



LEE KUM KEE GLOBAL SUSTAINABILITY HIGHLIGHTS 2024

李錦記全球可持續發展報告摘要 2024



About Lee Kum Kee

關於李錦記

1888

Founded in 1888
創立於1888年

300+

300+ types of sauces and condiments
sold in over 100 countries and regions
300+款醬料和調味品
銷往100多個國家和地區

6,400+

Over 6,400 employees worldwide
全球擁有6,400多名員工

6 Production Bases 六大生產基地

Hong Kong, China	中國香港
Huangpu, China	中國黃埔
Jining, China	中國濟寧
Xinhui, China	中國新會
Kuala Lumpur, Malaysia	馬來西亞吉隆坡
Los Angeles, the United States	美國洛杉磯



Sauce Headquarters &
Hong Kong Production Base
醬料總部及香港生產基地



Other Production Bases
其他生產基地



Offices
區域辦事處



Contents 目錄

About this Report 關於本報告	3	Product Integrity 產品承諾	7-12
Our Sustainable Development Approach 我們的可持續發展理念	4	Environmental Protection 環境保護	13-18
2024 Performance Highlights 摘要	5-6	Employee Wellbeing 員工福祉	19-21
		Community Giving 回饋社區	22-29





Lean Avocado Chicken Delight
輕食酪梨雞胸肉

About this Report 關於本報告

Lee Kum Kee Global Sustainability Highlights Report 2024 provides a performance overview and update of Lee Kum Kee (hereafter referred to as “The Company” or “We”) in each of our material topics and related impacts during the calendar year ended 31 December 2024.

李錦記（「本公司」或「我們」）2024年全球可持續發展報告摘要概述和更新截止2024年12月31日止年度之重要議題及相關影響之表現。

Reporting Scope 報告範圍

This report generally covers our headquarters in Hong Kong, China and the production bases in Hong Kong, Huangpu and Xinhui in China, Kuala Lumpur, Malaysia, and Los Angeles, the United States as well as other sites for the China Trading business and operations in other countries. The Product Integrity section of this report only covers sites with manufacturing processes (ie. the aforementioned five production bases). The production base in Jining, China was excluded as its annual impacts are relatively insignificant as compared to those of the aforementioned five production bases. Regarding environmental protection, as Lee Kum Kee believes its five production bases comprise its most significant source of environmental impact, the associated calculations did not include the China Trading business or operations in other countries.

本報告內容涵蓋我們在中國香港的總部，以及在中國香港、黃埔及新會、馬來西亞吉隆坡和美國洛杉磯的生產基地，以及中國銷售業務和其他國家的運營地點。本報告在產品承諾部分僅涵蓋涉及生產的運營地點，即上述五個生產基地。在中國濟寧的生產基地不包括在報告範圍中，因其每年之相關影響表現較上述五個生產基地之影響輕微。而在環境保護部分，李錦記認為重大的環境影響來自上述五個生產基地，因此相關計算不包括中國銷售業務和其他國家的運營地點。

Reporting Frameworks 報告框架

The full Lee Kum Kee Global Sustainability Report 2024 was written with reference to the Environmental, Social and Governance (ESG) Reporting Code issued by The Hong Kong Stock Exchange of Hong Kong Limited (HKEx), as well as to the applicable disclosures of the Global Reporting Initiative (GRI) Standard.

李錦記2024年全球可持續發展報告參照香港聯合交易所有限公司 (HKEx) 的《環境、社會及管治報告指引》及全球報告倡議組織 (GRI) 標準的適用披露內容所編寫。

Our Approach to Sustainable Development

我們的可持續發展理念

In keeping with our core value of “Si Li Ji Ren” (Considering Others’ Interests), we strive to bring positive value to our stakeholders and to the external environment we all share.

With a foundation in corporate governance, we implement our sustainability approach via the four pillars of Product Integrity, Environmental Protection, Employee Wellbeing and Community Giving. These four pillars also support the United Nations’ Sustainable Development Goals.

我們堅守「思利及人」的核心價值，致力為持份者和經營業務地區創造正面價值。

我們以企業管治為基礎，透過以下四大範疇，包括產品承諾、環境保護、員工福祉和回饋社區，推動可持續發展模式，並支持聯合國可持續發展目標。



Priority SDGs

優先可持續發展目標

Product Integrity 產品承諾	Environmental Protection 環境保護	Employee Wellbeing 員工福祉	Community Giving 回饋社區
2 ZERO HUNGER	6 CLEAN WATER AND SANITATION	5 GENDER EQUALITY	4 QUALITY EDUCATION
3 GOOD HEALTH AND WELL-BEING	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES

