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**COFCO**  
自然之源 重塑你我



# Environmental, Social and Governance Report 2023

**中糧家佳康食品有限公司**  
**COFCO Joycome Foods Limited**

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 01610

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# Environmental, Social and Governance Report

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## About this Report

This Report constitutes the 2023 Environmental, Social, and Governance (ESG) disclosure made publicly available by COFCO Joycome Foods Limited.

For the sake of clarity and readability, throughout the Report, COFCO Joycome Foods Limited may be referred to, depending on the context, as “COFCO Joycome”, “Joycome”, “the Group”, “the Company”, or “we”. Similarly, COFCO Corporation is consistently abbreviated as “COFCO”.

The objective of this Report is to provide an authentic portrayal of COFCO Joycome’s corporate social responsibility and sustainable development practices during the year 2023. It serves as a transparent communication channel for stakeholders, including shareholders, customers, suppliers, employees, and the broader community, offering them a comprehensive insight into the Company’s commitment to these endeavours.

In compliance with the Environmental, Social, and Governance Reporting Guide appended as set out in Appendix C2 of the Rules Governing the Listing of Securities of The Stock Exchange of Hong Kong Limited (“ESG Reporting Guide”), this Report adheres to the following principles:

**Materiality:** Recognizing the unique characteristics of our industry and business operations, we identify ESG issues pertinent to our strategic objectives and, guided by the principle of materiality, prioritize those deemed significantly substantial. Detailed information can be found in the “Corporate Responsibility” section.

**Quantitative:** Each quantitative Key Performance Indicator (KPI) continue to follow corresponding definitions, statistical standards, and calculation methodologies, and all calculation methodologies and conversion factors to be used are in line with common norms or professional guidelines set forth by international organizations and government bodies.

**Balance:** The Report presents an unbiased account of our environmental, social, and governance performance during the Reporting Period, eschewing selective, incomplete, or potentially misleading representations that could impair readers’ decision-making or judgment.

**Consistency:** Statistical methods employed for disclosed data remain uniform throughout the Report. Any deviations are explicitly explained.

Spanning the period from January 1st, 2023 to December 31st, 2023 (the “Reporting Period”), with certain content extending beyond this timeframe, this Report aligns its financial data with the 2023 Annual Report of COFCO Joycome Foods Limited. Unless otherwise specified, financial data herein derive from the audited Annual Report of the Company, while non-financial data are sourced from official internal documents and relevant statistics of the Group. The Report showcases COFCO Joycome’s initiatives in corporate governance, quality & safety assurance, economic stewardship, employee development, community engagement, and environmental protection. The next edition of the ESG report is scheduled for release in 2025.

The 2023 Environment, Social, and Governance Report (the “Report” or “ESG Report”) of COFCO Joycome Foods Limited represents the eighth ESG report issued since 2016 by COFCO Joycome Foods Limited and its subsidiaries. The Report is approved and published independently by the Company’s board of directors (the “Board”) and is available in electronic format, accessible online via the “HKExnews” website ([www.hkexnews.hk](http://www.hkexnews.hk)) or the Company’s website ([www.cofcojoycome.com](http://www.cofcojoycome.com)).

Should you have any feedback or suggestions regarding this Report, please do not hesitate to contact us at:  
Email: [cofcojoycome@cofco.com](mailto:cofcojoycome@cofco.com)

## Statement from the Board

The Board with the assistance of the ESG Working Group, oversees ESG matters. Information on these aspects is reported to the Board by the ESG Working Group. The ESG Working Group is tasked with implementing COFCO Joycome's ESG policies in order to achieve the Company's sustainability goals.

The Board regularly reviews ESG-related strategies to assess and ensure their alignment with COFCO Joycome's long-term development strategy. The Company engages in extensive and meaningful communication with various stakeholders through multiple channels, continuously exploring and enhancing its performance in the ESG domain. The Company strictly adheres to ESG-related laws and regulations in its business operations, and has integrated ESG management into its strategic development and day-to-day operations. Additionally, the Board has participated in the evaluation, prioritization, and management of ESG matters. For more details on importance assessment, please refer to the "Stakeholder Communication and Materiality Analysis" section of this Report.

The Company has incorporated key ESG risks into its risk management framework. The senior management and heads of major business units comprehensively consider the likelihood, impact, and trends of key ESG risks before formulating risk mitigation measures. The Board has reviewed these key ESG risks, is aware of the measures, and has provided the corresponding recommendations.

The Company has also established an ESG indicators system to clarify the division of responsibilities, tasks and performance targets of various departments and units. Through data collection, review, comparison and optimization of ESG indicators, COFCO continues to promote the improvement of its own ESG management level and management performance. Meanwhile, COFCO continuously improves information disclosure in accordance with the ESG Reporting Guide and 2022 Analysis of ESG Practice Disclosure, so as to demonstrate to the public the performance of our ESG initiatives.

During the Reporting Period, the Board and the ESG Working Group reviewed and discussed the establishment and progress of relevant targets. Environmental goals related to emissions and resource usage resulting from production operations were established. With the assistance of the ESG Working Group, the Board regularly assesses and determines the ESG risks and goals of the Group, and periodically reviews and evaluates the progress and performance of these ESG goals. Based on the review findings, including the progress towards achieving the ESG goals, the Board examines COFCO's operations and, if necessary, takes appropriate measures to adjust business policies and promote the realization of ESG goals.

In June 2023, the entire Board of Directors partook in a comprehensive directorial compliance training session. Concurrently, our dedicated ESG Working Group, alongside the ESG Compliance Manager, engaged in specialized ESG training, which primarily focused on disseminating the latest ESG regulatory requirements, policy developments, and rating-related matters as prescribed by the Stock Exchange of Hong Kong. This concerted effort aimed to augment the overall ESG competence and efficiency of the Group.

This Report also provides comprehensive disclosure of the aforementioned ESG matters. It was reviewed and approved by the Board in March 2024.

# Environmental, Social and Governance Report

## About COFCO Joycome

### Corporate Overview

As the meat business arm of COFCO Group, COFCO Joycome's primary operations encompass feed production, hog farming and slaughtering, fresh pork and meat product manufacturing, distribution and sales, as well as imported distribution of meat products (including pork, beef, poultry, and lamb).

As a leading meat enterprise of the whole industrial value chain in China, COFCO Joycome holds fast to its business philosophy of "Setting the Safety Standards of the Industry and Safeguarding the Safety of Meat Consumers" in providing consumers with high-quality meat products. Its "Joycome" fresh pork and "Maverick" chilled meat products have gained increasing recognition in major cities of the first and second tiers. Furthermore, seizing the opportunities presented by industry transformation and upgrading, COFCO Joycome has established a strategic business network nationwide, achieving rapid growth in hog farming and fresh pork production.

### Corporate Responsibility

As one of the leading enterprises in China's meat industry, COFCO Joycome has been adhering to its social responsibilities of "Setting the Safety Standards of the Industry and Safeguarding the Safety of Meat Consumers", relying on the vertical integration business model covering the whole value chain, persisting in integrity and rule compliance, dedicated to providing the consumers with nutritious and safe food, and promoting the common development of its stakeholders including shareholders, customers, employees and the public, so as to realize the harmonious unity of economic efficiency, social efficiency and environmental efficiency.

### Response to the Sustainable Development Goals (SDGs)

Steadfastly upholding the United Nations' Sustainable Development Goals (SDGs) as its guiding principle, COFCO Joycome is committed to addressing multifaceted challenges across social, economic, and environmental domains, thereby steadily advancing on the path of sustainability.



#### Goal 1 No Poverty

Joycome actively engages in social poverty alleviation efforts, extending support to disadvantaged employees, retirees, and community members through festive welfare initiatives. In 2023, the Company assisted 41 employees in difficulty, disbursing a total of RMB48,700 in aid.

#### Goal 3 Good Health and Well-being

Joycome is a proactive sponsor of events such as the Beijing Marathon, consistently promoting a healthy lifestyle that intertwines physical fitness with the consumption of safe, healthy meat products.

#### Goal 5 Gender Equality

Joycome rigorously upholds gender parity and ensures equal pay for equal work, thereby safeguarding the legitimate rights and benefits of female employees. In 2023, women accounted for 31% of Joycome's workforce.

# Environmental, Social and Governance Report

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## Goal 6 Clean Water and Sanitation Facilities

All production wastewater generated by Joycome's operations is meticulously treated to meet stringent discharge standards, thereby preserving the integrity of local water bodies.

## Goal 7 Affordable and Clean Energy

The Company continues to promote biogas power generation, biogas heating and rooftop PV power generation, to enhance the proportion of clean energy utilized.

## Goal 8 Decent Work and Economic Growth

Child labour is strictly prohibited at Joycome. The Company offers a competitive compensation package coupled with a vibrant, positive corporate culture and working atmosphere, in addition to achieving a 100% coverage rate for social insurance.

## Goal 9 Industry, Innovation, and Infrastructure

Joycome invests in the recruitment and cultivation of research talent, fostering an innovative spirit and capability that propels sustainable industry development. In 2023, the Company participated in the formulation of one industry standard and two social organization standards.

## Goal 10 Reduced Inequalities

Joycome respects and safeguards the human rights of every employee, refraining from any form of discrimination based on age, gender, disability, or ethnicity, thereby eliminating instances of inequality.

## Goal 11 Sustainable Cities and Communities

Joycome contributes to the creation of inclusive, secure, resilient, and environmentally sustainable urban and residential environments. In 2023, the Company made cumulative social donations amounting to RMB11,706,400 for urban and rural construction projects.

## Goal 12 Responsible Consumption and Production

Joycome has established a comprehensive quality management system along the entire supply chain, thus providing clients with safe and healthier premium products. In 2023, there were no product recall incidents.

Throughout its production and operational processes, Joycome diligently enhances resource utilization efficiency and minimizes waste generation. Simultaneously, the Company places paramount emphasis on occupational safety, diligently crafting a secure and healthful working environment for its employees. In 2023, there were no occurrences of significant fire incidents or fatalities stemming from production-related accidents.

## Goal 13 Climate Action

Proactively addressing climate change, Joycome undertakes energy conservation measures and sets both mid-term and annual targets, in addition to establishing a climate risk management system and developing guidelines for coping with extreme weather conditions. In 2023, the Company invested more than RMB7 million for energy-saving technological upgrades and over RMB120 million for environmental protection, resulting in annual energy savings equivalent to over 30,000 tons of standard coal.

## Goal 15 Life on Land

During the site selection process for its farms, Joycome optimizes construction practices, vigorously undertaking land reclamation and greening endeavours to preserve ecosystem stability and protect biodiversity.

## Goal 16 Peace, Justice, and Strong Institutions

Joycome continually improves corporate governance, intensifies anti-corruption measures, and strives to establish an efficient, transparent governance framework.

## Goal 17 Partnerships for the Goals

Joycome highly values open communication with stakeholders and fosters symbiotic, mutually beneficial relationships with partners across its value chain, thereby jointly driving sustainable management practices.

# Environmental, Social and Governance Report

## ESG Performance Highlights

### ■ Corporate Governance



The Board of Directors, alongside the ESG Working Group, has diligently reviewed and deliberated upon the establishment and progression of relevant goals, particularly those pertaining to environmental impacts stemming from business operations, such as emissions and resource utilization.

All Directors have undergone comprehensive compliance training. Concurrently, the ESG Working Group and ESG Compliance Manager have participated in specialized ESG training programs. These sessions primarily focused on disseminating knowledge about the latest ESG compliance requirements of SEHK, recent regulatory policies, and ESG rating systems, aimed at enhancing the overall ESG capabilities and efficiency of the Group.

2023 marked a year of comprehensive implementation of 5S Lean Management at Joycome, witnessing the submission of 50,896 improvement proposals, a 33% increase year-on-year, averaging 5.66 proposals per capita, with over 4,000 employees participating in these initiatives. The resultant benefits exceeded RMB20 million.

Joycome's successful Lean Management case study was featured in *Enterpriser*, a core journal supervised by the State-Owned Assets Supervision and Administration Commission of the State Council.

In 2023, the Company experienced no major risk events.

### ■ Supply Chain Management



COFCO Joycome's genome-based breeding platform was officially launched. The platform integrates the functions of management and calculation of genome data and real-time push of genomic breeding values. It is the first enterprise platform in China that organically integrates the hog farming system with the genome big data computing system, achieving completely autonomous application of genome selection technology by enterprises.

COFCO Joycome (Jilin) Co., Ltd. obtained the qualification of "Hog Futures Delivery Warehouse" of Dalian Commodity Exchange. So far, 7 subsidiaries of COFCO Joycome have obtained the qualification of "Hog Futures Delivery Warehouse".

In recent years, the Company has continued to focus its efforts on breeding using gene engineering technology. It has established an excellent stud somatic cell cryopreservation bank.

Guancang-village stud-breeding farm of COFCO Joycome (Chifeng) Co., Ltd. was put into operation and successfully introduced breeding stock, providing a strong support for Joycome to establish a complete system for breeding studs and continuously improve the breed of hogs.

COFCO Joycome (Jilin) Co., Ltd. had an annual hog production volume of over 1.5 million.

## ■ Environmental Stewardship



Throughout 2023, the Group remained incident-free in terms of environmental occurrences or media exposes.

Over the course of the year, more than 18 million cubic meters of biogas were recovered and utilized, resulting in an estimated saving of approximately 20,000 tons of standard coal and mitigating the uncontrolled release of approximately 9.13 million cubic meters of methane gas. The biogas sludge was repurposed as organic fertilizer for local peasants cultivating vegetables and fruits. Additionally, Joycome has independently established 26 integrated farming and vegetable cultivation bases, producing approximately 15,500 kilograms of produce.

In 2023, the area under alfalfa cultivation in sandy soils expanded to over 1,067 hectares, effectively serving multiple objectives: windbreak and sand fixation, soil structure improvement, responsible disposal of livestock waste, and generating environmental, social and economic benefits.

In 2023, the Group's water consumption stood at approximately 10.907 million cubic meters, with a water usage density of around 8.8 cubic meters per RMB10,000 revenue.

In 2023, the Group marketed 5.2 million hogs, consuming an aggregate of approximately 87,200 tons of standard coal in the production phase. While maintaining steady business growth, the Group effectively controlled its overall energy consumption, achieving an energy consumption density of approximately 0.07 tons of standard coal per RMB10,000 revenue.

The Group is proactively advancing rooftop distributed photovoltaic power generation projects, adding 2.06 MW of installed capacity. Presently, five grassroots subsidiaries boast a combined installed capacity of 4.82 MW, generating approximately 2.84 million kWh of electricity throughout the year, securing tariff discounts worth approximately RMB730,000, and reducing carbon emissions by approximately 1,000 tons.

## ■ Social Responsibility



COFCO Joycome (Jilin) Co., Ltd. was awarded the honorary titles of "2022 Advanced Unit for Promoting Employment" and "2022 Advanced Unit for Enthusiastic Public Welfare Activities" by Changling County, Songyuan City, Jilin Province.

COFCO Joycome (Jilin) Co., Ltd. was awarded the honorary title of "Integrity Enterprise" for 2022 by Songyuan City, Jilin Province.

