety

Safety is one of the major forces in production. The occupational health and safety of employees is always the focus of our daily production. The Group considers health and safety of its employees as one of its primary responsibilities. As such, the Group is committed to providing a workplace free from injury and illness through effective procedures and practice on occupational health and safety. The Group strictly complies with relevant laws and regulations such as the Safety Law of the People’s Republic of China, the Fire Protection Law of the Chinese Republic of China, the Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases, the Administrative Measures for Occupational Health Inspection, Administrative Measures for Occupational Health Surveillance of Employers, and the Technical Specifications on Occupational Health Monitoring.

All employees are instructed to be vigilant at all times with proper training that can keep them informed of any potential hazards on tasks. In case of any injuries happening, the Group has provided first aid kit for emergency use. Furthermore, the Group have formulated a series of safety measures as below:

- Employees should report any injuries and accidents immediately;
- Employees should evacuate immediately from any dangerous place;
- Employees have to attend safety training course;
- Employees have to engage in body check;
- Employees are not allowed to work without health certificate; and
- Safety production committee is established

For any injuries throughout the operation, the Group will compensate the salary and other subsidies for the employees. Hence, employees who are injured are able to obtain better treatment or therapy. In addition, the Group has purchased work injury insurance for each employee. If an employee is injured on the job during work, the company will actively apply for work injury certification for the employee.

During the COVID-19 pandemic, health and safety measures were strictly implemented in the workplace. The Group has adopted precautionary measures to minimize the risk of spreading the coronavirus. These measures are now applied during outbreaks of high-risk diseases:

- Wearing a surgical mask in the office;
- Social distancing is encouraged;
- More frequent cleaning and disinfecting;
- Measuring body temperature for employees; and
- Minimizing face to face meetings

To implement the occupational health and safety measures, the Group has strictly monitored the effectiveness of the measures adopted and distributed a clear message to employees regarding importance of occupational health and safety. During the Reporting Period, the Group has ensured full compliance with relevant occupational health and safety legislations of Hong Kong, the PRC, and other relevant legislations. No severe work-related injury or fatality was reported in each of the past three years including the Reporting Period. In addition, there was no lost day due to work injury throughout the Reporting Period.

B3 Development and training

Talent Management

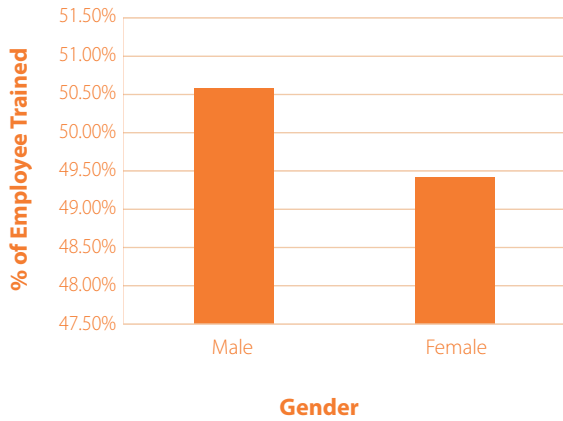
The Group recognizes its employees as the most valuable asset and believes that continuous development and training are critical to sustaining its competitiveness in the confectionary industry. The Group is committed to providing systematic training to enhance employees' professional knowledge, technical skills, and overall competency.

The Group organizes targeted training programmed based on actual business needs and different employee categories. These include orientation training for new joiners (covering company culture, code of conduct, business ethics, and workplace safety) and professional skills training (including manufacturing equipment operation, quality control, food safety standards, production processes, and management skills). The Group also encourages and supports employees to attend external training courses and obtain relevant professional qualifications.

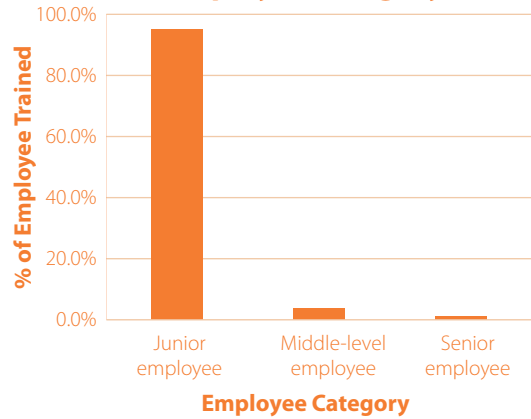
During the Reporting Period, the Group continued to increase its investment in employee training. The total number of training sessions and training hours showed a notable increase compared with previous years. Training effectiveness is regularly monitored through assessments and employee feedback.