2024 Performance Highlights 摘要

Product Integrity 產品承諾

100-1=0

Zero tolerance quality philosophy
品質管理理念 對品質百份百堅持



Packaging materials are recyclable
產品包材是可回收物料



Product Types
產品款式

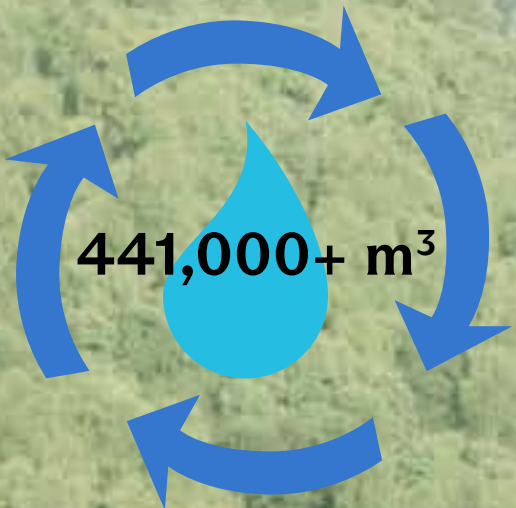


Glass Bottle
Weight Optimisation
玻璃瓶減重

Saved 1,100+ tons of glass
年內共節省超過1,100噸玻璃

-14% CO2 emission
二氧化碳排放量減少14%

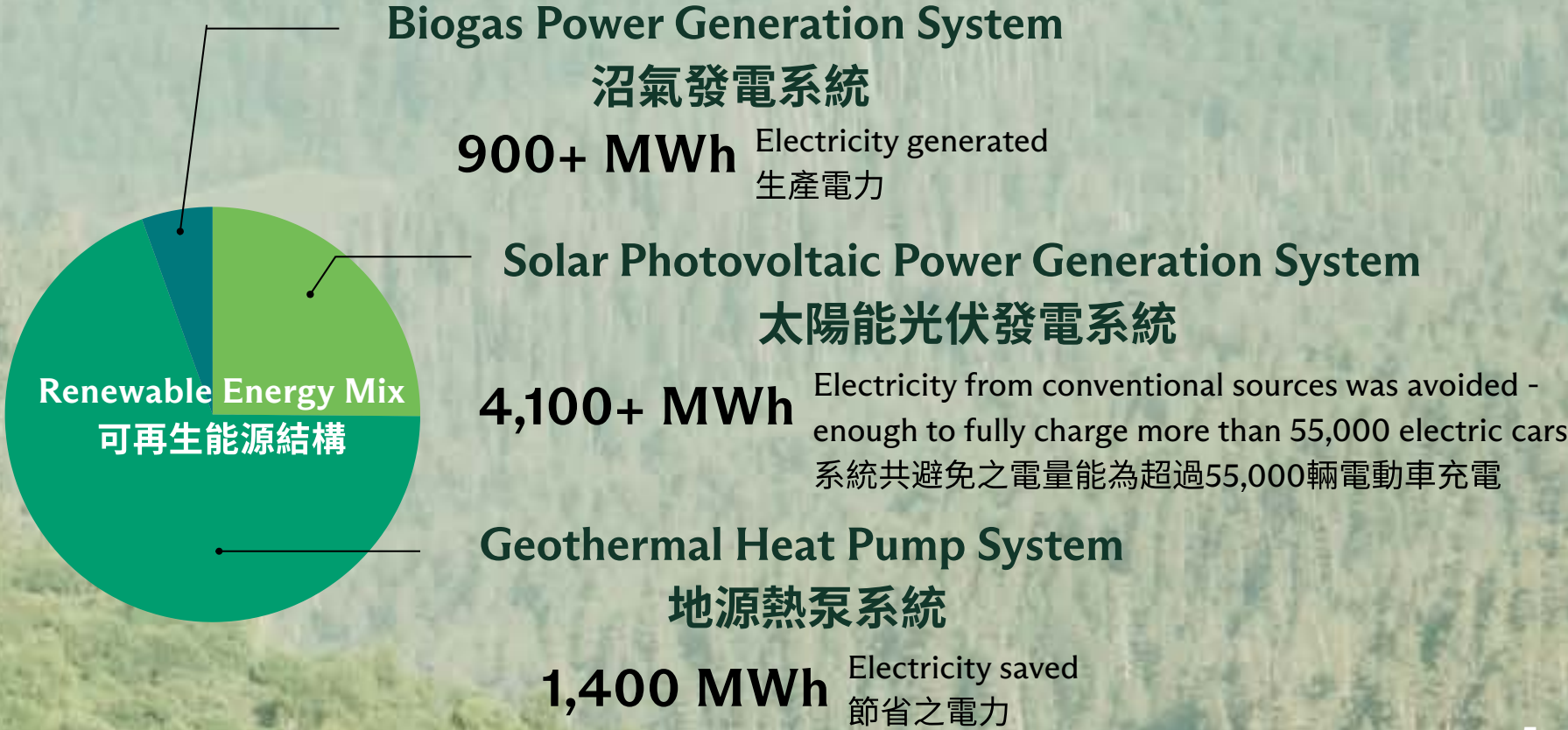
Environmental Protection 環境保護



Wastewater
Recycling and Reuse
循環再用污水量

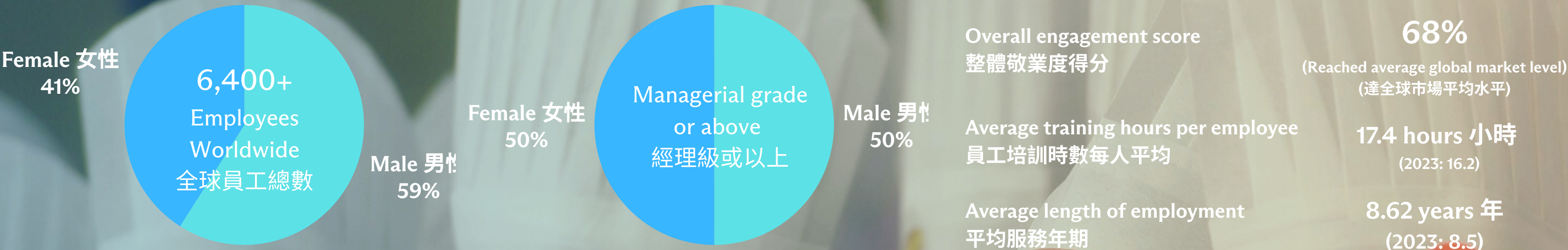
-9%

Reduction of CO2e
二氧化碳當量
2024 vs 2023



2024 Performance Highlights 摘要

Employee Wellbeing 員工福祉



Community Giving 回饋社區



Part 1:

Product Integrity

產品承諾





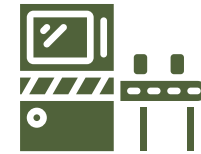
Sourcing 原材料

As part of our effort to minimise ecological damage, we developed organic farming methods for chillis and black beans which have obtained CNAS Organic Product Certification. Lee Kum Kee also encourages its farm suppliers to adopt Good Agricultural Practices (GAP) to improve monitoring while achieving higher yields and incomes.

In addition, some of our chilli suppliers have obtained the Farm Sustainability Assessment (FSA) certificate, assuring consumers that their chillies are cultivated sustainably. This certification emphasizes soil health, reduces chemical inputs, conserves water, and promotes biodiversity, while enhancing quality with reduced contamination risk and improved flavour. FSA-certified farms are also more resilient to climate change.