COFCO Joycome (Jilin) Co., Ltd. was awarded the title of "Jilin Charity Award • Donating Enterprise".

The veterinary testing laboratory of COFCO Joycome (Jilin) Co., Ltd. passed the strict review of the China National Accreditation Service for Conformity Assessment (CNAS) and obtained the CNAS laboratory accreditation certificate.

COFCO Joycome (Chifeng) Co., Ltd. was awarded the title of "Key Leading Enterprise in the Industrialization of Agricultural and Animal Husbandry Sector in Inner Mongolia Autonomous Region".



# Environmental, Social and Governance Report

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COFCO Joycome Jiangsu Breeding Department was awarded the title of “2023 Standardized Demonstration Farm for Animal Husbandry and Poultry Breeding of Ministry of Agriculture and Rural Affairs”.

COFCO JOYCOME Agro-Pastoral (Tianjin) Co., Ltd. was elected as a member unit of the Hog Industry Supply Chain Management Alliance (生豬產業供應鏈管理共同體).

## Governance (G)

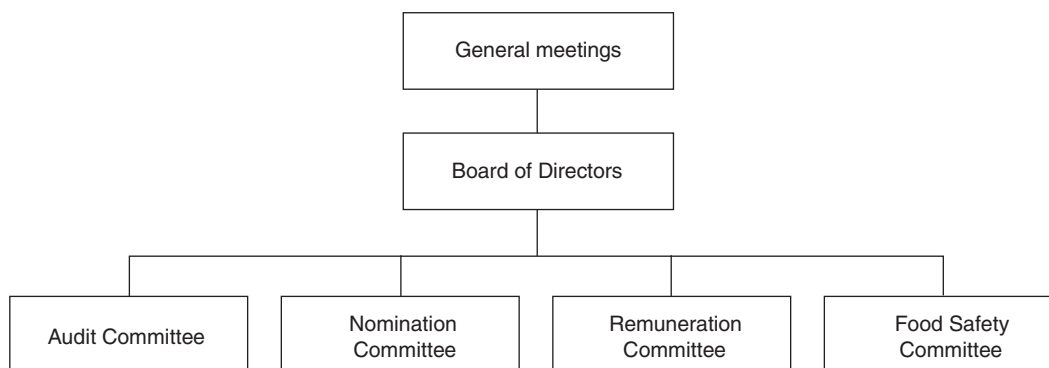
### Part I Corporate Governance

#### ■ Corporate Governance Structure

The Board attaches great importance to the supervision of environmental, social and governance work, and is responsible for formulating ESG management plans and strategies of the Group, assessing and identifying major material issues, overseeing ESG practices of the Group, and ensuring that the Group establishes effective ESG risk management and internal control systems.

The Board receives regular reports on ESG related work, reviews the ESG performance of the Group, provides suggestions or instructions to the management and relevant departments on the optimization of ESG practices, and approves disclosures of the Group’s ESG reports to ensure constant improvement in its ESG practices.

**Corporate Governance Structure of COFCO Joycome**



# Environmental, Social and Governance Report

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## ■ *Specialized Committees of the Board*

Joycome's Board of Directors comprises four committees: the Audit Committee, the Nomination Committee, the Remuneration Committee, and the Food Safety Committee, each tasked with overseeing different aspects of Joycome's operations and related matters from their respective domains.

<b>Committee</b>	<b>Duties</b>
Audit Committee	<ul style="list-style-type: none"><li>• The primary duties of the Audit Committee include the oversight of the Group's financial reporting system, risks management and internal control procedures, monitoring the integrity of the preparation of the Company's financial information including interim and annual results of the Group, reviewing the Group's financial and accounting policies and practices, and monitoring the effectiveness of the internal audit function.</li><li>• The Audit Committee also provides oversight for and management of the relationship with the Group's external auditor, including reviewing and monitoring the external auditor's independence and objectivity and the effectiveness of the audit process in accordance with applicable standards.</li><li>• Two-thirds of its members consist of independent non-executive directors.</li></ul>
Nomination Committee	<ul style="list-style-type: none"><li>• The primary duties of the Nomination Committee are to review and make recommendations to the Board on the structure, composition size and diversity of the Board, to oversee the identification and assessment of potential candidates of Directors, to provide oversight and direction in respect of the succession planning for Directors, to determine the composition of Board Committees, and to assess the independence of the independent non-executive Directors.</li><li>• Two-thirds of its members consist of independent non-executive directors.</li></ul>
Remuneration Committee	<ul style="list-style-type: none"><li>• The primary duties of the Remuneration Committee are to make recommendations and proposals to the Board in respect of remuneration policies according to the performance of Directors and the terms of their service contracts, and to review and approve the remunerations which are determined based on the results and performance of the Company by making reference to the Company's objectives as approved from time to time by the Board.</li><li>• Two-thirds of its members consist of independent non-executive directors.</li></ul>
Food Safety Committee	<ul style="list-style-type: none"><li>• The primary duties of the Food Safety Committee are to review, assess, and provide recommendations regarding the policies, management, and performance of the Company in relation to food quality and safety, thereby ensuring compliance with relevant rules and regulations and safeguarding food safety.</li></ul>

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# Environmental, Social and Governance Report

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## ■ *Board Governance*

### ✓ *Board Diversity*

To achieve sustainable and balanced development, Joycome recognizes the increasing importance of diversity at the Board level as a critical element in supporting the achievement of its strategic goals and maintaining sustainable growth. When selecting Board members, Joycome considers various aspects of diversity, including but not limited to gender, age, cultural and educational background, race, professional experience, skills, knowledge, and tenure of service. All appointments to the Board are based on merit, with a comprehensive consideration of objective criteria to fully leverage the benefits of diversity among Board members.

### ✓ *Director Independence*

The Board currently comprises of seven Directors, of which two are executive Directors, two are non-executive Directors and three are independent non-executive Directors. With independent Directors taking up a proportion of 43%, the Board remains highly independent. The Company adheres to relevant stipulations to ensure that independent Directors are afforded ample time and capacity to discharge their duties effectively.

### ✓ *Director Professionalism*

The Board has an appropriate mix of skills, experience and diversity that are relevant to the Company's strategy, governance and business: two Directors specialize in executive leadership and strategic development; three Directors possess expertise in accounting and financial management; and two Directors are distinguished in the legal field, particularly regulatory compliance and risk management.

### ✓ *Board Meeting*

During 2023, the Company convened six Board meetings.

### ✓ *Appointment, Re-election and Removal of Directors*

The Company adopts a formal and transparent procedure for the appointment of new Directors. Recommendations for the appointment of new Directors are received by the Board from the Nomination Committee. The Board then deliberates over such recommendations prior to approval.

Each of the executive Directors has entered into an appointment letter with the Company, according to which he/she shall hold office for an initial term of three years commencing from the date of appointment, and then shall be automatically renewed for three years upon expiry and can be terminated by either party giving to the other not less than three months prior notice in writing.

Each of the non-executive Directors has entered into an appointment letter with the Company for a term of three years from the date of appointment. The term shall be automatically renewed for three years upon expiry. Each of the independent non-executive Directors has entered into a letter of appointment with the Company for a term of three years commencing from the date of appointment, and then shall be automatically renewed for three years upon expiry. All the appointments are subject to provisions of retirement and rotation of Directors as stipulated in the Articles of Association.

For details regarding the Board's composition, directors' roles and responsibilities, please refer to the "Corporate Governance Report" section in the 2023 Annual Report of COFCO Joycome Foods Co., Ltd.

## Part II ESG Governance

### ■ *Vision of ESG Governance*

- (1) Our consistent and robust ESG performance is crucial for the sustainable development of both our business and the communities in which we operate. The organic integration of commercial and societal needs is essential for creating more impactful social outcomes.
- (2) We are committed not only to achieving strong financial performance but also to actively identifying the expectations of various stakeholders. We continuously seek alignment between our business development and environmental and social needs, and prudently manage our ESG risks. By fully integrating existing and potential resources, we aim to create products and services of greater societal value, thereby elevating the value of our company and ensuring its long-term sustainable development.



### ■ *Framework of ESG Governance*

To fully integrate ESG management into COFCO Joycome's business operations and management, and to promote sustainable development of the Company, we have incorporated ESG management into our corporate governance structure, which encompasses two levels: the Board of Directors and the ESG Working Group. The responsibilities and decision-making procedures at each level have been clearly defined to ensure comprehensive implementation of ESG initiatives.

- 1) The Board of Directors, as the highest governing body for ESG practices, is responsible for setting the overall direction of the Company's ESG strategy and ultimately accountable for ESG matters.
- 2) The ESG Working Group, established by the Group and led by senior management, involves relevant departments and subsidiaries. The ESG Working Group is authorized to implement the Group's strategies concerning environmental, social, and governance (ESG) aspects, advancing ESG performance management, information disclosure, and related fundamental work. The ESG Working Group regularly reports its work progress to the Board.

## Part III Lean Management

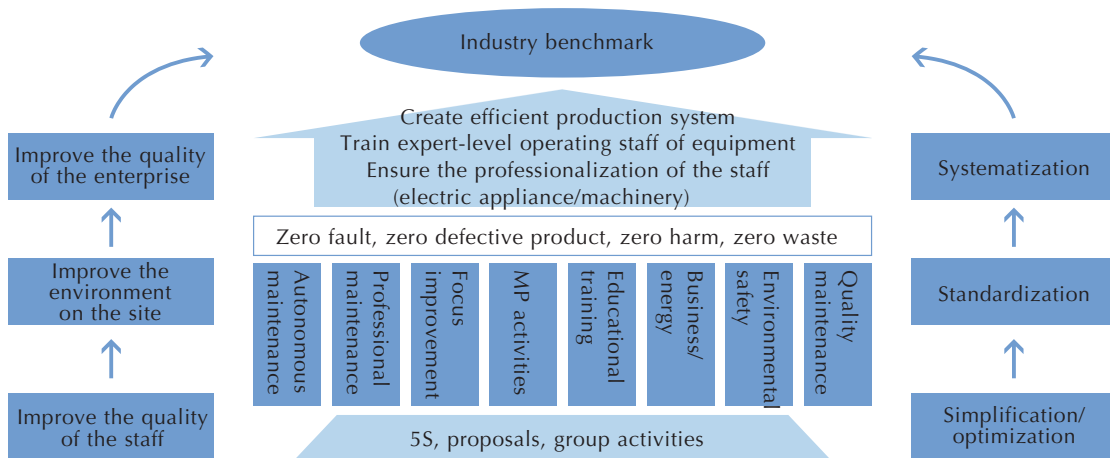
### ■ *Lean Thinking in Hog Farming*

In an industry-first initiative, the Group has embraced the principles of “lean thinking” to address the inherent complexities and challenges of hog farm management. This innovative approach has yielded promising results in 2023, with key production metrics trending favourably, particularly a noticeable decline in piglet mortality during the nursery phase.



## ■ Enhancing Employee Competence

Through a sustained effort to instill a culture of continuous improvement, Joycome is empowering its employees to elevate their skills, solidify fundamental management practices, eliminate safety hazards, and ultimately contribute to the Company's overall performance. By embracing lean management principles – activating organizational potential, nurturing talent, and driving profitability – the Company has embarked on a comprehensive employee development journey, enabling staff to consistently surpass their own benchmarks.



## ■ Elevating Organizational Efficiency

The factory (station) business control system reduces discrepancies from target levels in day-to-day operations, while the factory improvement system drives ongoing enhancements to boost organizational performance. 2023 was a pivotal year for Joycome's 5S Lean Management journey, marked by the submission of a record-breaking 50,896 improvement proposals, a 33% increase year-on-year, averaging 5.66 proposals per capita. Over 4,000 employees participated in these initiatives, collectively generating benefits exceeding RMB20 million.

Joycome's successful Lean Management case study was featured in "Enterpriser", a core journal supervised by the State-Owned Assets Supervision and Administration Commission of the State Council.

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### 将改善进行到底

——中粮家佳康精益管理成功实践

文 | 李政



“事事有改善的余地，人人有改善的能力”是精益管理倡导的企业文化。这种管理哲学并不是舶来品，而是“生于斯，长于斯”的中国特产。通过调动员工主观能动性和执行能力，建立持续改善机制，将改善进行到底。

精益管理源于精益生产（Lean production），其精髓在于“激活组织、造物育人、缔造利润”。中粮家佳康食品有限公司（以下简称中粮家佳康）正是在精益管理理念的指导下，打破组织惰性、激活所有员工，促进员工素养提升、生产管理指标改善、劳动效率提高、风险防控措施有效，公司整体综合管理水平得到明显提升，为处于低谷期的养殖行业走出困境提供可借鉴的路径方法。

#### 激活组织——成功导入精益管理体系

中粮家佳康是中粮集团旗下的全产业链肉类业务平台，涵盖育种、繁育、饲料、养殖、屠宰、制品的完整产业链，链条长且各环节风险隐患大。尤其是养殖业务本质安全水平较低，养殖场建设既农业项目，建设标准低，地处偏僻农村，工作环境差；员工文化水平低，场多为90后年轻人，缺乏管理经验，养殖场内部员工流失率高；有限空间有毒有害物质多，中毒事故发生率高，严重影响员工生命安全。不仅如此，为了做好非洲猪瘟等疫情防控，养殖场实行封闭式管理。以上种种因素为中粮家佳康团队建设、生产经营和安全管理带来严峻挑战。

为解决养殖行业的管理难点和痛点，中粮家佳康率先在养殖产业引入精益管理理念方法，激活员工开展持续改善。根据总部统领、业务单位督导、基层企业推进的原则，饲料、养殖、屠宰和制品业务按照“试点先行学方法，以点带面；样板打造立标杆，全面推进；内部帮扶做表率，教学相长”的思路逐步有序推进。

李政  
中粮集团中粮家佳康食品有限公司总经理助理  
质量管理与精益管理资深专家

企业案例

## Part IV Risk Management

### ■ Risk Management System Strengthening

#### ✓ Major Risk Management

The Group has developed the COFCO Joycome Major Operational Risk Reporting Policy 《中糧家佳康重大經營風險報告制度》, which clarifies the mechanisms for reporting new risk events, monthly tracking of existing risk events, and annual assessment of significant risks, thereby ensuring accountability at all levels for risk event reporting.

#### ✓ Market Risk Management:

The Group has established the COFCO Joycome Commodity Market Risk Management Policy 《中糧家佳康大宗商品市場風險管理辦法》, which specifies the entities involved in market risk management and their responsibilities, the relevant declaration and approval processes for risk management matters, risk monitoring and early warning mechanisms, and the submission and reporting of risk control data.

#### ✓ Credit Risk Management:

The Group has established the COFCO Joycome Credit Risk Management Policy 《中糧家佳康信用風險管理辦法》, aside from continuously refining risk management requirements and standardizing key control points for credit risk management before, during, and after credit events to effectively rein in risks. We conduct business strictly in accordance with the credit limit authorized by the Group.

### ■ Risk Control with the Aid of Information Technology

We harness CRP risk management system to monitor and control risks.