The employee training data for the Reporting Period is summarized as follows:

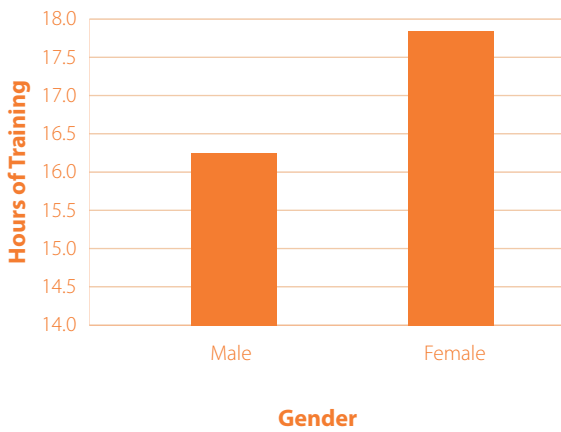
Employee Trained by Gender



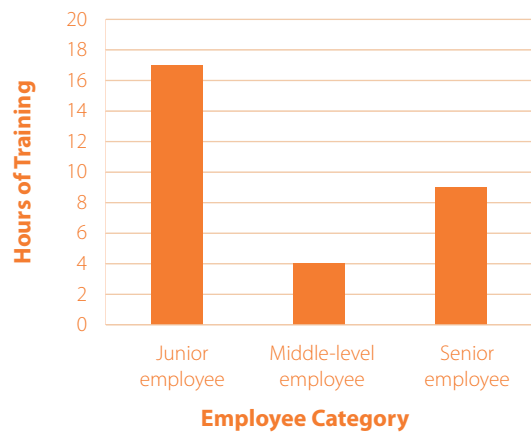
Employee Trained by Employee Category



Average Training Hours Completed per Employee by Gender



Average Training Hours Completed per Employee By Employee Category



B4 Labor standards

Prohibiting Forced Child and Labor

The Group has strictly abided by Labor Law of the People's Republic of China and Labor Contract Law of the People's Republic of China and the Provisions on Prohibition of Child Labor and other applicable laws and regulations in the PRC and fully understands that employing child labor and forced labor is prohibited. The Group prohibits the use of child labor and forced or compulsory labor at all its units and suppliers. No employee is made to work against his/her will or work as forced labor, or subject to corporal punishment or coercion of any type related to work.

In addition, the Group fully complies with the national "Provisions on Prohibition of Child Labor" and will not hire companies with minors under 16 years of age. To prevent child labor, the Group reviews the job applicant's identity information during the recruitment process, and the applicant is also required to provide document proof of academic qualifications and working experience for verification. When child labor or forced labor is discovered, the Group would launch investigations and suspend all the job duties of the respective employees. Once the case of child labor or forced labor is verified, the employment contract would be terminated.

A standard working hour is implemented, with clear job responsibilities for different positions to ensure that workers are aware of the Company's working hour, work responsibilities and working conditions. In case of additional working hours required, the Group will inform the employees earlier and ask for their consent. According to the labor contract signed between the Group and the employees, if the Group uses violence, threats, or illegally restricts personal freedom to force employees to work, or if the Group's management illegally commands, forces risky operations or even endangers the employees' personal safety, the employees can immediately terminate the labor contract with potential compensation on the part by the Group to the related employee.

During the year ended 31 December 2025, the Group did not identify any non-compliance cases involving child labor and forced labor and complied with all relevant laws and regulations relating to employment and labor practices.

B5 Supply chain management

Upholding High Procurement Standards

The Group has strongly implemented contract policy and corresponding evaluation procedures underlying the importance of supply chain management. Having negotiated with various suppliers, including sugars, starches, edible gums, xylitol, flavors, fragrances and packaging boxes, the Group strives to ensure the quality of raw materials and finished goods. To manage environmental and social risks in supply chain, the Group only engages suppliers on an approved list who have passed the Group's quality control tests and have a satisfactory record of quality and on-time delivery. Suppliers with licenses that are granted by relevant regulators or government authorities are highly recommended. The obligations of suppliers with respect to environmental protection and compliance with relevant safety laws and regulations are clearly stated in signed contracts.