為避免生態破壞，李錦記於辣椒及黑豆農場以有機方法種植，並獲得CNAS有機產品認證。李錦記鼓勵原材料供應商取得「良好農業規範認證」(GAP)，妥善管理原材料供應，讓農民提升畝產和收入，改善生活。

此外，部分辣椒供應商已獲得農場可持續性評估（FSA）認證，向消費者保證其辣椒均以可持續方式栽培。這項認證針對土壤健康，減少使用化學物質、節約用水，並促進生物多樣性等範疇，降低污染風險並改善風味，提高產品品質。獲得FSA認證的農場也更靈活適應氣候變化。



Production 生產

Lee Kum Kee adheres to stringent safety management standards, including HACCP, ISO 9001 and ISO 22000. Raw materials are guarded from contamination during storage, transportation and processing. Our production areas and work arrangements also maintain high standards of hygiene, with appropriate controls in place for critical machinery and equipment. Please refer to the next page to view our production bases' range of certifications.

我們緊守嚴格的安全管理標準，例如HACCP、ISO 9001及ISO 22000等。我們在儲存、運輸和加工過程中妥善保存原料，防止污染。生產區域和工作安排保持高標準衛生水平，並嚴密監控關鍵機械和設備。請參閱下頁以了解各生產基地的認證。



Packaging 包裝

Lee Kum Kee has taken real steps to use less resources for product packaging. Today, at least 95% of our packaging material is recyclable. More efficient packaging also makes logistics more sustainable by reducing waste and the greenhouse gas emissions generated by transporting products.

李錦記致力採取措施減少消耗資源。目前，我們使用的包裝材料至少有95%是可回收物料，同時提高產品包裝效率及改善包裝設計，減少廢棄物和運輸過程產生的溫室氣體排放。



Certification of Production Bases 生產基地所獲認證

	BRC (British Retail Consortium) 英國零售商會 認證	CNAS Laboratory Accreditation 中國合格評定 國家認可委員會 實驗室認證	Gluten-free Certification Program 無麸質認證計劃	GMP (Good Manufacturing Practice) 生產質量管理規範	HACCP 危害分析和 關鍵控制點認證	Halal Certification 清真認證	HOKLAS 香港實驗所 認可計劃	ISO 9001 質量管理 體系認證	ISO 14001 環境管理 體系認證	ISO 22000 食品安全 管理體系認證	Kosher Certification 猶太潔食 認證	Hong Kong Q-Mark 香港 Q 嘜認證	USDA Inspection 美國農業部 檢驗	USDA Organic Certification 美國農業部 有機認證	SMETA Ethical Audit Sedex 會員道德 貿易審核	The Food Safety System Certification 食品安全 管理系統	Non GMO Project Verified 非基因改造 生物計劃認證
Hong Kong SAR, China 中國香港		N/A	N/A	N/A							N/A		N/A	N/A	N/A	N/A	N/A
Huangpu, China 中國黃埔		N/A	N/A	N/A			N/A					N/A	N/A	N/A	N/A	N/A	N/A
Jining, China 中國濟寧	N/A	N/A	N/A	N/A		N/A	N/A		N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A
Xinhui, China 中國新會				N/A			N/A						N/A			N/A	N/A
Malaysia 馬來西亞		N/A	N/A				N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A
The United States 美國	 	N/A	 	N/A	N/A	N/A	N/A		N/A	N/A		N/A			N/A	N/A	 Canada:

1. Applicable to Premium Oyster Sauce; 適用於舊庄特級蠔油

2. Applicable to Premium Oyster Sauce, Premium Soy Sauce and XO Sauce; 適用於舊庄特級蠔油、特鮮生抽及XO醬

3. Applicable to Plant C 適用於廠房C

4. Applicable to warehouse 適用於倉庫



Value-optimised Packaging

改良包裝 創造價值

In 2024, Premium Oyster Sauce and Choy Sun Oyster Sauce were certified as “Green Products” by the China Quality Certification Center. Lee Kum Kee was the first condiment company to obtain that certification.

2024年，舊庄特級蠔油和財神蠔油榮獲中國品質認證中心綠色產品評價。李錦記是唯一獲得「綠色產品」認證的調味品企業。

New Initiatives from the Reporting Period:

- The replacement of glass bottles with PET bottles has reduced packaging weight by 30%. This initiative has reduced material usage and minimised production waste
- The oval-shaped squeezable bottle design, transitioning from multi-layer polypropylene (PP) to PET
- Glass bottle weight optimisation: In 2024, an initiative to optimise the weight of glass bottles across a range of volumes reduced glass usage by more than 1,100 tons. The weight of 500ml bottles with Bericap, for example, was reduced from 290 to 250g.

On-going Initiatives:

- Sauce wastage reduced with refined bottle caps
- Carton boxes designed with shortened flaps to reduce material consumption
- Increase use of flexible and bulk packaging

本報告期內新措施：

- 玻璃瓶改為PET瓶減少30%的包裝重量，減少材料使用，並在生產過程中減少浪費
- 橢圓形擠壓瓶由使用多層聚丙烯 (PP) 過渡至 PET材料
- 玻璃瓶減重：2024年，減重措施擴展到其他容量的玻璃瓶，例如將一款500ml玻璃瓶的重量從290克減少至250克。整項措施年內共節省超過1,100噸玻璃

持續措施：

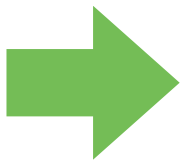
- 改善瓶蓋以減少醬料浪費
- 紙箱縮短翻蓋，減少消耗紙箱材料和紙張
- 增加使用軟包裝及大包裝



From left to right: 410ml soy sauce in glass bottle, 410ml soy sauce in PET bottle
由左至右：410毫升玻璃瓶裝醬油、410毫升PET瓶裝醬油