Joycome's risk control team adopt a daily reporting mechanism for various market risk management indicators, monitor credit risk management indicators on a monthly basis, provide timely warnings, and regularly summarize and report on them.

### ■ Internal Control of Risk Management

In 2023, the Group kicked off a comprehensive risk assessment that covered all business and functional departments of COFCO Joycome. Each department scored 30 secondary risks based on the likelihood of occurrence and the degree of impact.

Based on the aggregated scores from various departments and senior management, the results were summarized and ranked. The top five risks with the highest scores were identified as the major risks for 2023: epidemic risk, price risk, production safety risk, food safety risk, and environmental risk.

After identifying the major risks for 2023, the Company's risk management team organized relevant departments to conduct risk analysis on key risks, determined the gatekeeping departments and responsible departments for major risks, and based on risk characteristics and preferences, established various risk management strategies, and formulated risk mitigation plans to effectively contain key risks.

All departments of the Company vigorously carried out risk prevention and control work, with a particular focus on major risks. In 2023, thanks to the efforts of all our employees, all major risks remained under control.

■ In 2023, the Company successfully navigated the year without encountering any major risk events.



# Environmental, Social and Governance Report

## Part V Stakeholder Communication and Materiality Analysis

We place great importance on effective communication with our stakeholders, disseminating the Group's social responsibility principles and practices through various channels. We actively listen to and respond to the opinions and demands of our stakeholders, taking multiple measures to meet their reasonable expectations and needs. We continuously enhance our internal optimization and management and, while operating in compliance with laws and regulations, strive to fulfil our social responsibilities and create value for our stakeholders.

Stakeholders	Communication channels	Expectations and demands	Our response
<ul style="list-style-type: none"> <li>Government and regulatory authorities</li> </ul>	<ul style="list-style-type: none"> <li>Daily communication</li> <li>Submission of information</li> <li>Workshop and survey</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>Leading the advancement of the industry</li> <li>Agricultural industries poverty alleviation</li> <li>Energy conservation and emission reduction</li> <li>Prevention and control of pollution from large-scale breeding</li> <li>Control of the spread of African swine fever</li> <li>Eradication of the outbreak and spread of diseases</li> </ul>	<ul style="list-style-type: none"> <li>Operating in strict compliance with relevant laws and regulations</li> <li>Promotion of industrial development</li> <li>Supporting rural revitalization</li> <li>Improvement of resource utilization and reduction of waste production</li> <li>Eco-farming and recycling and processing of waste</li> <li>Stringent prevention and control of African swine fever</li> <li>Epidemic prevention for production</li> </ul>
<ul style="list-style-type: none"> <li>Shareholders and investors</li> </ul>	<ul style="list-style-type: none"> <li>Regular information disclosure</li> <li>Shareholders' meetings</li> <li>Daily communication</li> <li>Official website</li> </ul>	<ul style="list-style-type: none"> <li>Board's participation in responsibility management</li> <li>Responsibility management structure</li> <li>Continuous growth</li> <li>Transparent operation</li> </ul>	<ul style="list-style-type: none"> <li>Due diligence of the Board</li> <li>Strengthening responsibility management</li> <li>Continual improvement of the ability to create value</li> <li>Transparent and open information disclosure</li> </ul>
<ul style="list-style-type: none"> <li>Consumers</li> </ul>	<ul style="list-style-type: none"> <li>Complaint hotline</li> <li>Consumer satisfaction survey</li> <li>Media reports</li> </ul>	<ul style="list-style-type: none"> <li>Product quality</li> <li>Food safety</li> <li>Client service and communication</li> <li>Elimination of false advertisement</li> </ul>	<ul style="list-style-type: none"> <li>Management and control of the whole value chain quality</li> <li>Stringent management of food safety</li> <li>Prevention and control of African swine fever</li> <li>Professional and efficient client service</li> <li>Safeguarding consumers' rights</li> </ul>

# Environmental, Social and Governance Report

Stakeholders	Communication channels	Expectations and demands	Our response
<ul style="list-style-type: none"> <li>Environmental protection experts and organizations</li> </ul>	<ul style="list-style-type: none"> <li>Consultation and communications</li> <li>Environment information disclosure</li> </ul>	<ul style="list-style-type: none"> <li>Environmental protection compliance</li> <li>Environment and natural resource protection</li> <li>Responding to climate change</li> <li>Ecological restoration</li> </ul>	<ul style="list-style-type: none"> <li>Elimination of environmental protection regulatory noncompliance</li> <li>Advocating environmental protection concepts</li> <li>Insisting on sustainable development and improving the level of green and low-carbon operation</li> <li>Improve capability of emergency response to natural disasters</li> <li>Organic integration of ecological restoration and operation</li> </ul>
<ul style="list-style-type: none"> <li>Employees</li> </ul>	<ul style="list-style-type: none"> <li>Labor contract</li> <li>Training</li> <li>Performance management mechanism</li> <li>Skills competition</li> </ul>	<ul style="list-style-type: none"> <li>Employment and anti-discrimination</li> <li>Employees' health and safety</li> <li>Employees' rights and benefits</li> <li>Career development and training</li> </ul>	<ul style="list-style-type: none"> <li>Insisting on fair recruitment to build a harmonious work environment</li> <li>Improving employees' occupational health, protecting their democratic rights, remuneration and benefits and caring for employees</li> <li>Carrying out a diversity of employee training and learning courses</li> <li>Providing clear career development paths and organizing employee activities to maintain work-life balance</li> <li>Entering into employment contracts</li> <li>Demonstrating care for ethnic minorities and vulnerable groups</li> </ul>
<ul style="list-style-type: none"> <li>Suppliers and partners</li> </ul>	<ul style="list-style-type: none"> <li>Assessment of suppliers</li> <li>Cooperation agreements</li> <li>Regular visits</li> </ul>	<ul style="list-style-type: none"> <li>Fair procurement and honest performance</li> <li>Whole value chain quality management</li> <li>Green supply chain</li> </ul>	<ul style="list-style-type: none"> <li>Insisting on fair and open procurement</li> <li>Win-win cooperation</li> <li>Improving overall quality of the industrial value chain and the ability and level of safety management and control</li> <li>Promoting green procurement</li> <li>Providing training for suppliers</li> </ul>

# Environmental, Social and Governance Report

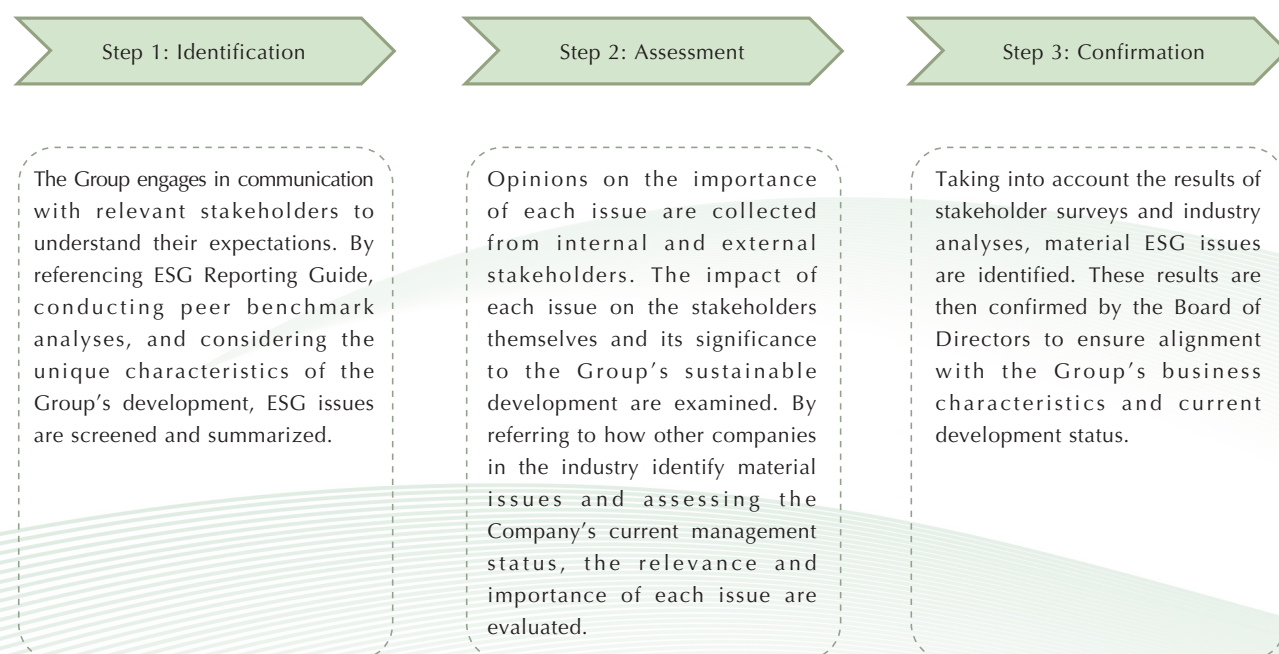
Stakeholders	Communication channels	Expectations and demands	Our response
<ul style="list-style-type: none"> <li>The public</li> </ul>	<ul style="list-style-type: none"> <li>Community activities</li> <li>Community services</li> </ul>	<ul style="list-style-type: none"> <li>Animal health and welfare</li> <li>Anti-corruption</li> <li>Communication with communities</li> <li>Philanthropy</li> </ul>	<ul style="list-style-type: none"> <li>Strengthening animal health and welfare management</li> <li>Anti-corruption practice</li> <li>Carrying out initiatives in support of public welfare and other employee volunteering activities</li> </ul>

In line with the strategic and business development directions for the year 2023, and based on our significance and materiality analysis, we identified 57 material issues spanning across nine categories for the year. We designed a material issue survey questionnaire and distributed it online, involving both internal and external stakeholders in this assessment process, including government and regulatory bodies, shareholders, consumers, company management at all levels, employees, partners, and experts.

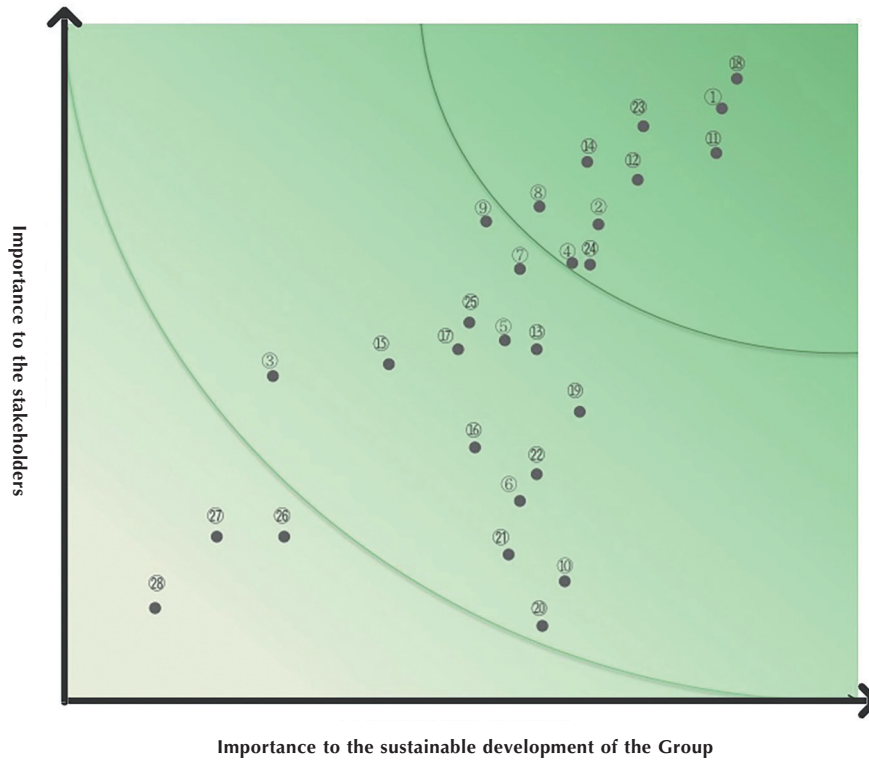
Firstly, we extensively sought opinions from government and regulatory authorities, shareholders, consumers, environmental protection experts and organizations, food safety experts, business management experts, employees, suppliers and partners, and public representatives, and recovered 352 valid questionnaires. Secondly, we applied COFCO Joycome's Material Issues Analysis Model to preliminarily assess the major material issues. Finally, through internal discussions, we verified and reviewed the major material issues to finalize the disclosure topics and contents of this report, and an "ESG Index Table" was added to the last section of this report to ensure that the substantive issues of concern of stakeholders will be addressed in a targeted and responsive manner, and that reporting data was fully covered.

Through comprehensive analysis of the survey results, and adhering to requirements under the principle of "Materiality" of the ESG Reporting Guide 《環境·社會及管治報告指引》, we conducted a materiality assessment of each issue from two dimensions: "importance to the sustainable development within the Group" and "importance to external stakeholders". The assessment findings indicate a high level of significance attributed to legal compliance and product quality, while community communication is deemed of moderate importance.

The following is the process of identification of key issues:



## Assessment Results of Major Material Issues in 2023



- |  |   |  |  |
|--|---|--|--|
| ① Compliance with laws and regulations               | ⑧ Environmental and natural resource protection | ⑮ Fair and open procurement            | ⑳ Leading the advancement of the industry                          |
| ② Responsible governance structure                   | ⑨ Eco-farming and waste treatment               | ⑯ Green supply chain                   | ㉑ African swine fever prevention                                   |
| ③ Board's participation in responsibility management | ⑩ Employment and anti-discrimination            | ⑰ Whole value chain quality management | ㉒ Control of food safety process                                   |
| ④ Sustainable growth and operational transparency    | ⑪ Employees' health and safety                  | ⑱ Product quality                      | ㉓ Anti-corruption  |
| ⑤ Environmental protection compliance                | ⑫ Employees' rights and benefits                | ⑲ Customer service and communication   | ㉔ Poverty alleviation through development of agricultural industry |
| ⑥ Responding to climate change                       | ⑬ Career development and employee satisfaction  | ㉀ Animal health and welfare            | ㉕ Communication with communities                                   |
| ⑦ Energy conservation and emission reduction         | ⑭ Democratic management                         | ㉁ Elimination of false advertisement   | ㉖ Philanthropy   |

### Part VI Information Disclosure and Investor Relations Management

In 2023, COFCO Joycome released 110 disclosure documents on its website. The Company hosted one annual results briefing, one interim performance briefing, and four quarterly investor engagement sessions. Throughout the year, the Company experienced no premature disclosure of information or significant errors in information disclosure. By fulfilling our information disclosure obligations in a truthful, accurate, complete, and timely manner, the Company proudly demonstrates its investment value as a listed entity.

Joycome strictly adheres to the requirements of the Hong Kong Stock Exchange. Routine disclosures include annual and semi-annual reports, performance announcements, and significant event reports. To enhance information transparency and market understanding of the company, we voluntarily provide monthly announcements that cover key indicators such as production output, average selling price of pork products, fresh pork sales volume, and the proportion of brand revenue. Throughout the year, we have made a total of 12 voluntary announcements.