There is a total of 73 suppliers across the country. Among them, 32 suppliers are located in Fujian Province and 15 in Guangdong Province, while the remaining suppliers are distributed across Guangxi and other provinces and municipalities in China, including Zhejiang, Shandong, Shanghai, Jiangsu, Anhui, Beijing, Hubei, Hunan and Yunnan.

In the selection of suppliers, the Group has explored efficient and rigorous control methods to constantly improve supply chain management and adopt different management strategies for different types of suppliers to optimize supplier resources and structure. Meanwhile, we continuously support strategic suppliers and cooperate with upstream and downstream partners to build a high-quality and sustainable food supply chain.

Moreover, the Group has done plenty of research regarding the supplier. All related documents of suppliers are incorporated into database (i.e., Qualifications, suppliers score and supplier risk management) as the assessment of suppliers and proof of supplier's social responsibility evaluation and investigation mechanism. At the same time, the Group aims to improve the supplier's social responsibility level through audits, training, counseling and other activities, and take active measures to encourage suppliers to fulfill their social responsibilities. Every year, the Group organizes departments to discuss and analyze vulnerability records of suppliers. The Group may require an inspection of supplier's manufacturing plants or entrust a third-party organization to periodically evaluate and review the supplier's performance of social responsibilities, and the review results can be used as an important basis for supplier selection, order increase, rewards and punishments.

B6 Commitment to product responsibility

Product Quality

Since manufacturing and the sale of confectionary products significantly emphasizes quality, the Group upholds conscience and highly maintains rigorous control on manufacturing process, creating a trustworthy brand and trust of consumers. The Group continuously enhances the food health, safety and quality management system, keeping strict control of the entire process including product development, production, product testing, transportation and storage, product sales, etc. Below are quality control measures implemented by the Group:

- Creating quality control team;
- Monitoring the quality regularly;
- Setting up quality control management and process;
- Testing products for quality assurance recognized by international standards; and
- Simulating products recalls procedures and process regularly

The product quality of the Group is well-established and well-recognized by various authorities. Over the past, the Group has been granted for ISO 9001, ISO 14001, HACCP, exporting food hygiene corporation, etc. In addition, the Group has specialized quality management departments and personnel, as well as quality management systems and procedures, and has also passed ISO 22000, HACCP and other quality and food safety systems. The Group also established a recall procedure and organizes a simulated recall every year. To continuously improve its food safety management, the Group monitors the laws and regulations promulgated by national and local regulatory authorities, and strictly abides by the quality and food safety related laws and regulations that apply to the Group, such as the Food Safety Law of the People's Republic of China, the Product Quality Law of the People's Republic of China, the Regulations on the Implementation of the Food Safety Law, GB 14881-2013 National Food Safety Standard General Hygienic Specification for Food Production and Food Hygiene Supervision Program of the People's Republic of China.

For the year ended 31 December 2025, the Group did not receive any material complaints or requests to terminate production due to poor quality and safety. The Group has no products required to be recalled due to safety and health issues. If a complaint arise, the Company will immediately assess the complaint and conduct an internal investigation into the matter to identify the source of the issues. If the complaint is valid, the Group will immediately provide the relevant solution to solve the issues as soon as practicable.

The Group also acknowledges the importance of intellectual property rights and exercises reasonable care in protecting intellectual property. The management and relevant departments review the contracts entered into with customers and suppliers to ensure the intellectual property rights are properly accounted for. The Group also complies with the Copyright Law of the People's Republic of China in the PRC.

On the other hand, the Group pays attention to protecting its own intellectual property rights. To protect the Group's intellectual property and trade secrets, our technology research and development department has established a policy that every employee should abide by when retaining technical documents and keeping them confidential. According to this policy, all intellectual property created by employees during their tenure is owned by the Group and employees may not transfer, sell, use or misappropriate intellectual property without our approval. In order to establish the Group's brand and patent, the Group will register copyright, trademark and patent. The Group must take a variety of measures to protect intellectual property rights from infringement, such as strengthening the training of employees in this area and providing their awareness of protection. In terms of the Group as a whole, a well-established complete patent and trademark application system and process are in place. In the case of violations, legal measures will be taken to fight back.