PP Bottle
多層聚丙烯容器



PET Bottle
PET容器



290g



250g



Salad with Oriental Sesame Soy Sauce
沙律配中式涼伴醬汁



Healthier Options for Consumers 配合消費者健康生活方式的產品選擇

With Non-GMO ingredients
配方含非基因改造原料



85%

Suitable for Vegetarians (Per UK guidelines)
適合蛋奶素食者（參考英國指引）



70%

Suitable for Vegans (Per UK guidelines)
適合純素素食者（參考英國指引）



64%

Made from Non-GMO Soybeans
採用非基因改造大豆



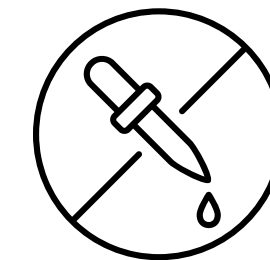
55%

No Added Preservatives
不添加防腐劑



42%

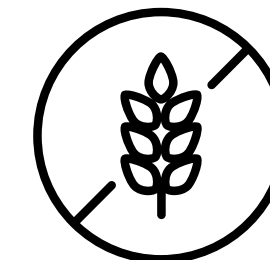
More options
其他選擇



No Artificial Colourants Added
無添加人造色素



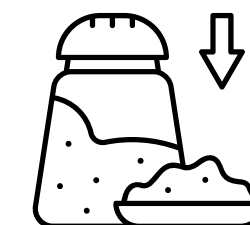
No Added MSG
無添加味精



Gluten-Free
無麩質



Halal & Kosher Certified
清真及猶太潔食認證



Low Sugar & Low Sodium
低糖及低鈉



Organic
有機



16 Product Categories

產品品類

Oyster Sauce, Soy Sauce, Basic Cooking Ingredients & Dipping, Convenience Sauce, Chilli Sauce, Menu-Oriented Sauce, Gourmet Sauce, Seasoning Powder, Dressing, Gourmet Food, Noodles, Total Meal, Quick Meal, Noodle/Pasta Sauce, Snack, Frozen Food

蠔油、豉油、基本烹調用料及蘸料、方便醬料、辣椒醬、方便醬料包、美食醬料、調味粉、沙拉 / 涼拌醬汁、即食美饌、即食麵、方便調理包、速食飯麵、拌麵 / 意粉醬、零食、冷凍食品

Noodles, Total Meal, Quick Meal
即食麵、方便調理包、速食飯麵



Noodle/Pasta Sauce
拌麵 / 意粉醬

Convenience Sauce
方便醬料

Gourmet Food
即食美饌

Menu-Oriented Sauce
方便醬料包

Soy Sauce
豉油

Oyster Sauce
蠔油

Gourmet Sauce
美食醬料

Snack
零食

Chilli Sauce
辣椒醬

Seasoning Powder
調味粉

Basic Cooking
Ingredients & Dipping
基本烹調用料及蘸料

Dressing
沙拉 / 涼拌醬汁

Part 2:

Environmental Protection 環境保護

Green Production 綠色生產

Solar Photovoltaic Power Generation System 太陽能光伏發電系統

In 2024, Lee Kum Kee's use of renewable solar photovoltaic power generation systems allowed the company to avoid over 4,100 MWh of conventionally generated electricity — enough to charge more than 55,000 electric cars. During the year, the company also began expanding its systems to enhance the efficiency and capacity of renewable energy generation.

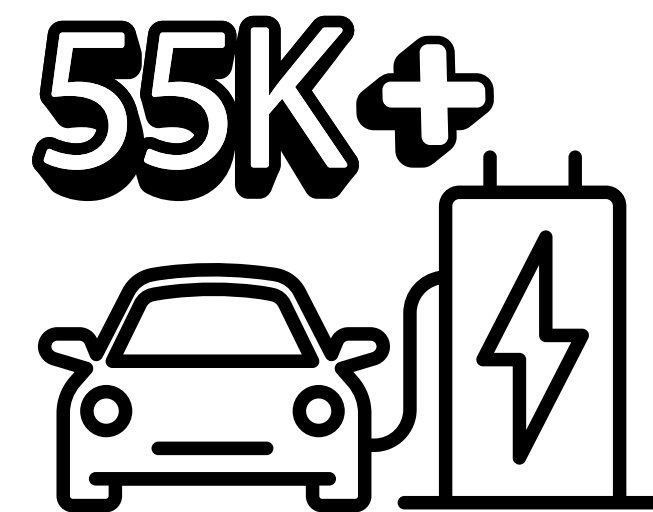
At Hong Kong Production Base, over 200 solar panels, each with 585W capacity, were added to the 288 300W panels on the rooftop. During the reporting year, the expanded system generated nearly 200 MWh of electricity.

At Xinhui Production Base, approximately 50,000 square meters of rooftop area distributed among four warehouses and the soy sauce plant are allocated for a solar photovoltaic power generation system. An expansion of solar photovoltaic power generation system in the Production Base in 2024 involves the deployment of 3,700 solar panels covering approximately 10,000 square meters, with an anticipated annual electricity generation of 2,000 MWh that will be utilised for production purposes.

2024年，李錦記透過運用太陽能光伏發電系統，避免使用傳統能源電力超過 4,100 兆瓦時，足以為超過 55,000 輛電動車充電。公司亦在2024年擴展系統，提升可再生能源發電的效率和能力。

香港生產基地的屋頂上新增超過200塊太陽能板，每塊容量為585W，配合原先已安裝的288塊300W太陽能板，在報告年度內，系統產生近200兆瓦時的電力。

於新會生產基地，四個倉庫和醬油廠的屋頂位置安裝了面積約50,000平方米的太陽能板。2024年系統擴展計劃新增3,700塊太陽能板，額外覆蓋面積約10,000平方米，預計年發電量為2,000兆瓦時，所得電力將用於生產用途。



Avoided over
避免超過
4,100
MWh of electricity
兆瓦時的電量



Biogas Power Generation 沼氣發電系統

Lee Kum Kee pioneered its use of biogas power at its Xinhui production base in Jiangmen City.

In 2024, the biogas power system generated 906 MWh of electricity and reduced its dependency on traditional power sources. All electricity generated by the system is fed to the base's powerhouse and is used for normal operations.

李錦記是中國江門市第一間建設並投入沼氣發電的企業。

2024年，沼氣發電系統在報告期內產生906兆瓦時的電量，減少使用化石燃料。系統產生的所有電力都輸送到新會生產基地的發電站，用於廠內一般運作。

Geothermal Heat Pump System 地源熱泵系統

Lee Kum Kee pioneered the use of geothermal energy in soy sauce production in 2015.