# Environmental, Social and Governance Report

Joycome has dedicated three staff members to handle Board and investor relations affairs. Each year, we develop an investor communication plan. We have established interactive platforms such as WeChat group for analysts and investors, investor relations hotline, and dedicated email address. While ensuring legal compliance, we promptly respond to market concerns, ensuring timely and comprehensive issue resolution.

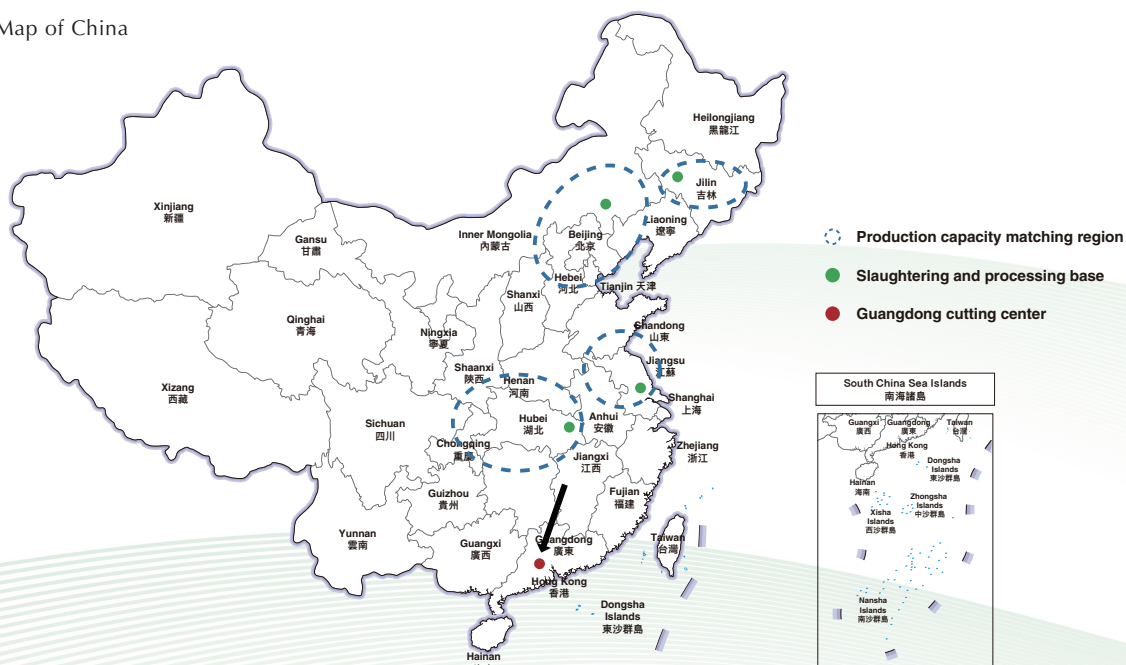
Additionally, the Company regularly organizes various events, including performance briefings for investors/analysts, group/one-on-one meetings, and roadshows locally and globally, to facilitate communication between the Group, shareholders, and investors.

As one of the measures to safeguard Shareholders' interests and rights, separate resolutions will be proposed at the general meetings on every substantial matter, including the election of individual Directors, for Shareholders' consideration and voting. Furthermore, the Company regards the general meetings of Shareholders as important events, and Directors, Chairmen of each Board Committee, senior management and external auditor make every effort to attend such general meetings of the Company to address Shareholders' queries. All resolutions proposed at the general meetings will be voted on by poll. The poll voting results will be posted on the websites of the "HKEXnews" ([www.hkexnews.hk](http://www.hkexnews.hk)) and the Company ([www.cofcojoycome.com](http://www.cofcojoycome.com)) on the same day as the relevant general meetings.

## Quality Safety Management of the Whole Chain

- Joycome persistently improves its quality and safety policies. In 2023, we revised and developed 12 management policies at the headquarters level, and refined requirements for process management, product labelling, traceability, and other aspects to enhance the level of quality management and control.
- We proactively drive our subsidiaries to obtain a total of 35 system certifications such as ISO9001 Quality Management System (QMS), ISO22000 Food Safety Management System (FSMS), Hazard Analysis and Critical Control Point (HACCP) System, China Good Agricultural Practices (China GAP), etc.
- In 2023, Joycome subsidiaries underwent 33 quality and safety inspections by government departments at all levels, as well as 88 batches of supervision and random inspections, achieving a 100% pass rate.

A Map of China



Production Capacity Layout of Joycome

## Part I Source Management

### ■ Feed Control

#### ✓ Safe and Eco-Friendly

We used feed made from safe and pollution-free grain. We conducted tests for pesticide residues, heavy metal and mycotoxin on the ingredients according to the highest requirements before putting them into storage to ensure quality and safety.

#### ✓ Optimized Use of Feed Additives

We optimize the use of feed additives by incorporating essential minerals and vitamins based on the daily needs of hogs, while also considering the mineral content in feed raw materials and minimizing the addition of exogenous minerals without compromising breeding performance. Furthermore, we actively explore mineral element formulations with different properties, selecting those with a higher cost-performance ratio through animal testing to maximize the effectiveness of the added mineral elements.

### Case: Biotechnology in Feed

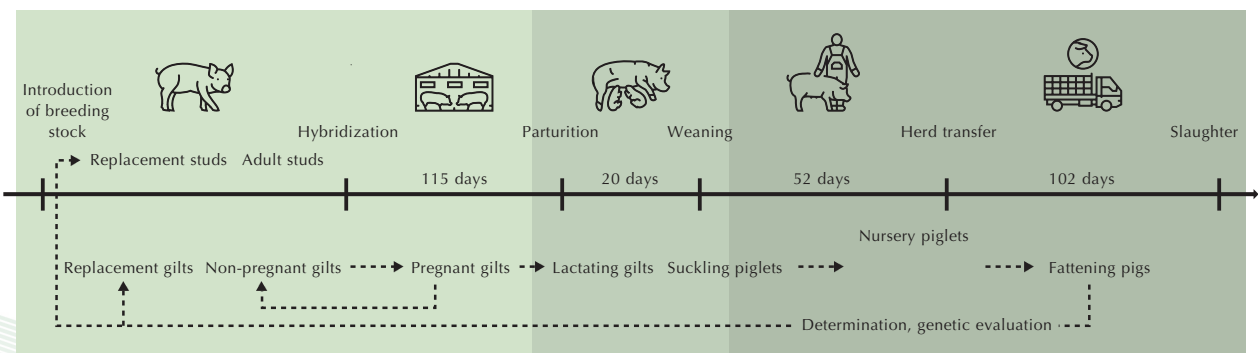
#### ✓ Optimization of Feed Formulation to Reduce the Discharge of Nitrogenous Waste in Animal Excreta

The Company optimized its feed formulation. Such feed, enriched with appropriate types and quantities of industrial amino acids, lowers dietary protein levels and reduces nitrogen emissions without compromising animal productivity and meat quality. This technology can ensure the growth of animals without compromising the quality of meat. It not only decreases reliance on soybean imports but also significantly mitigates environmental pollution.

#### ✓ Conscientious Micronutrient Usage to Mitigate Environmental Contamination from Zinc and Copper in Faecal Waste

Micronutrients such as zinc and copper are vital for the sustenance and growth of animals, exerting a multitude of biological effects. However, substantial amounts of these elements, when not fully utilized by the animal's body, are excreted in faecal waste, posing a threat to soil and water resources. In recent years, the excessive use of zinc and copper has emerged as a direct impediment to both human health and sustainable livestock development. In strict adherence to the Specifications for the Safe Use of Feed Additives, the Company significantly curtails the inclusion of zinc and copper in hog rations, thereby substantively alleviating the environmental impact of livestock production.

### ■ Standardized Hog Farming Throughout the Industry Chain



Industry Chain of Hog Farming

- 1) We have established nutritional requirement models for different breeds and growth stages of hogs, aiming to align these models with the growth patterns of hogs to maximize their growth potential and feed efficiency.
- 2) We have established policies for hygiene management in farm water use, traceability system management, pre-slaughter inspection management, and broken needle management, among others. A three-tiered inspection mechanism involving spot checks by the Farming Department, regional company patrols, and farm self-inspections helps promptly identify and eliminate potential risks.

## Environmental, Social and Governance Report

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We have developed a comprehensive immunity and health care process to provide delicate care for our hogs.

We have established the “Farming Process Control Procedure” in accordance with the “Pollution Free Food – Guidelines for the Management of Hog Farming” 《無公害食品生豬飼養管理準則》 (NY/T 5033) to standardize our hog farming process and the farming process management in the farm, and to provide good ventilation and heat preservation for our hogs;

We attach great importance to the drinking water of hogs, and monitor the drinking water quality of hogs every year to ensure that the water quality meets the standard requirements of the “Quality of Pollution-free Drinking Water for Livestock and Poultry” (NY 5027);

We have established the “Biosafety Control Procedure” and the “Standard Operation Procedure for Immunization in Farms” in accordance with the Animal Epidemic Prevention Law, the Basic Requirements for Epidemic Prevention in Intensive Hog Farms (GB/T 17823) and other regulations and standards, to strictly safeguard against epidemic diseases, and tighten the prevention and control of epidemic diseases in hog herds to ensure the health of our hogs.

We strictly abide by the relevant national regulations and standards and use veterinary drugs in compliance with the regulations, making sure that all marketing hogs are free of drug residues.

We strictly implement the three-level audit by the farm director, supervisor, and breeder to ensure the food safety of marketing hogs.

We strictly implement the national animal inspection and quarantine standards, ensure that each batch of hogs sold in the market pass the inspection by the government regulatory department, and implement the sale of “certificate-marked” hogs.

- 3) Adhering to a technology-driven approach to the recycling of farming waste, we have established an ecological cycle that encompasses “Feed Manufacturing → Hog Farming → Waste Treatment → Biogas Energy Generation/Heat Supply → Fertilizer Application”. Throughout the farming processes, we emphasize pollution reduction and energy conservation, including the utilization of renewable energy, various energy-saving and emission/carbon-reducing techniques, and biogas utilization.

In 2023, we achieved a 100% pass rate in internal and external inspections, ensuring product safety and regularly conducting traceability drills to maintain full process traceability.

In 2023, Joycome marketed 5.2 million hogs, an increase of 26.7% year-on-year.

## Part II Process Control

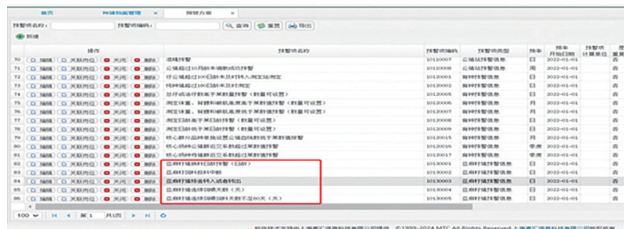
We effectively monitor each critical process and ensure our products meet the quality and safety requirements by utilizing advanced equipment and strictly implementing the quality and safety control requirements throughout our production process.

We integrated the quality and safety risk information from internal and external sources including relevant parties in the value chain, the Group itself and our clients, establishing a risk surveillance index system to have precautions in place and handle the risks effectively during production and operation with real-time risk surveillance. In order to comprehensively and effectively monitor risks, we cooperated with the National Non-staple Food Quality Supervision and Inspection Center (國家副食品質量監督檢驗中心) of COFCO Nutrition and Health Research Institute to establish an inspection and test system backed up by the primary level laboratories in cooperation with third-party testing institutions as well.

### Intelligent Management with Information Technology

We ramp up critical link control with information technology. We standardize hog feeding management by adding linseed module function in the production operations system of the farm, and ensure the quality and safety of veterinary drugs by installing temperature control alarm outside the veterinary drug warehouse for timely warning. Apart from that, we produce drug e-list via QR code generated by a WeChat applet and minimize human access to improve work efficiency while reducing epidemic infection risk.

- Facilitating flaxseed pork management with information technology:** Set feeding standard warning value, send a timely warning to alert relevant staff (including finishing manager, farm director, regional production management department, regional food safety personnel and other functions) in the event of exceeding the warning value, and standardize feeding process.



- Automatic temperature warning device:** Install temperature control alarm, properly set temperature range, so that the outdoor alarm will issue automatic warning in case of any abnormality of the refrigerator temperature and relevant personnel can identify and handle at the first place to ensure that the vaccines are stored in an appropriate environment.
- Veterinary drug management with visual and information technologies:** Produce drug e-list, farm drug usage guidelines and other data and information via QR code generated by a WeChat applet, so that relevant personnel can scan the QR code to have an understanding of the location and information of the drug in the room, which reduces access to the pharmacy and is conducive to disease prevention and control.



## Environmental, Social and Governance Report



We continue to promote production informatization and intelligence, and use information technology to gradually build a smart factory. We apply the farming production and operation system to integrate all self-breeding hog farms and cooperative farmers into the unified management. With the electronic individual management of sows as the core, we use electronic ear labels and PDA handheld devices to make daily operation records in the farm, realizing the comprehensive management of hogs, pharmaceutical vaccines and low-consumption materials. This system not only improves production efficiency and reduces labour intensity by greatly reducing the repetitive basic work of manually copying data and making reports, but also unifies the supervision of management norms such as swine fever prevention, production management, treatment and immunization, and feeding standards by means of information technology. Therefore, various management systems can be implemented more effectively, and hogs can receive treatment and immunization services with quality and quantity assured in accordance with the norms. We apply the slaughtering informatization system, and use electronic labels to locate and track the products in each step of the production process, and ultimately establish the whole-process tracking and tracing from hogs, whole hogs, pork cuts to small packages, etc., which ensures the safety and reliability of the products. We have developed a MES system for fresh products. By connecting with software systems such as SAP, RFID, rail separation, overhead warehouse and so on, and with information hardware such as livestock scale, dynamic rail scale, static rail scale, weighbridge, platform scale, industrial control equipment, PDA equipment, TV display board, LED display board and so on, we can achieve paperless operation in the workshop, cancel all manual reports, and automatically upload production data, which allows us to effectively reduce human interference

factors to the minimum while staying efficient. It also ensures that the product batch information is transmitted smoothly, the production warehousing and delivery are automated, the labour intensity is significantly reduced, the production report is automatically generated in real time, and production anomalies are warned in advance, which all contribute to the substantial improvement in our IT-enabled production management. We have developed a platform for digital customer service management, which effectively extends our reach to encompass both fresh produce and meat product operations through the development of a full-fledged system, enables us to orchestrate an end-to-end solution from order dispatch to customer receipt, and seamlessly integrates every stage along the supply chain, including factory processing, logistics providers, transportation by drivers, and ultimately delivery to customers. The system facilitates real-time online tracking of the entire process, providing visibility into critical information such as order status in transit, logistics route history, details of shipments, in-vehicle temperature monitoring, electronic proof of delivery, and any customer complaints.

### ✓ Genetic Breeding Platform

Joycome emphasizes the deep integration of information technology and breeding techniques, employing domestically leading genetic breeding techniques to achieve significant breakthroughs in selective breeding and trait cultivation. With over 53,000 genetic data points collected and analyzed using big data and AI algorithms, we provide robust technical support for improving swine performance, enhancing feed efficiency, reducing breeding costs, and lowering carbon emissions.