All confidential data of customers can only be assessed by the staff who are responsible for the projects for relevant clients. In addition, the Group has adopted confidential data practices for all employees in order to prevent confidential technology and data from being misused. For consumer data and privacy related issues, the Group has recruited IT personnel and external IT experts to be responsible for keeping customer-related information and materials. At the same time, it implements strict approval and registration systems for relevant personnel to retrieve and consult customer information. At the same time, the Group occasionally organizes employees to give lectures on the protection of personal privacy laws, enhances employees' awareness of protecting customer privacy, improves employees' professional ethics, and effectively ensures the security of customer information.

B7 Anti-corruption

Commitment to Anti-Corruption

The Group is committed to conducting business with the highest standards of integrity, honesty, and transparency. The Group maintains a zero-tolerance policy towards all forms of corruption, bribery, extortion, fraud, and money laundering.

The Group has established a comprehensive anti-bribery and anti-corruption policy in accordance with the Criminal Law of the People's Republic of China, the Anti-Unfair Competition Law, the Anti-Money Laundering Law, and other relevant regulations. Key measures include:

- Prohibiting the acceptance of gifts, advantages, or benefits that may influence business decisions;
- Implementing clear whistle-blowing channels that allow employees to report suspected misconduct in confidence without fear of retaliation;
- Conducting regular integrity and anti-corruption training for employees and directors; and
- Enforcing strict disciplinary actions, including termination of employment and reporting to relevant authorities where necessary.

The Group promotes a culture of integrity through ongoing communication, policy reminders, and annual training. During the year ended 31 December 2025, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees.

B8 Community investment

Contributing to the Welfare of Society

The Group encourages staff to take part in community welfare and voluntary work and our directors actively maintain communication with non-governmental organizations to understand community needs for the sake of fulfilling their responsibility and giving back to society.

During the year ended 31 December 2025 and despite in the midst of global pandemic, the Group made a donation to support the community services and charitable activities arranged by non-profit organizations and the Government in China. The contribution made by the Group during the Reporting Period mainly focuses on caring for elderly and woman, supporting for education and promoting community development. The donation and community welfare with a total amount of RMB260,000 was made by the Group during the Reporting Period, the amount of which is summarized in the following table:

Activities	Organization	Nature	Donation Amount (RMB)
古坑(許坑)小學六一兒童節贊助費	古坑(許坑)小學	關愛兒童身心健康	5,000.00
付季延中學基金會捐款	季延中學	關愛兒童身心健康	250,000.00
付缺塘老人會重陽節	缺塘老人會	關愛老人	5,000.00

Awards and Recognition

Throughout the years, the Group has been honored with numerous commendations. These events provide evidence of the Group's commitment in fulfilling its social responsibility and supporting the development of the community through its services. The awards and recognition of the Group during the Reporting Period are summarized in the following table:

Honorary name	Awarding unit	Date of certification
副會長單位	中國食品工業協會糖果專業委員會	21 March 2025
2024年度納稅超1,000萬元企業	晉江市人民政府	1 April 2025
泉州市農業產業化龍頭企業協會會員單位	泉州市農業產業化龍頭企業協會	1 July 2025
晉江市民營企業誠正守護協會會員單位	晉江市民營企業誠正守護協會	1 February 2025
2025年晉江市創新型民營企業100強	中共晉江市委 晉江市人民政府	1 April 2025
工匠型班組	泉州市總工會	1 December 2025

Conclusion

Based on the information made available to us, we have provided our consultancy services relating to the environmental, social and governance report of Jiujiuwang Food International Limited. We have reviewed the input data and related information provided by the Company.

Our consultancy services are based on and complied with appendix 27 to the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited. While we have exercised our professional judgment during the process of this consultancy service, you are advised to consider with caution the nature of such information which are disclosed in this report and to exercise caution when interpreting this report.

The environmental, social and governance report is valid only for the stated purpose. No responsibility is taken for any changes in the market conditions and no obligation is assumed to revise this report to reflect events or change of government policy or conditions which may occur subsequent to the date hereof.

We hereby certify that we have neither present nor prospective interests in the Company or the information reported.

Signed for and on behalf of

Vincorn Consulting and Appraisal Limited



Freddie Chan

*CFA ACCA FRM MRICS
Certified ESG Planner CEP®
RICS Registered Valuer
Executive Director*



Vincent Cheung

*BSc (Hons) MBA FHKIS FRICS R.P.S.(GP) MCIREA
MHKSI MISC MHIREA FHKIoD
RICS Registered Valuer
Registered Real Estate Appraiser & Agent PRC
Certified ESG Planner CEP®
Managing Director*