In 2024, our use of geothermal energy reduced Lee Kum Kee's consumption of power from traditional sources by over 1,400 MWh.

It is twice as energy efficient as ordinary water chiller systems. Covering an area of 3,000 square metres, the geothermal system consists of 312 pipes extending 30 metres underground. Maintaining a constant temperature, the pipes work with multi-stage cooling and a highly efficient magnetic suspension chiller to offer 30-40% greater energy efficiency than conventional chiller systems.

2015年，李錦記是全球首間將地源熱泵應用於醬油生產的企業。

2024年，系統避免使用傳統能源電力超過1,400兆瓦時。

與一般冷水機組相比，地源熱泵系統能源效率高出一倍。系統佔地3,000平方米，在地下鑽探深埋312條深度達30米的管道。該系統的恆溫地埋管道配合多層冷凍及高效地源磁懸浮冷水系統，能源效益比普通冷水機系統高出30-40%。



Green Logistics 綠色物流

Hydrogen and Electric Vehicles 氫能源物流專車及電動車

The hydrogen-fueled and electric vehicles are part of Lee Kum Kee's intention to build a green supply chain that includes raw material procurement, production, packaging and transportation, and to achieve safe management of green logistics from farm to table.

In 2024, Lee Kum Kee entered a new era of green logistics by deploying hydrogen-fuelled vehicles for inter-plant transportation and product deliveries to customers across 16 cities in mainland China.

In another step toward reducing our carbon footprint, the Xinhui Production Base now uses an electric bus for on-site transportation.

李錦記致力打造綠色供應鏈，涵蓋原料採購、生產、包裝和運輸，旨在實現安全的「從農場到餐桌」綠色物流，而氫能源物流專車和電動車是綠色供應鏈的一環。

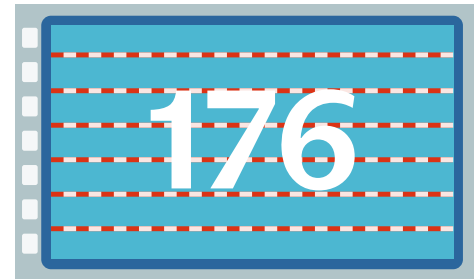
2024年，李錦記進入綠色物流新時代。氫能源物流專車除了用於中國內地廠房之間的物流運輸外，專車亦開始用於運送貨品予客戶，覆蓋中國內地16個城市。

另外，新會生產基地亦採用電動車作為廠內交通工具，有助減少碳足跡。

Water Management 用水管理

Wastewater from our production bases is treated prior to discharge into municipal drainage systems or water courses. In 2024, over 440,000 cubic metres of wastewater was recycled using this process.

李錦記的生產基地均設有污水處理設施，將工業污水在排入市政排水系統或水道前加以淨化。2024年，共有超過440,000立方米污水經循環再用。



440,000 cubic metres = 176 standard Olympic-sized swimming pools
440,000立方米=約176個奧運會標準游泳池

Wastewater Treatment & Recycling 污水處理及中水回用

We regularly review the capacity and effectiveness of our wastewater treatment systems to ensure they are adequate to production demands and meeting regulatory requirements. The greywater recycling system at Xinhui Production Base has been upgraded with new continuous sand filtration technology.

我們定期檢討污水處理系統的容量及處理能力，以確保足以應付不斷擴大的生產需求及監管要求。我們採用水處理行業的新型過濾技術－連續砂濾科技，升級新會生產基地的中水循環系統。



Man-made Wetland Park 人工濕地公園

Treated wastewater quality at the Xinhui Production Base was further purified with a 16,000 square metre man-made wetland park. The wetland can purify 4,000 cubic metres of treated wastewater per day by natural processes.

新會生產基地設有佔地16,000平方米的人工濕地公園，每天以天然方式深度淨化已處理的水量達4,000立方米。



Reuse of Treated Wastewater 中水回用

Treated wastewater at the Xinhui Production Base is reused in various ways, including for lavatories, wind-driven spray cooling in the container yard, and cleaning after filtration.

新會生產基地的污水經處理後會回用到不同地方，包括洗手間沖水、貨櫃堆場降溫噴霧、或在過濾後用於清洗等用途。

Waste Management 廢棄物管理

Lee Kum Kee maximises resource utilisation by reusing and recycling whenever possible to reduce our environmental impact.

At the Xinhui production base, dried residue from soy sauce processing is supplied as an ingredient for animal feed manufacture. In 2024, nearly 24,000 tonnes of dried residue was used for this industrial symbiosis, helping to minimise solid waste generated from production.

The Company also continues to implement food waste separation and collection at the Hong Kong Production Base's staff canteen.