## ✓ *Integrated Livestock Feed Business Platform*

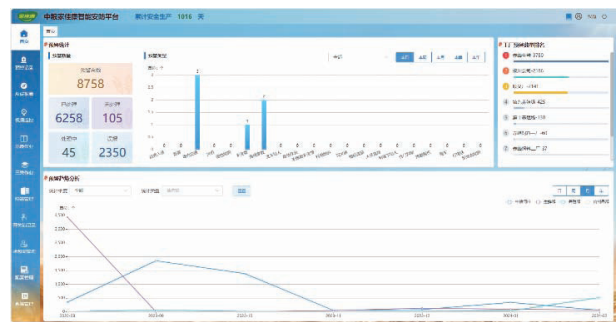
Joycome is committed to enhancing the connection between livestock operations and upstream and downstream processes to improve production efficiency. In 2023, through the successful implementation of the Integrated Livestock Feed Business Platform project, we bridged the gap between farm needs and feed factory production plans, achieving demand-driven production through the application of information technology. By rigorously controlling feed procurement, logistics, quality inspection, production, and sales, Joycome has not only improved product quality but also enhanced the efficiency of settlement between feed suppliers and livestock producers, well facilitating collaborative business operations.

## ✓ *Cost Control and Expense Reporting System*

In 2023, Joycome continued its focus on expense control by implementing a cost control and expense reporting system for comprehensive management of corporate payments and employee reimbursements. This system allows for budget application, review & approval, monitoring, and auditing, integrating directly with contract management system and OA approval workflows for closed-loop management of expenses, thus well enhancing the Company's security and compliance in cost control.

## ✓ *Intelligent Security Platform*

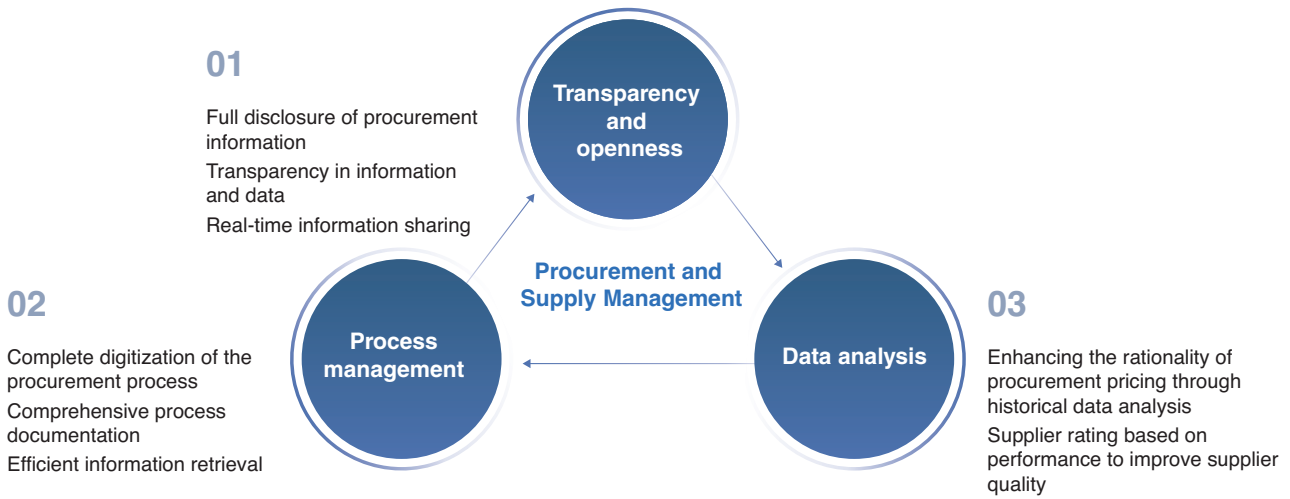
In 2023, Joycome prioritized the monitoring and management of production safety and regulatory compliance through the development of an intelligent security platform. In virtue of AI recognition technology, the system quickly identifies anomalies such as fire, smoke, and unsafe practices, as well as the use of safety helmet, protective clothing, and safety harness. Integrated features such as alarm tracking and unsafe practice video review enable closed-loop control of production safety and elevate the Company's safety management standards.



# Environmental, Social and Governance Report

## ✓ Online Live Hog Procurement Platform

In 2023, Joycome leveraged IT-enabled solutions to manage the fresh pork factory's live hog procurement bidding process. Through an online live hog procurement platform, we strictly controlled live hog procurement plans, supplier qualifications, and procurement processes, thereby laying a technological foundation for controlling procurement costs, standardizing procurement procedures, and ensuring pork quality.



## ■ *Animal Welfare Management*

We implement the Guideline for Animal Husbandry and Farming Quality and Safety Management, which clearly proposes animal welfare standards. We have established 11 animal welfare indicators including feed, drinking water, environment of farming facilities, stocking density, lying area, temperature and ventilation, lighting, farrowing system and other aspects. We purchase compliant and legal veterinary drugs, while our seasoned veterinarians formulate and issue medication guidelines and immunization plans to give timely and correct immunization and treatment to hogs.

Striving to provide a comfortable growing environment for hogs, we improve the feeding, drinking water and environmental conditions in the pens for hog production by optimizing the design and techniques. We have automatic feed line (feed supply), automatic water line (drinking water supply) and environmental control system to ensure the timely supply of feed and drinking water for hogs. The environmental control system is automated to adjust the ventilation, temperature and humidity in the hog pens in real time to ensure suitable environment for the growth of hogs. In addition, surveillance cameras are installed in the hog pens, through which the management personnel can understand the situation in the hog pens at any time and eliminate any abnormality in a timely manner. We strictly control the number of hogs in a single pen so as to allow enough space for movement. We rely on quality feed from the feed factory to provide sufficient food for the hogs to ensure their nutritional balance. We also reduce the particle size of feed during feed processing to minimize gastric ulcers of sows. When moving the hogs from one pen to another, staff will guide them in an orderly manner to avoid frightening them.



The Company tailors the dimensions and area of pens for different types of breeding pigs, such as French and Danish lines, to ensure their comfort. We establish headspace standards for gilts, nursery pigs, and finishing pigs to ensure their health and optimal production performance.

We set target temperatures, humidity levels, ventilation standards, light intensity, and daily lighting duration according to the needs of different hog breeds. We have developed procedures for environmental control settings under positive and negative ventilation modes. Through on-site audits and remote environmental control IoT, we provide early warnings, share, and learn about issues in production environments, ensuring that fans, heating equipment, and cooling pads operate within standards, thereby enhancing the comfort of hogs.

To promote humane slaughter practices, the subsidiaries use automated hog-driving passages and advanced CO<sub>2</sub> stunning technology from slaughter design to reduce stress in hogs awaiting slaughter. We also regularly conduct training on animal welfare management for staff members involved in hog unloading, driving, and slaughtering, in an effort to strengthen management and prevent unnecessary suffering or harm to hogs.

## ■ African Swine Fever Prevention and Control Management

We use high-temperature disinfection and sterilization equipment in the feed processing process, and all raw materials and finished products have been tested to meet the hygiene standards. We also set up regional central warehouses and quarantine centers in the farms, and strictly conducted quality control to prevent viral transmission while centralizing the procurement of supplies. Moreover, we have established a four-level sanitization process of “customers – region – farming communities – farms” to prevent the spread and proliferation of viruses. The disposal of deceased hogs and the sale of live hogs are orchestrated through an interface model, where external vehicles are not permitted entry into our premises, thereby significantly minimizing the risk of disease transmission.

In addition to formulating an “African Swine Fever Prevention and Emergency Response Plan” (《非洲豬瘟預防及應急處置方案》), we are taking measures such as on-site supervision and online monitoring to prevent African swine fever (ASF). We have set up a regional biosafety team and are progressively installing cameras at biological safety sites and key farm locations to facilitate the oversight of ASF prevention and control measures.

We have also established a “Cleaning and Disinfection and Recovery Procedure after Abnormal Situations in Farms” (《養殖場出現異常情況後清洗消毒及復養流程》). With farm management leading the cleaning and disinfection work, double checks are conducted by regional companies and the farming department to ensure the quality of cleaning and disinfection.

Each unit has established an emergency response procedure for ASF outbreaks, thus ensuring effective management of and response to outbreaks.

## Part III Terminal Management

We focus on “the last kilometer” of quality and safety. In addition to strict control over terminal links including cold chain logistics, warehouse and stores, we have developed processes to standardize the admission, management and withdraw of terminal parties, and carry out strict management of terminals in such aspects as equipment and facilities, product protection, goods aging management, return and exchange management, emergency management and traceability, effectively guaranteeing the quality and safety of terminal products.

## Part IV Product Traceability

We have established a traceability system along the entire industry chain covering feeding processing, hog farming, slaughtering and segmentation, meat product processing, sales and other links, and uniformly normalize the quality information recording and identification management of the links along the industry chain.

We have developed an electronic traceability system for the slaughter and processing, impart exclusive “identity” to the products through labelling and coding, and store all data and information in cloud database, achieving full-process traceability and keeping optimization during use. COFCO Joycome adopts product identifications in strict accordance with the “Food Safety Law of the People’s Republic of China” (《中華人民共和國食品安全法》), “National Food Safety Standard – General Rules for the Labelling of Prepackaged Foods” (《食品安全國家標準預包裝食品標籤通則》) and other national regulations and standards. The labelling content encompasses product name, ingredients, nutritional elements, contact and other relevant information, along with critical information such as allergen.

We have in place food recall, food safety incident emergency plan and other systems for products with potential problems, in the hope of minimizing the possibility of consumer exposure to non-conforming products. The subsidiaries have set up an intelligent security platform system to allow network video monitoring and ensure staff and food safety. The Huanggang and Dongtai factories under the Fresh Products Department of the Company achieve forward and reverse traceability and accurate distributor positioning via MES, SFK and other traceability system with information technology, as well as personalized customer labelling and product QR code. In 2023, we continued to perform entire-industry chain traceability drill, covering all manufacturing, validating the efficiency of the traceability system, stepping up the emergency response capacity.

The Company has established policies and systems for guaranteeing and improving product quality and customer services, and have measures in place to be taken for improving and shoring up the product quality.

## ■ *Consumer Rights Protection*

In order to ensure the health and safety of the consumers, Joycome has developed “COFCO Joycome Food Recall Management Measures” 《中糧家佳康食品召回管理辦法》, divides food recalls into three levels based on the harm level of unsafe food, and defines recall process, response time and subsequent disposal management.

In 2023, there was no product recall in Joycome.

## ✓ *Consumer Satisfaction Survey*

We conduct consumer satisfaction survey. Collect, consolidate and make summary of consumer opinions, analyze the unsatisfactory reasons and make further improvement plans, and take seriously every opportunity for improvement and enhancement.

## ✓ *Treating and Handling Consumer Complaints Seriously*

We give feedback on consumer complaints within specified time frame, while analyzing the cause for the customer complaint, taking precautions, and reducing the possibility of customer complaints. In 2023, the Company received 69 complaints from the customers and 100% of the cases were closed. The rate of complaints throughout the year was reduced from 4.06 complaints/1,000 tons last year to 2.85 complaints/1,000 tons this year, reaching 29.8% overall, achieving the goal of 3 complaints/1,000 tons set for 2023.

We clarify the complaint management requirements, classifying, grading, reporting and handling the complaint information, requesting the dedicated function for complaint handling to contact the complainant and handle the complaint in a timely manner.

## ✓ *Handling process for consumer feedback*

- 1) Consumer feedback channels (consumer hotline, emails, etc.): Consumers give feedback through the WeChat official account @ COFCO Joycome.
- 2) Process for whistleblowing and complaints, how to solve problems, experience and lessons from events taken as cases, and how to improve: In case of whistleblowing and complaints, we study and judge the case in question according to the Public Opinions Management Measures, cooperate with relevant department in discussing possible solutions, promptly contact consumers and communicate solutions to them, and finally follow up on the outcomes and consumer feedback.

In 2023, Joycome continuously stepped up the public opinion risk control, with the public opinion management system running normally.

## Environmental, Social and Governance Report

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### Part V Work Safety

#### ■ Build “Sky Net + Ground Patrol + Intelligent Control”

Given the widespread locations, remote settings, and inherently enclosed operations of farms, there exists inherent weaknesses and voids in safety management. Joycome builds “Sky Net + Ground Patrol + Intelligent Control” three-dimensional management model through “Internet + Security and Defense” and “AI + Security and Defense”, implements “Defense by human, object and technologies”, and makes breakthroughs in the challenges of limited accessibility, visibility, and management difficulties in the farming industry, resolving the challenges in the regulation of work safety. In 2023, a project of security platform with intelligent control was added. We have developed 15 intelligent algorithms currently, building 162 pilot intelligent control locations across 5 grassroots entities.

#### *Case: Build “Sky Net + Ground Patrol + Intelligent Control” to improve management model*

**Sky Net:** Establish a video surveillance “Sky Net” system covering the whole Company, encompassing 12,441 cameras, allowing remote, real-time monitoring, significantly mitigating the visibility challenge for management personnel.

**Ground Patrol:** Instituting a three-tiered supervision and inspection mechanism spanning headquarters, business departments, and grassroots entities.

**Intelligent Control:** Develop an AI-driven intelligent recognition and alarm system for various violations. We’ve bolstered our capability for 24/7 automated detection, capturing, and early warning of 11 abnormalities, to make up for the shortcomings of “Sky Net” and “Ground Patrol” systems, thus effectively reinforcing our round-the-clock “intelligent control” over critical areas and better solving the management difficulties.



## ■ *Top priority of the management. Leaders lead work safety*

Leaders leading work safety is the best practice of safety management of modern enterprises, and embodies the safety responsibility of the main leaders of production and operation entities. COFCO Joycome has integrated leaders leading work safety into the daily work. We not only safeguard appropriately “the first responsibility line” of work safety, but also perform properly the responsibilities for work safety from the top down, effectively putting into practice the awareness of “Safety comes first before the industry, business, production and operation in terms of management”.

Meanwhile, COFCO Joycome conducts safety-themed activities by leaders. Leaders lead dedicated team to roll out safety inspections on subsidiaries, driving leaders to keep a good grip on work safety. In 2023, chairman, general manager of COFCO Joycome, and director of the Safety Committee, carried out 8 inspections on the work safety of the subsidiaries, investigated safety hazards with responsibilities and strict standards, and required the subsidiaries to make appropriate records and cancel accounts for hazards discovered, thoroughly eliminating hazards.

## *Case: Top priority of the management. Leaders lead work safety.*

On June 20th, chairman of the Company gave a safety lecture themed “Consolidating the foundation, taking measures for long-term effect, and achieving high-quality development by developing safety culture”. The subsidiaries were required to take an attitude of “we shall never slack off on work safety, make light of safety issues, and show sympathy in safety accountability”, resolutely perform due diligence for work safety, hazard investigation, accident accountability, apply strict principles for food safety, and follow through on ecological and environmental compliance.