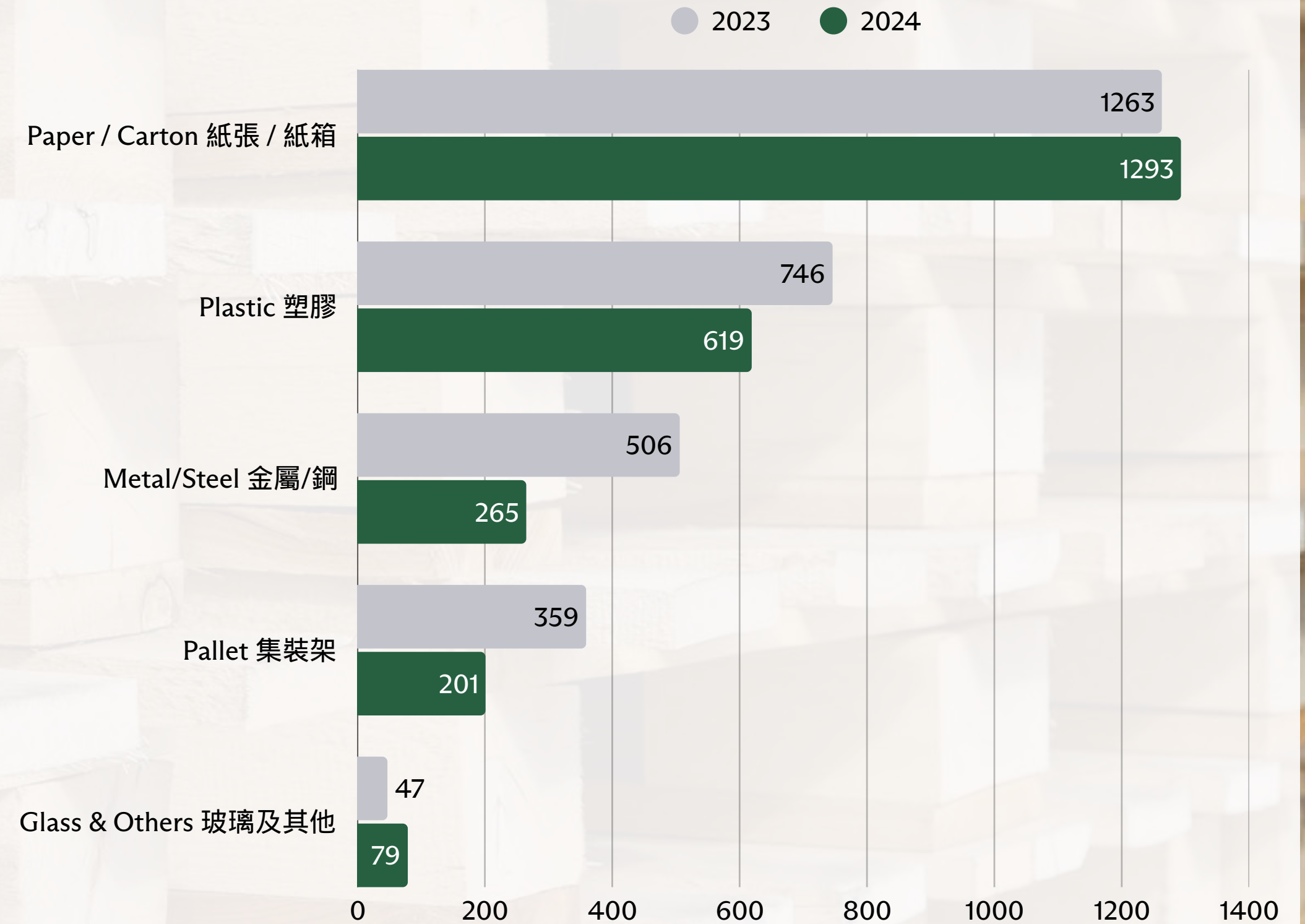
李錦記高效利用資源，實現再利用和回收，減少我們對環境的影響。

在新會生產基地，醬油生產過程產生的乾渣用作製作動物飼料原料。2024年，近24,000噸乾渣投入到此產業共生系統，減少生產過程的廢棄物。

李錦記持續在香港生產基地的員工飯堂推行廚餘分類及收集。



Waste Reuse and Recycling (Tonne) 廢棄物循環再用及回收 (噸)



Part 3:

Employee Wellbeing

員工福祉





Communication & Engagement 溝通及互動

Open dialogue is essential for fostering a constructive, stable and harmonious relationship with employees. As part of this, we regularly hold global meetings to communicate international and local business directions and updates to all staff members. Over 6,000 employees have participated in these meetings in 2024.

開放對話有助員工之間建立富建設性、穩定及和諧的關係。為此，公司定期舉行全球會議，向所有員工傳達公司在國際及本地的業務發展方向及最新動態。2024年，超過6,000名員工參加了這些會議。

6,000+
staff participants
員工參與



The annual Global Employee Engagement Survey engaged over 5,700 full-time employees, achieving an overall score of 68, which aligns with the global market average. Compared to 2023, the proportion of 'Highly Engaged' employees has increased by 3%. All these efforts will ultimately be integrated into the Company's management strategies and policies.

年度員工意見調查的對象涵蓋超過5,700名員工，調查得出整體敬業度為68%，得分達全球市場平均數值。與2023年相比，「高度投入」的員工比例增加3%。調查結果將融入公司的管理策略和政策。

5,700+
staff engagement
調查對象

68%
overall score
整體敬業度
(same as global market average;
符合全球市場平均數值)

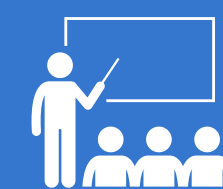


Talent Management 人才管理



We provide a variety of training programmes for employees. In 2024, over 88,000 participated in such programmes, with total training hours exceeding 111,000 (+9.8% compared to 2023).

我們向員工提供不同的培訓機會。2024年，超過88,000人次參與培訓，總時數超過111,000小時（比2023年上升9.8%）。



88,000+
participants
培訓人次



111,000+
training hours
培訓時數



+9.8%
increase in total training hours
總培訓時數增加百分比

Health and Safety 健康和 safety

Employee health and safety are our top priority. It is essential to provide fundamental protection and robust training to mitigate job hazards and risks and ensure safe work practices for all employees. In 2024, over 66,000 employees participated in these training sessions.

保障員工的生命和健康是我們的首要任務。我們致力提供健全的職業健康和工作安全培訓，以減輕職業危害和風險。2024年，超過66,000人次各項健康和 safety 培訓活動。



66,000+
participants
培訓人次



Awards and Recognitions 獎項及認可

Best Companies to Work for in Asia 2024 – Hong Kong Region
2024亞洲最佳企業僱主獎 – 香港地區
HR Asia Magazine
HR Asia 雜誌

Good Employer Charter 2024
好僱主約章2024
Labour Department
勞工處

Super MD (Manpower Developer)
人才企業 - 企業大獎
Employees Retraining Board
僱員再培訓局

5 Years+ Partner Employer Award 2024
「友商有良2024」5年+卓越企業嘉許狀
The Hong Kong General Chamber of Smalland Medium Business
香港中小型企業總商會

Happy Company 10 Years+
開心企業
Promoting Happiness Index Foundation
香港提升快樂指數基金



Part 4:

Community Giving 回饋社區



Our Contributions to Communities 造福社會

In 2024, we continued to support communities with cash and in-kind donations totalling more than HKD10 million.

2024年，我們持續透過現金或醬料捐贈，支援社區發展，捐資總額超過一千萬港元。



10,000,000+

Total Donation (HKD)
捐資總額 (港元)





Active in
項目覆蓋 7 個國家



3,800+

Number of beneficiaries (2024)
受惠人數 (2024)



248

students awarded scholarships (2024)
獲獎學金資助學生人數 (2024)

Global Culinary Immersion Programme 全球烹飪體驗項目

Lee Kum Kee collaborates with leading culinary schools to promote the sustainable development of the catering industry by nurturing culinary talent. This initiative aims to inspire both teachers and students who demonstrate exceptional performance in their studies. Through Lee Kum Kee's Global Culinary Immersion Programme, we have supported culinary education across seven countries.

Hope as Chef Programme in China and Malaysia

A prominent element of the programme is “Hope as Chef”, through which we support teenagers pursuing their culinary ambitions. Launched in mainland China in 2011, “Hope as Chef” has to date helped more than 1,300 young people from over 20 provinces. The initiative has also been extended to Hong Kong and Malaysia, and was honoured by the UNSDG Achievement Awards 2024 Hong Kong. In 2024, the programme enrolled 393 students, while 179 students graduated.

“FUN: Healthy Chinese Cuisine Ambassadors” in London, the United Kingdom

This initiative aimed to promote healthy cooking and the art of Chinese cuisine in the United Kingdom. In collaboration with the Ming Ai (London) Institute, we hosted 70 Chinese culinary workshops for 1,240 students and teachers from 38 participating schools.

李錦記與頂尖烹飪學校合作培育烹飪人才，促進餐飲行業的持續發展，並激勵在學期間表現優異的學生和教師。透過全球烹飪體驗項目，李錦記現已在七個國家推行廚藝教育。

「希望廚師」項目 - 中國及馬來西亞

李錦記於中國內地、香港及馬來西亞舉辦「希望廚師」項目，幫助年輕人學廚圓夢。項目自2011年在中國內地創辦以來，已資助超過1,300名來自20多個省份的有志青年。該項目也擴展到香港和馬來西亞，並榮獲2024年聯合國永續發展目標香港成就獎。同年項目招收了393名學生，並有179名學生畢業。

「開飯！健康中菜大使」項目 - 英國倫敦

2024年，李錦記與英國明愛（倫敦）學院合作舉辦70場廚藝工作坊，向1,240名來自38間院校的學生和教師推廣健康中菜烹調藝術。



Global Culinary Immersion Programme 全球烹飪體驗項目

Annual Scholarships & Sponsorships to Top Culinary Schools

The annual scholarships and sponsorships target students from vocational colleges specialising in Chinese cuisine in Beijing, Chengdu, Guangzhou, and Shanghai, as well as the Chinese Culinary Institute and International Culinary Institute in Hong Kong, Overseas Chinese High School Seoul in South Korea, UCSI University in Malaysia, HCSA Academy in Singapore, and the Culinary Institute of America and Johnson & Wales University in the United States.

Additionally, the Company expanded our reach to Vietnam by supporting students at Hoa Sũa Cooking School. We also provided funding to support Vietnam Master Chef Association's "Power of Giving" programme, supporting a three-month culinary training course for underprivileged youths.

In 2024, a total of 248 students were awarded scholarships.

向頂尖烹飪學校頒獎年度獎學金及提供贊助

李錦記每年頒發獎學金資助來自北京、成都、廣州和上海的職高院校中餐烹飪專業的學生，以及支持各地院校的烹飪課程及學生，包括香港中華廚藝學院和國際廚藝學院、南韓首爾漢城華僑中學、馬來西亞思特雅大學、新加坡HCSA Academy烹飪培訓中心、以及美國烹飪學院和強生威爾斯大學。

李錦記在2024年進一步將全球烹飪體驗項目拓展至越南，為Hoa Sũa烹飪學校的學生提供獎學金，以及資助越南超級廚師協會為期三個月的培訓課程，讓弱勢青年學習烹飪技能。

2024年，共有248名學生獲得獎學金。



Voluntary Activities 義工活動



Lee Kum Kee Global Volunteer Team extends Lee Kum Kee's care to a variety of community members. Highlights of our voluntary activities in 2024:

李錦記環球義工隊持續將關懷擴展至社區不同階層。
2024 年義工活動回顧：



Fire Safety Youth Science Tour 消防大隊少年強科普研學遊活動

Mainland China
中國內地

Lee Kum Kee Forest Maintenance 李錦記林維護活動

Mainland China
中國內地



Ronald McDonald House Visit 探訪麥當勞叔叔之家

Hong Kong, China
中國香港



Birthday Party at Elderly Centre 長者綜合服務中心生日會

Mainland China
中國內地

Soft Meal Making Workshop & Sensory Restaurant on Wheels 軟餐製作及流動五感大茶樓服務

Hong Kong, China
中國香港



Birthday Party at Elderly Home 安老院生日會

Hong Kong, China
中國香港



Voluntary Activities 義工活動



Lee Kum Kee Global Volunteer Team extends Lee Kum Kee's care to a variety of community members. Highlights of our voluntary activities in 2024:

李錦記環球義工隊持續將關懷擴展至社區不同階層。
2024 年義工活動回顧：



Indoor petting zoo visit for the kids from Good Samaritan Home 仁愛之家孤兒院室內寵物園之行

Asia-Pacific
亞太地區

Volunteering at Mudchute Park & Farm 麥塞特農場公園義工活動

The United Kingdom, Europe
歐洲英國



Spread Joy with Christmas Shoeboxes 聖誕愛心鞋盒活動

Americas
美洲



“Give Books Change Lives” event for an elementary school library 收集及捐贈兒童讀物予小學圖書館

Americas
美洲

Food Distribution to the Needy 慈善食品派發

Americas
美洲



Blood Donation Drive 捐血活動

Global
全球





800

tours
次廠房參觀

49,000+

stakeholders engaged
名持分者參與

Stakeholder Engagement 持份者互動

Lee Kum Kee is committed to cultivating strong relationships with its stakeholders, which is vital for building trust and enhancing our brand image. In 2024, the Sauce Headquarters in Hong Kong and the Xinhui Production Base hosted over 49,000 participants through 800 tours for government officials, business partners, and educational institutions. This engagement reflects our dedication to collaboration.