## Environmental, Social and Governance Report

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In 2023, the leaders of the Company led teams in person and organized external experts to conduct 63 safety inspections, arranged dedicated functions to unveil 610 hours of online inspections via the security platform, promoted hazards and issues investigation and rectification.



### ■ *Promoting the development of the dual prevention mechanism, achieving the “zero death” goal*

In 2023, COFCO Joycome promoted 4 entities newly put into production to complete acceptance check on the development of the dual prevention mechanism, drove other entities to continuously deepen relevant work, with the dual prevention mechanism development considered as significant tool to prevent and resolve safety risks and achieve “zero death” goal. Adhering to the principles of “Engagement by all, full-process control, and coverage of all aspects”, the Company adopted graded risk control, hazard investigation and treatment to thoroughly and comprehensively investigate, scientifically and conscientiously control various risks, and accurately handle accidents and hazards. It forms dual defense lines for safety, i.e., controlling risks at the source and eliminating accidents and hazards. The Company familiarized the employees with the technologies and methods for hazard identification, risk evaluation, hidden hazard investigation and treatment so that they have safety skills commensurate with the risks of their positions to effectively prevent various safety accidents.

### ■ *Continuously enhancing work safety by professional strength*

External experts were engaged to roll out special evaluation and review for the farming industry chain, covering 7 grassroots entities who all scored above 80 and were “general risk”, effectively preventing and resolving the risks along the farming industry chain, and significantly improving the on-site management.



Engaging experts of third-party institution to coach the grassroots entities to develop the dual prevention mechanism

### ■ *Health and Safety Assurance Measures and Achievements*

We propelled the implementation of a dual prevention system in four newly operational subsidiaries, ensuring continuous enhancement across all subsidiaries. This initiative serves as a vital strategy in our pursuit of zero fatalities, equipping employees with proficient skills in hazard identification, risk assessment, and the management of potential safety risks.

- In 2023, the total investment in work safety exceeded RMB40 million.

## Part VI Food Safety

Safety and quality are our top priorities. Exercising stringent management and control from the source of rearing to aspects such as the environment, feed, rearing, breeding and processing under the principle of “five checkpoints for product safety”, we build a strong food safety defense for “Joycome Brings Love at First Bite (家佳康, 一口就爱上)” to make “Every Bite Safe”.

- ✓ In 2023, the government supervision and management authority at various levels carried out spot inspections on 88 lots of our products, resulting in a first pass yield of 100%.
- ✓ The Training Bureau under the General Administration of Sport of China granted COFCO Joycome pork products “Sports-Training Bureau National Team Preparation Protection Product” for three consecutive years.



Honorary certificates

- ✓ Obtained certificate issued by CNAS Lab

Farming Veterinary Testing Lab of Joycome in Jilin passed the strict review by China National Accreditation Service for Conformity Assessment (CNAS), and obtained a certificate issued by CNAS, becoming one of the 14 veterinary testing labs recognized by CNAS. CNAS is a significant member of International Laboratory Accreditation Cooperation (ILAC) and Asia Pacific Accreditation Cooperation (APAC). It is a Chinese laboratory accreditation institution that is authoritative, independent and impartial with advanced technologies. The testing, inspection, calibration reports/certificates issued by labs accredited by CNAS can be affixed with CNAS or ILAC seals, and the data issued has legal effect and is recognized in over 100 countries and areas worldwide. The certification signals that the Veterinary Testing Lab of Jilin Company has hardware facilities and equipment, testing technologies and management that are recognized by authoritative institutions, and the core competitiveness and brand influence of the Company have been further improved.



- ✓ Centered on customer needs, we continuously improve the management system and mechanism: The Meat Products Factories are highly recognized by top-rated customers, such as Yum China, McDonald’s, through continuous improvement of management and become a member of the Level 1 suppliers. The Huanggang factory of the Fresh Products Department scored above 85 in the assessment by various famous customers, and was approved by the customers.

- (1) The factories under the products department all passed the comprehensive field assessment at a time by top clients.
- (2) The Huanggang factory of the Fresh Products Department scored above 85 in the 12 assessments by various customers. Although it is the first audit for some established corporations under its supply chain, the factory were still highly recognized.

# Environmental, Social and Governance Report

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## Environmental (E)

COFCO Joycome focuses on energy conservation and environmental protection, lays down plans, process control and year-end assessment, and steadily pushes ahead with compliance management, “Carbon Peaking and Carbon Neutrality” and energy management, emission management and other energy conservation and environmental protection tasks. In the meanwhile, the Company constantly ramps up the foundation for energy conservation and environmental protection, and continuously develops systems for energy conservation and environmental protection.

- Set indicators and evaluate performance. In view of the annual operation plan (mainly considering hogs production output, slaughter volume, finished products production output, feed production output, new factories, etc.), the Company sets annual indicators for three levels from Joycome, business departments to grassroots entities, such as energy consumption, carbon emission, wastewater discharge (COD and so on), exhaust emission (NOx and so on), rate of scrapped obsolete electric motor, clean energy usage, and includes them in the quality and safety performance contracts of the Company, business departments and grassroots entities.
- Determine and implement tasks. The Company outlines Joycome quality and safety work points, and defines annual work for energy conservation and environmental protection (identification of system development, organization guarantee, and laws & regulations, warning and education, monthly report of environmental protection, new project monitoring, monitoring of key areas and significant risks, clean energy, carbon inventory and ecological farming, etc.). The subsidiaries at all levels prepare an implementation list for energy conservation and environmental protection, and promote all tasks of energy conservation and environmental protection in an orderly manner.
- Carry out monthly tracking and year-end assessment. Joycome holds a quality and safety scheduling meeting each month to discuss monthly indicators, progress of key tasks and other matters and deploy special work. On top of that, Joycome adopts headquarters verification, business department inspection and grassroots entity self-inspection to validate the actual progress and effect of the energy conservation and environmental protection work, and adopt rewards and punishments corresponding to the inspection results. Furthermore, Joycome organizes annual assessment meeting to assess and score the energy conservation and environmental protection by indicator as well as the completion of the work.

## Part I Develop Environmental Management System

The Group has developed multiple comprehensive quality and safety management systems such as quality and safety accountability system, management measures for quality and safety performance assessment, management measures for quality and safety accidents, rules for points-based quality and safety assessment, grading standards for quality and safety accidents, management measures for quality and safety accountability, management measures for quality and safety training and education, management measures for shift leadership and on-duty work of grassroots entities, and the list goes on.

In addition, the Group has formulated a number of special policies such as regulations on energy conservation and environmental protection management, emergency plan for environmental pollution incidents, “three-simultaneity” supervision and management measures for construction projects, supplemental regulations on safety and environmental protection management for fixed asset investment projects. The Group paves the way for Joycome environmental management by establishing systematic environmental management systems.

The business departs adapts and implements relevant environmental management policies according to the Group’s relevant policies and taking into account the business reality.

### ■ Farming Department

#### ✓ Formulation and Improvement of Policies

The Group has formulated the Management Procedures for the Purchase and Scrapping of Ecological and Environmental Facilities and Equipment, Control Procedures for the Operations of Ecological and Environmental Facilities and Equipment, Solid Waste Management Policy (for Trial Implementation), Emission Management Policy (for Trial Implementation), Fugitive Emission Management Policy (for Trial Implementation), and other policies, further standardizing the environment management of the profit-making sites.

The Group has set up quality & safety and ecological & environmental protection departments at the headquarters, to be responsible for the overall environmental protection work of the Business Department.

The profit-making sites have set up ecological & environmental protection departments, staffing environmental professionals to management local environmental protection-related affairs.

#### ✓ Measures and Implementation Thereof

The Group conducts environmental impact evaluation and acceptance check on project completion, and takes the initiative to organize environmental monitoring, according to “three-simultaneity” environmental protection requirements.

In 2023, the Group performed environmental monitoring 235 times for organized emissions, fugitive emissions, underground water and soil.

The Group selected address for and constructed farming projects, as well as building supporting facilities for pollution prevention and control.

### ■ Fresh Products Department

#### ✓ Formulation and Improvement of Policies

Environmental protection management structure: the Group has set up quality and safety management department, and is responsible for the supervision and management of the word in relation to energy conservation and environmental protection, work safety and food safety of the subsidiaries. The grassroots entities have accordingly set up quality and safety management departments responsible for daily management of the energy conservation and environmental protection of the factories.

Environmental protection-related management measures: (1) the Group has prepared an environmental factor identification and control list according to the environmental evaluation and license for pollutant discharge, and organized the subsidiaries to improve, supplement and re-identify based on the actual pollutant discharge of the factories. (2) the Group has prepared hazardous waste management measures, prepared materials for hazardous waste sample area, and promoted the hazardous waste management of the subsidiaries.

#### ✓ Measures and Implementation

Information about environment management system certification: (1) The subsidiaries perform environmental impact evaluation according to the requirements before put into production. (2) The subsidiaries perform pollutants monitoring at the frequency as required in the pollutant discharge license for environmental monitoring, and give feedback on the monitoring in the monthly report.

# Environmental, Social and Governance Report

## Product Manufacturing Department Formulation and Improvement of Policies

The factories have set up safety and environmental protection management division, and formulated policies in association with energy conservation, emission reduction and environmental protection. The main policies include:

1. Environmental protection management policy;
2. Energy conservation and emission reduction management policy;
3. Energy conservation and protection accountability policy.

## Measures and Implementation Thereof

The procedures for factory environmental impact evaluation and acceptance check are complete, and pollutant discharge license and wastewater discharge license are applied for according to the national requirements.

The factories make environmental monitoring plans and carry out environmental monitoring such as wastewater monitoring and exhaust monitoring as per the plans.

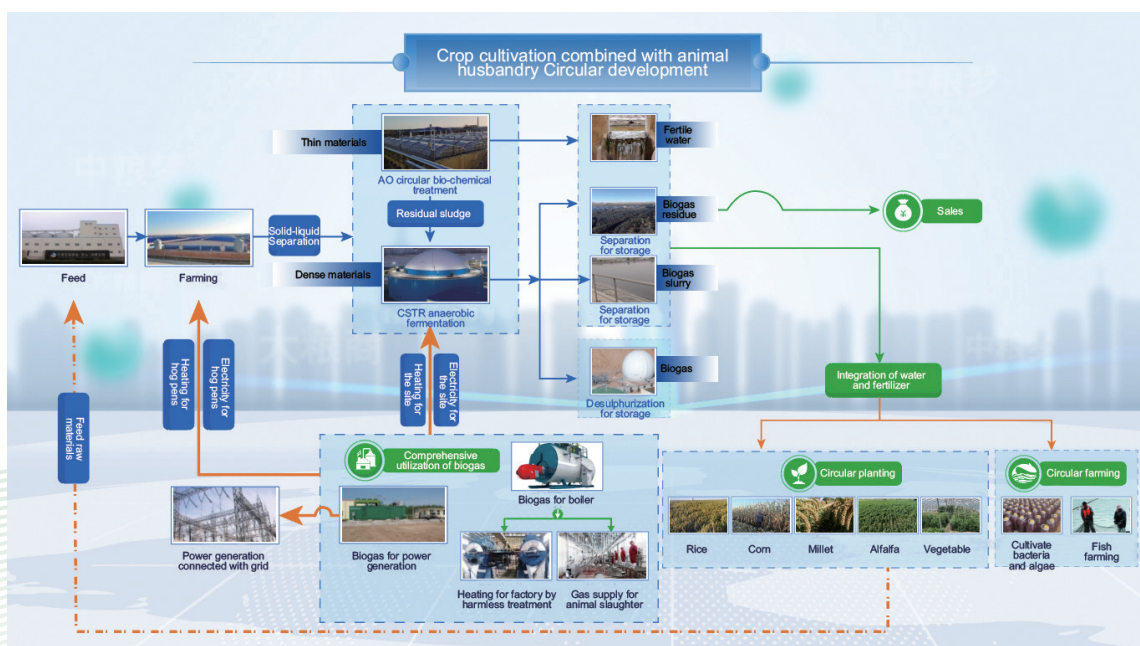
## Part II Environmental Protection

The subsidiaries of the Group have laid down environmental protection accountability policies in accordance with the national and local laws and regulations, determined relevant responsibilities of each department in terms of environmental protection, energy conservation and emission reduction. At the beginning of this year, the subsidiaries were organized to sign the Responsibility for Attaining the Work Safety Goals, which stipulates definite appraisal standards, reward and punishment

measures for energy conservation and environmental protection.

We always give top priority to the sustainable department of the ecology, hold fast to the principles of “leading and modestly surpassing the industry”, and proactively put into practice the main responsibility for ecological and environmental protection as a central government-owned enterprise. Aside from that, we continuously increase the investment in environmental protection, introduce advanced equipment and facilities, explore and apply cutting-edge technologies, and play a leading and exemplary role for the industry.

Oriented by the national agricultural and environmental protection policies, Joycome systematically advanced an innovative eco-farming paradigm that harmoniously combines crop cultivation with animal husbandry in strict adherence to pivotal regulations and policies and in combination with the actual business situation. This approach, integrated with farming in scale and agricultural development, is geared towards achieving the harmless treatment and recycling of animal husbandry waste, essentially converting potential pollutants into economically viable resources. Our distinctive circular agricultural model follows a comprehensive pathway that we developed and keep improving: “Feed Manufacturing – Hog Farming – Waste Treatment – Biogas Energy Generation/Heat Supply – Manure Application – Circular Planting – Circular Farming – Feed Raw Material.” The green low-carbon circular development pathway of crop cultivation combined with animal husbandry brings multifaceted environmental, social and economic advantages to our stakeholders.



## ■ *Site Selection Optimization*

When choosing site for new projects, we determine the area prohibited for farming and ecological protection red line together with the local government. We ensure that the selected sites maintain a judicious and secure distance from residential districts. The environmental impact assessment serves as the cornerstone for determining the adequate environmental protection buffer for project design and execution. In alignment with the environmental attributes and land carrying capacity of the project locale and its environs, we continuously refine the scale of livestock farming and land allocation.

We engage in iterative advancements of technical processes, and tailor waste management solutions to the specific circumstances. In 2023, we transformed three livestock wastewater treatment plants in Songyuan, Jilin Province into resource recovery facilities for waste reduction and agricultural reuse, in addition to constructing a facility for nitrogen reduction of livestock waste for fertilizer use. These initiatives further mitigated the environmental impact of livestock wastewater in the surrounding area.

## ■ *Feed Formulation Refinement*

The Company also proactively refines feed formulations on the basis of the protein amino acid nutritional balance theory. By incorporating suitable varieties and quantities of industrial amino acids without compromising animal productivity or product quality, we have successfully reduced the protein content in daily diets and hence, decreased nitrogen emissions.

Over the years, through extensive applications and R&D trials of low-protein, low-soybean meal diversified feeding regimens, we have seen a significant decrease in the crude protein levels and soybean meal content of our hog feeds, notably positioning them beneath the national average.

With the optimization of low-protein feed technology, the livestock waste subjected to biogas engineering and nitrogen reduction for fertilizer use has lessened the environmental load, leading to a substantial diminishment in pollution.