李錦記積極與持份者維繫良好關係，以建立互信和提升品牌形象。2024年，香港醬料總部和新會生產基地接待參觀800次，參加人數超過49,000人，包括政府官員、業務夥伴和教育機構。

Furthermore, Lee Kum Kee announced a global partnership with The World's 50 Best Restaurants, becoming its first-ever exclusive Official Sauce & Condiment Partner. This collaboration underscores our role as a gateway to Asian culinary culture and reinforces our commitment to a community united by a passion for exceptional cuisine.

李錦記亦很榮幸宣布與「世界50最佳餐廳」達成全球合作，成為其首個官方醬料和調味品合作夥伴。此次合作將李錦記優質的醬料及調味品連繫全球美食家，彰顯其亞洲飲食文化全球門戶的地位。

In line with our mission to promote sustainable practices, we also joined forces with marine scientists from The University of Hong Kong to establish Hong Kong's first oyster hatchery. With funding for advanced breeding technology provided by Lee Kum Kee, this initiative aims to enhance local aquaculture by increasing oyster egg production. Each batch of eggs will be nurtured and monitored for several weeks before being supplied to local growers, thereby supporting a sustainable oyster industry.

香港大學的海洋科學家也與李錦記攜手合作，建立了香港首個蠔孵化場。李錦記資助發展先進養殖技術，透過提高蠔苗產量，促進本地養殖業發展。每批蠔苗經過數週的培育和監測後，便會供應給本地養殖戶，支持蠔產業的可持續發展。



Awards and Recognitions 獎項及認可

1. Industry Cares 2024 -
The Grand Award, The Most Devoted Award
The Most Innovative Award
「工業獻愛心」—
至尊關懷大獎、最具踴躍投入獎及最具創意獎
Awarded by: Federation of Hong Kong Industries
頒發機構: 香港工業總會

2. Hong Kong Green Organisation
香港綠色機構
Awarded by: Environmental Campaign Committee
頒發機構: 環境運動委員會

3. 20 Year Plus Caring Company Logo
20年 Plus「商界展關懷」
Awarded by: The Hong Kong Council of Social Service
頒發機構: 香港社會服務聯會

4. 2024 Green Office Award Labelling Scheme
綠色辦公室
Awarded by: World Green Organisation
頒發機構: 世界綠色組織

5. ESG 3+ Pledge Scheme 2024
ESG 3+ 約章 2024
Awarded by: The Chinese Manufacturers' Association of
Hong Kong
頒發機構: 香港中華廠商聯合會

6. CSR CHINA TOP100
CSR CHINA TOP100最佳責任企業品牌
Awarded by: Responsibility 100 | CSR China Education
Award
頒發機構: 責任 100 | CSR中國教育榜

7. ESG Action Award
ESG行動力獎
Awarded by: Responsibility 100 | CSR China Education
Award
頒發機構: 責任 100 | CSR中國教育榜

8. ESG Leading Enterprise Award
Sustainable Development Model Award
2024 ESG典範企業獎
2024可持續發展行業典範獎
Awarded by: The 3rd Green Zero-carbon Festival
頒發機構: 第三屆國際綠色零碳節

9. Digital Transformation Award 2024 - Innovation in ESG
through Digital Transformation
數碼轉型推動ESG創新
Awarded by: GS1 Hong Kong
頒發機構: 香港貨品編碼協會

10. The Greater Bay Area Navigation Award – Most Valuable
Brand Award
領航「9+2」粵港澳大灣區最具品牌價值獎
Awarded by: Hong Kong Ta Kung Wen Wei Media Group
頒發機構: 香港大公文匯傳媒集團

11. 5 Years+ Consumer Caring Scheme
貼心企業5年+賞
Awarded by: GS1 Hong Kong
頒發機構: 香港貨品編碼協會

12. Hong Kong Green Awards 2024
Green Management Award - Corporate (Large Corporation) Bronze Award
Innovative Initiative Award (Large Corporation) – Outstanding Impact
香港綠色企業大獎 2024
優越環保管理獎（企業）— 銅獎
創新倡議獎 — 影響力
Awarded by: Green Council
頒發機構: 環保促進會



Forward-looking Statements

This report contains certain forward-looking statements and information relating to Lee Kum Kee that are based on the beliefs of our management as well as assumptions made by and information currently available to our management. When used in this document, the words “aim”, “anticipate”, “believe”, “could”, “expect”, “going forward”, “intend”, “may”, “ought to”, “plan”, “project”, “seek”, “should”, “will”, “would” and the negative of these words and other similar expressions, as they relate to us or our management, are intended to identify forward-looking statements. Such statements reflect the current views of our management with respect to future events, operations, liquidity and capital resources, some of which may not materialise or may change. These statements are subject to certain risks, uncertainties and assumptions. We hope you find this report informative. Please share your feedback and suggestions with us: corporateaffairs@lkk.com

前瞻性聲明

本報告摘要載有若干前瞻性陳述及資料。該等陳述及資料乃基於管理層所信、所作假設及現時所掌握的資料作出。於本文件中，「旨在」、「預計」、「相信」、「能夠」、「預期」、「今後」、「有意」、「或會」、「應當」、「計劃」、「預料」、「尋求」、「應該」、「將會」、「可能」等詞彙 及其反義詞及其他類似表達，由於與我們或管理層相關，故擬用於識別前瞻性陳述。該等陳述反映管理層當前對未來事件、營運、流動 資金及資本來源的觀點，其中若干觀點可能不會實現或可能會改變。以上陳述受若干風險、不確定因素及假設的影響。 歡迎與我們分享您對本報告摘要的反饋和建議：corporateaffairs@lkk.com。

Visit our Corporate Website:

瀏覽企業網站：