## ■ *Odor Compliance Treatment*

Balanced ventilation measures are employed within the hog pens for animal husbandry, and air exchange rates are adjusted reasonably based on seasonal and weather conditions. Furthermore, we have adopted measures such as installing spray deodorization facilities, physical barriers, and adhesive nets for controlling odor emanating from hog farming operations. We use bio-deodorization tower for wastewater treatment area and proactively take measures to curb risk of environmental complaints and public opinions arising from odor diffusion.

In terms of the slaughter process, we take the initiative to take corresponding measures for odor treatment with the aim to prevent complaints by surrounding businesses and residents, such as increase the frequency for cleaning to prevent further odor emanation from livestock waste and hog hair. Meanwhile, we install negative pressure suction pipeline around the solid waste piling points, and use treat odor with bio-deodorization tower before discharging it, curbing risk of environmental complaints and public opinions arising from odor diffusion.

## ■ *Noise Compliance Treatment*

We develop and standardize operation procedures and signs for hog driving, hog unloading in the livestock farming link and adopt advanced stunning technologies in the slaughter link, to reduce livestock stress and manage relevant noise.

- In the whole year of 2023, there was no environmental accident or media exposure in the Group.

## *Case: Comprehensive Utilization of Biogas and Fertilizer* ✓ *Biogas Utilization*

We maximize the collection and utilization of the biogas (biomethane) produced from wastewater treatment, recycle biomass energy for heating and electricity generation, and reduce fugitive emission of methane. We reduce direct and indirect carbon emissions while lowering the use of resources.

In 2023, we recycled 18 million m<sup>3</sup> biogas for power generation, energy supply of livestock slaughter process and heating of harmless treatment factories. The comprehensive biogas utilization results in fugitive emission of biogas of 9.13 million m<sup>3</sup>.

The Group will continue to elevate the comprehensive biogas utilization rate to over 10% and new installed capacity of power generation with biogas to more than 1MW. By consistently promoting power generation and heating with biogas, we refine the incentive measures for power generation and heating with biogas, with a view to improving the comprehensive utilization of biogas and reducing the consumption of natural gas and electricity.

## Environmental, Social and Governance Report

### ✓ *Biogas Slurry Used for Planting with Water-Fertilizer Integrated Technology*

On the basis of past experience and industrial practice, COFCO Joycome uses an innovative approach of nitrogen reduction of livestock waste for fertilizer use, i.e. partially subjected to anaerobic fermentation for biogas and partially subjected to aerobic advanced treatment for fertile water. The low-concentration material resulting from the solid-liquid separation of farming waste is processed to obtain fertile water after subjected to advanced treatment with the technology of “two-stage physical pre-treatment + USR + two-stage A/O of large-proportion reflux of low dissolved oxygen”. The resulting excess sludge from high concentration materials and two-stage A/O is processed to obtain biogas slurry and residue by fermentation with integrated efficient two-stage hybrid anaerobic reactor. The production output of biogas slurry and fertile water can be flexibly adjusted based on the actual need, so that the biogas slurry and fertile water from advanced treatment can be comprehensively utilized as integrated water and fertilizer. Throughout this year, biogas slurry and fertile water of 6 million m<sup>3</sup> was provided for more than 13,333 hectares land, reducing the usage of fertilizer while effectively improving the soil fertility.



Fertilization without biogas slurry



Fertilization with biogas slurry

### *Case: Unpacking the Profound Multifaceted Advantages of Alfalfa Cultivation in Sandy Environments*

Alfalfa cultivation in sandy environments can help check wind and control sand, improve the soil structure, properly handle farming waste and produce economic effect. This concerted effort has not only generated considerable economic dividends for both the local populace and the Company itself but has also led to a suite of interconnected and sustainable benefits, such as green economic outcomes, marked improvements in ecological conservation, and noteworthy socio-political gains.

### ✓ *Check Wind and Control Sand + Improve Soil*

Sandy environments lacks both water and fertility, making it impossible for most of the plants to grow. Biogas slurry can meet the requirements of water and fertility for plants. Our Chifeng subsidiary has discovered that alfalfa with purple flower and well-developed root system can improve the soil, check wind and control sand. This alfalfa, also known as “the herbage king”, is rich in crude protein, crude fiber, various trace elements, and vitamins. As a high-quality feed for livestock farming with satisfactory economic effect, this alfalfa features good palatability, easy digestion and good nutrition for livestock growth.

### ✓ *Comprehensive utilization of farming waste*

On the basis of 2022, our Chifeng subsidiary expanded the self-planting area of sandy land to more than 67 hectares in 2023. At the same time, they innovated the cooperative planting mode, reached a cooperation agreement with large alfalfa growers around the project site of the second branch factory, and entered into an agreement to return 1,000 hectares of purple alfalfa biogas slurry to the field. Chifeng subsidiary built a 7km underground pipeline to reach the cooperative farmers’ planting site, and employed the biogas slurry to mix with the irrigation water from farmers for biogas slurry topdressing, so as to reduce the chemical fertilizer cost of farmers.

## ✓ Multifaceted Advantages of Multi-Party Cooperation

The purple alfalfa planting project brings economic gains to the Chifeng subsidiary, meanwhile, the Chifeng subsidiary cooperate with the local government in sand treatment.



Land before planted with alfalfa



Sandy land transformed into oasis

## Case: Reduced diffusion of refrigerant

The factories of the Product Manufacturing Department adopt refrigerant without components that may damage the ozone layer, such as 404A, R507. Daily management measures, including enhanced patrol and maintenance are employed to ensure the normal operation of the system without leakage, thereby effectively reducing the diffusion of refrigerant.



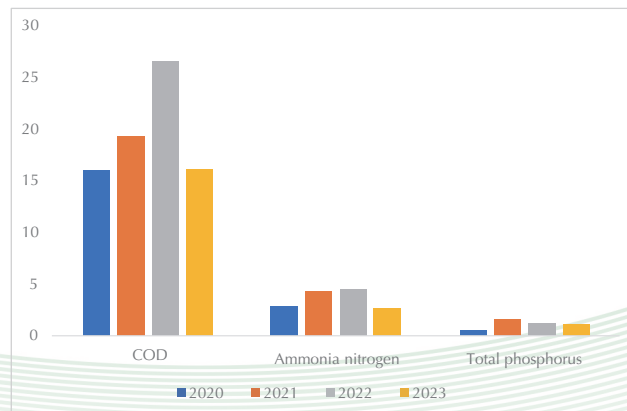
## Part III Emission Management

### ■ Wastewater Discharge

In 2023, the Group generated around 600,000 tons of wastewater containing COD, ammonia nitrogen and total phosphorus, (as well as water consumed for trial operation of new slaughter factories, with annual hog slaughter volume increased by 10% year on year,) and the wastewater discharge intensity was about 0.48 tons/RMB10,000 revenue.

The main wastewater discharge indicators: COD 1.3736 tons/RMB100 million, actually attained 1.1934 tons/RMB100 million. Ammonia nitrogen 0.1558 tons/RMB100 million, actually attained 0.1109 tons/RMB100 million.

Main Wastewater Discharge from 2020 to 2023 (tons)





# Environmental, Social and Governance Report

## ■ *Water Resource Management*

### ✓ *Reducing Wastewater Discharge*

#### **Reclaimed Water Recycling:**

The Huanggang and Dongtai factories of the Fresh Products Department have newly built pools for reclaimed water recycling, use wastewater after treatment for cleaning of hog unloading area and the deodorization system in the waiting pens.

Each year, 50,000 tons of fresh water, and RMB354,000 of water bill and discharge fees, are saved. COD emission was reduced 0.81 tons in 2023.

#### **Upgrading of Wastewater Denitrification:**

The Dongtai factory of the Fresh Products Department upgraded the wastewater denitrification process in 2020, so that the total phosphorus in wastewater complies with the national standard, with the total phosphorus discharge reduced by 80% compared with that before the upgrading.

#### **Harmless Treatment and Recycling of Wastewater:**

Farming wastewater is collected and treated in a timely manner, and harmless treatment is adopted in the biogas stations to produce organic fertilizer. The wastewater from the slaughter process after separated from the solid waste is used as organic fertilizer for farming.

The regional farming companies of Joycome, since put into operation, have been providing biogas slurry to surrounding farmers for cultivation of various crops. In 2023, we served 70 villages and irrigated around 13,333 hectares of land, with fertilizer fees of RMB11 million saved.

### ✓ *Water Conservation*

We reinforce the management of water resource, save water and control water usage at the source, and prevent waste of water resource. In 2023, the Group consumed 10.907 million m<sup>3</sup> of water resource, with the water consumption intensity of 8.8 m<sup>3</sup>/RMB10,000 revenue.

**Farming Department:** Develop different standards of water flowrate for boars, pregnant sows, lactating sows, nursery pigs and finishing pigs in the core farming sectors, to achieve efficient water utilization and reduce waste.

**Fresh Products Department:** The Chifeng factory of the Fresh Products Department added wastewater bumps to draw out hot water generated after the production to waiting pens for cleaning, forming hot water pools for recycling, producing better cleaning effect. In the meanwhile, fresh water of about 10,000 tons is saved annually.

On the premise of meeting the production needs, the Huanggang factory adjusts the running water supply pressure of 0.36 MPa to 0.3 MPa, and reduces water usage by 0.11 tons per capita. 123,000 tons of water is saved each year, and COD emission is decreased by 1.82 tons, with fees of RMB400,000 saved.

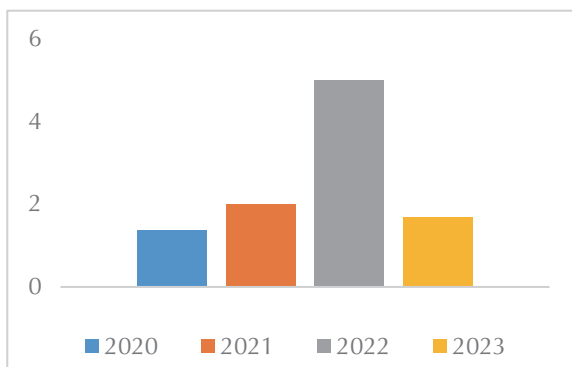
**Product Manufacturing Department:** The Heshan factory recycles condensate of boiler and packaging machine, and saved over 7,700 tons of water this year.

## ■ *Waste discharge*

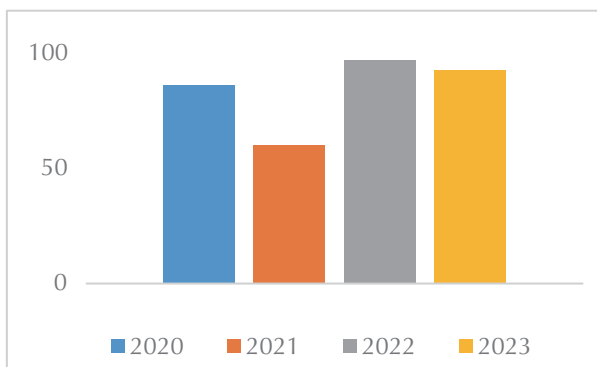
In 2023, the Group produced approximately 16,900 tons of non-hazardous wastes, with an emission density of about 0.014 tons/revenue of RMB10 thousand; approximately 92.67 tons of hazardous wastes, with an emission density of about 0.075 kilogram/revenue of RMB10 thousand.

In this regard, about 61 tons of hazardous wastes in the breeding process (such as veterinary wastes and laboratory waste liquids) were all handed over to qualified third parties for treatment and disposal; about 610 tons of feed dust removal dust and waste packaging materials were produced in the breeding process, and were completely disposed of in compliance with regulations.

Main solid waste emissions (10,000 tons) from 2020 to 2023



Main hazardous waste emission (tons) from 2020 to 2023



## ■ Waste management

### Feed process

We proactively explore and optimize feed formulas to reduce nitrogen content in livestock waste. Over the years, through extensive applications and R&D trials of low-protein, low-soybean meal diversified feeding regimens, we have seen a significant decrease in the crude protein levels and soybean meal content of our hog feeds. In 2023, the consumption of soybean meal in the hog feeds of Joycome Breeding Department only accounted for 10.5%, which was significantly lower than the national average level compared to the national average of 13% during the same period. The nitrogen content in livestock waste can be reduced by optimizing low protein feed technology.

### Breeding process

In the breeding process, we instituted the Biosafety Control Procedure 《生物安全控制程序》 and bolstered the overall biosafety standards at our farms to minimize the risks associated with hog disease and reduce the generation of hazardous waste;

We proactively explored and optimized feed formulas to reduce nitrogen content in livestock wastes;

We conducted timely treatment of livestock and poultry manure, and transported it to the biogas station for harmless treatment, to be used as organic fertilizer returned to the farmland. After being separated, the sewage and solid waste in the slaughtering process were returned to the farmland as organic fertilizer;

We recycled various kinds of wastes, and carried out quality and safety month and other activities to publicize waste classification and waste reduction, promote paperless office, and reduce waste generation. Totally 740 tons of domestic wastes were generated in the whole year.

### Case: Breeding circular agriculture

Joycome organically combined large-scale farming with agricultural development and achieved the harmless treatment and recycling of animal husbandry waste, essentially converting potential pollutants into economically viable resources. We made full use of biogas through power generation, heating and steam production; developed circular planting by coordinated application of livestock and poultry manure as fertilizer and planting alfalfa in sandy land; expanded the circulating water industry by cultivating bacteria and algae using biogas slurry to help aquaculture; actively promoted the use of biogas residue to plant high-quality fruits and vegetables and expand the organic fruit and vegetable industry among neighboring farmers. The approach of green and low-carbon circular development combining planting and breeding brings all parties a variety of benefits in aspects such as environment, society and economy.

# Environmental, Social and Governance Report

## ✓ *Comprehensive utilization of biogas and its benefits*

Principle of “waste-to-energy conversion”: We generated a total of more than 18 million cubic meters of biogas as generated in the whole year, and reduced a total of about 20,000 tons of carbon dioxide; in this regard, the gas supplied and power generated for third parties, downstream factories, and livestock farms exceeded 5 million cubic meters.



Chifeng Second Branch Biogas Station



Joycome Biogas Power Generation Facilities

## ✓ *Comprehensive utilization and benefits of biogas slurry*

Biogas slurry is used to cultivate bacteria and algae. Jiangsu subsidiary provided approximately 9,000 tons of biogas slurry to the production base for the utilization of biogas slurry resources, and produced about 8,000 tons of algae solution, microbial agents, and liquid fertilizer and water agents for aquaculture, achieving sales of over RMB5 million. The products covered 10,000 mus of water surface in the surrounding area and served nearly 800 aquaculture households.



Cultivating bacteria and algae in biogas slurry

## ✓ *Comprehensive utilization and benefits of biogas residue*

Provided to surrounding farmers as an organic fertilizer; biogas residue used to plant vegetables and fruits, 26 self-built vegetable bases that combined planting and breeding, with approximately 15,500 kilograms of vegetables and fruits produced.



Vegetable base combining planting and breeding

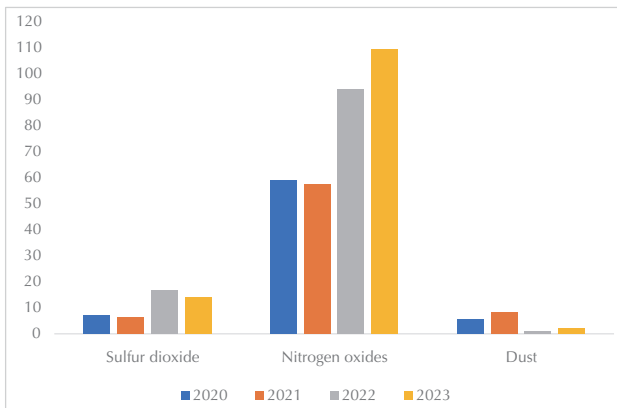


Vegetables grown using biogas residue nutrition

## Emission of Waste Gas

The Group's business saw steady expansion last year. However, the African swine fever epidemic posed a serious threat on our pigs' lives, causing difficulties in setting targets for the waste gas emissions management to some extent. Based on the actual operation condition, the Company planned to set the growth rate of the total amount of waste gas emissions lower than that of the expansion of its business. In 2023, the Group generated atmospheric emissions including sulfur dioxide, nitrogen oxides, etc., totaling approximately 420 million cubic meters of treated waste gas.

**Emissions of major pollutants during 2020-2023 – waste gas (ton)**



## Waste Gas Management

**Replacement of traditional boilers with gas boilers:** Across Fresh Products Department's factories, we have transitioned to gas boilers powered by natural gas and desulfurized biogas, thus effectively minimizing the discharge of hazardous pollutants like hydrogen sulfide, ammonia, and sulfur dioxide;

**Biological deodorization systems:** The Fresh Products Department's factories are fitted with biological deodorization systems composed of deodorization tower, filler, and recirculating spray mechanism, which further attenuate the release of contaminants such as ammonia, hydrogen sulfide, and non-methane total hydrocarbons;

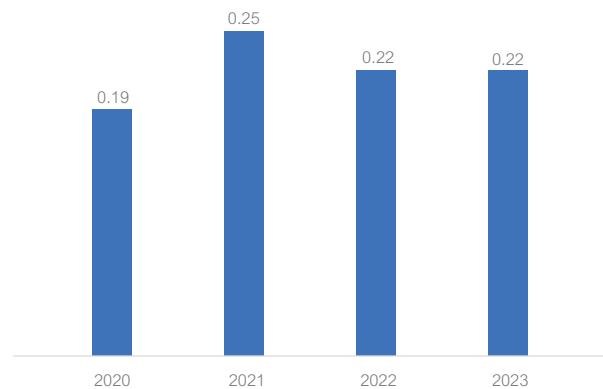
**Utilization of new energy:** The Fresh Products Department's employee dormitory bathing facilities harness solar energy for heating, thereby economizing on natural gas and electricity consumption and lessening exhaust emissions;

In our Fresh Products Department's factories, we have phased out diesel forklifts in favor of electric ones, thereby curbing vehicle emissions.

## Part IV Response to Climate Change

The amount of greenhouse gas emissions was approximately 275,500 tons, including Scope 1 of 108,500 tons and Scope 2 of 167,000 tons, with an emission intensity of approximately 0.22 tons/revenue of RMB10,000.

**Greenhouse gas emission intensity during 2020-2023 (in tons/revenue of RMB10,000)**



COFCO Joycome actively responded to the call of the State and the development trend of the international community by fully integrating the goals and requirements of carbon peaking and carbon neutrality into the medium – and long-term development plan of the Group, and ensuring the implementation of the main goals and development direction of carbon peaking and carbon neutrality in each business. Upon clearly understanding the current status of our carbon emissions, we scientifically identified the development trend. With systemic analysis and internal and external cooperation, we confirmed our overall plan for carbon peaking as the guidance for the Group to achieve the goal in a well-planned and rational way.

The Group categorizes climate change risks into direct risks and indirect risks, and we employ different measures in response to different categories of risks. In the years ahead, we will continue to refine our action plans related to climate risk management.

# Environmental, Social and Governance Report

Category of Climate Risks	Response Measures
<b>Direct Risks:</b> risks directly caused by climate change, such as extreme weather events, sea-level rise, species extinction, and ecosystem destruction.	<ul style="list-style-type: none"><li>• <b>Enhance infrastructure resilience:</b> strengthen and upgrade facilities that may be affected by extreme weather events, such as production lines and warehouses, to enhance their ability to withstand natural disasters.</li><li>• <b>Develop emergency plans:</b> formulate detailed emergency plans for potential extreme weather events, including plans and measures for evacuation, rescue, and production recovery.</li></ul>
<b>Indirect Risks:</b> risks generated by the impact of climate change on other systems (such as the economy, society, and environment), including food security, health risks, and the vulnerability of infrastructure and urban planning.	<ul style="list-style-type: none"><li>• <b>Optimize supply chain management:</b> establish long-term and stable relationships with suppliers to ensure the reliability and stability of the supply chain. Additionally, diversify the layout of the supply chain to reduce dependence on specific regions or industries.</li><li>• <b>Strengthen market research and forecasting:</b> monitor market changes and policy trends closely, and make timely adjustments to production and marketing strategies to adapt to the new market environment.</li><li>• <b>Promote green technology and products:</b> increase research and development efforts and promote the adoption of green technologies and processes to enhance the environmental performance of the industrial chain.</li></ul>

## Part V Use of Resources

**Formulation of annual work plans and development of indicators for the use of resources at the three levels.** We carried out technical transformation within the Group, phased out outdated mechanical and electrical equipment, introduced the waste heat recovery programs, increased the comprehensive utilization of biogas, increased the number of photovoltaic power generation plants, introduced solar-powered street lamps, optimized the management of electricity saving, and other multiple ways to save energy systematically. We implemented the policy of water conservation throughout the entire process within the Group, adopted water-saving faucets for the drinking water system of pigs, increased the utilization of recycled water, reused condensate, carried out technical transformation, and other multiple ways to save water systematically. We strengthened the application of IT technology to better promote paperless office, and encouraged the use of recyclable packaging materials such as ton bags in the production process. Through various systematic initiatives, all resources were effectively utilized.

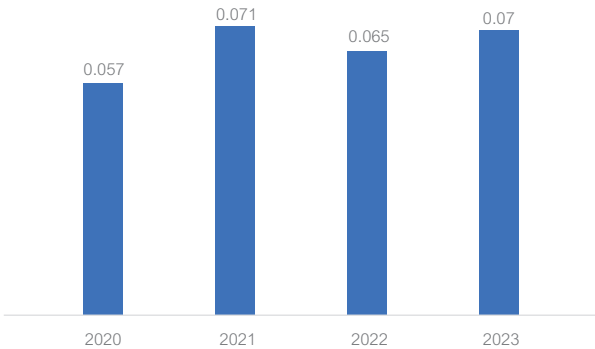
**Rational planning of energy program usage.** While the Group's business saw steady expansion, the African swine fever epidemic brought about a major impact, and posed a certain challenge to the setting of resource utilization indicators. The Company has made rational planning based on the actual operation condition to set the growth rate of total planned usage of various energy and water resources lower than that of the expansion of its business.

### ■ Use of Resources and Emission Reduction

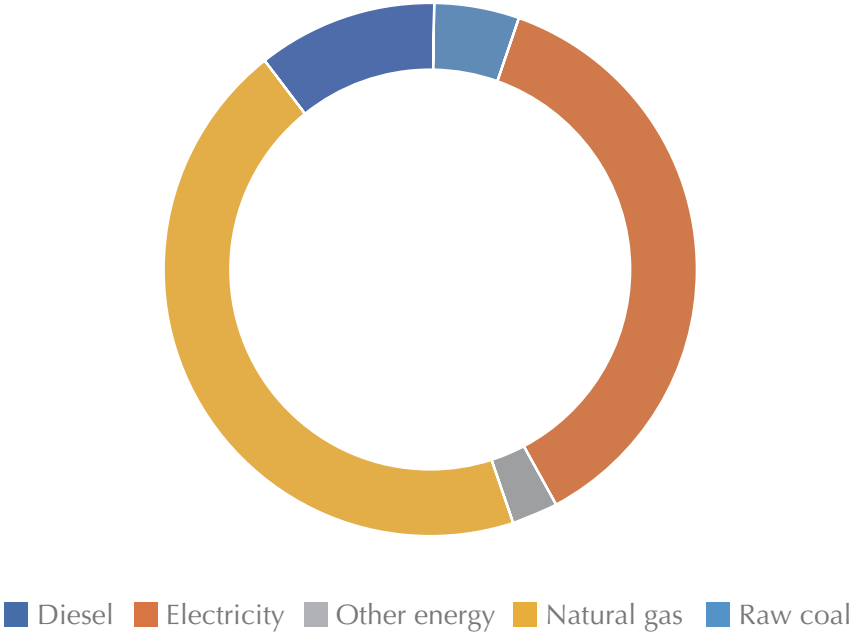
Staying proactive in energy management, the Group ceaselessly refine our energy mix and promote efficient, sustainable energy consumption.

In 2023, the Group slaughtered 5.2 million pigs and consumed approximately 87,200 tons of standard coal in production (In 2022, the Group slaughtered 4.103 million pigs, representing a year-on-year growth of approximately 26.7%, and consumed approximately 83,900 tons of standard coal in production). While ensuring the steady growth of the Group's business, we effectively controlled the total amount of energy consumption with the intensity of energy consumption of approximately 0.07 tons of standard coal/revenue of RMB10,000.

Energy consumption intensity during 2020-2023  
(in tons of standard coal/revenue of RMB10,000)



Energy use in 2023 (in ten thousand tons of standard coal)



## Environmental, Social and Governance Report

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### ■ *Utilization of Renewable Energy*

In 2023, we persisted in advancing distributed photovoltaic power generation and solar street lighting initiatives, actively using renewable energy sources to abate fossil fuel consumption intensity and forge a sustainable development paradigm.

### ✓ *Application of Photovoltaics*

COFCO Joycome introduced the application of solar street lighting into the recently built hog farms and proactively promoted the rooftop distributed photovoltaic power generation project to further strengthen the application of photovoltaic power generation.

#### *Case: Proactive Implementation of Rooftop Distributed PV Power Generation*

COFCO Joycome established three new grassroots enterprises to jointly develop rooftop photovoltaic power generation projects with a third party, with an additional installed capacity of 2.06 MW. So far, there are five grassroots enterprises in total with an installed capacity of 4.82 MW, generating a total of 2.84 million kWh of electricity annually, with electricity charges deduction of about RMB730,000 and carbon reductions of about 1,000 tons.



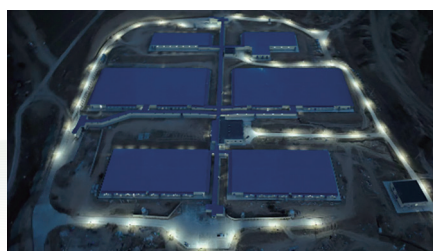
Newly built photovoltaic panels on the rooftops of the factories

#### *Case: Vigorous Development of Solar Street Lighting*

The Farming Department's newly built Chifeng core farm, as well as Jilin No. 24, 25 and 26 farms, totalling four hog farms were installed 473 sets of solar streetlights with an installed power capacity of 23.65 kW and an investment of RMB790,000. This initiative not only eliminates investments in cable infrastructure and the maintenance cost in potential points of failure but also saves approximately 8.49 tons of standard coal and approximately RMB34,500 of electricity charges each year.



Before the application of Solar Street Lighting



after the application of Solar Street Lighting

## ■ *Measures to Reduce Energy Consumption*

### ✓ *Upgrading of lighting equipment*

Our feed factories have undergone lighting equipment upgrades, replacing lighting with energy-efficient bulbs and implementing timer switches;

13 solar lights were installed on the roads surrounding Heshan factory with a total power of 2.6 kW, reducing operating costs and saving 14,716.8 kWh of electricity annually.

### ✓ *Condensed water reuse*

Condensed water reuse of boilers in Heshan factory with annual water savings of about 500 tons;

Condensed water reuse of packaging machines in Heshan factory with water savings of about 7,203 tons in 2023.

### ✓ *Upgrading of production equipment*

High-energy crushers are now equipped with alarms and automatic shutdown mechanisms in the absence of a load;

Thermal efficiency was improved by insulating the walls and doors of the drying chamber with specialized materials to limit heat loss;

The Dongtai factory improved the exhaust system of the air compressor room by installing a control box with temperature control to reduce operating costs and save RMB1,000/year in electricity charges;

The Meat Products Department reduced the comprehensive energy consumption of products and carbon emission per RMB10,000 of output value by adjusting the product structure such as high-energy-consumption deep-frozen products and implementing environmental protection and energy-saving measures such as sewage treatment upgrading;

The Meat Products Department identified and phased out outdated motors at an amount of 20 units with a total power of 121 kW last year, which effectively reduced the number of high energy-consuming equipment.

## *Case: Streamlining Farming Processes to Minimize Energy Loss*

In the farming process, we carried out differentiated management of hogs. We set targeted temperatures, humidity levels, ventilation standards, light intensity, and daily lighting duration according to the needs of different hog breeds. Further more, we developed procedures for environmental control settings under positive and negative ventilation modes. Through on-site audits and remote environmental control IoT, we identified and addressed production problems on site, ensuring that fans, heating equipment, and cooling pads operate within standards, thereby enhancing the comfort of hogs and realizing effective energy utilization and conservation.

Looking ahead, we will remain committed to integrating energy-efficient technologies in upcoming hog farming projects to diminish natural gas consumption for winter heating. Additionally, we intend to broaden the use of solar-powered streetlights to curb electricity expenditure further. Moreover, we will systematically identify and replace energy-intensive and inefficient electromechanical equipment with energy-saving alternatives. In 2023, we planned to replace 15 of such equipment, and actually we replaced 40.

## *Case: The Farm's Integrated Energy Efficiency Enhancement*

Changling Farm's Fresh Products Department underwent a sweeping energy optimization upgrade, phasing out five 10 kW electric heaters and introducing a cutting-edge ammonia compressor exhaust heat recovery system. Ingeniously redeploying the existing 5.5 kW heat exchange circulating pump, the farm managed to harness ammonia compressor exhaust heat for defrosting water pools. In 2023, a total of 211,000 kWh of electricity was saved and a total amount of 128.73 tons of carbon emissions was reduced, saving electricity charges of RMB149,000. Simultaneously, precise cooling zoning was enabled by fitting electric butterfly valves on ethylene glycol pipelines in every workshop, while a 55kW circulating pump was retrofitted with a variable frequency drive to improve energy efficiency. These corrective measures resulted in an annual electricity saving of 121,100 kWh and a reduction in carbon emissions of 73.88 tons, saving electricity charges of RMB60,000.



# Environmental, Social and Governance Report

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Moreover, state-of-the-art energy-saving devices were installed in the boiler rooms across Dongtai, Huanggang, Changling, and Chifeng factories to reclaim heat from flue gases for preheating boiler water, thus substantially enhancing energy utilization. Steam pipelines were also insulated to prevent heat loss. Regular inspection and maintenance systems were established within the factories to ensure good operation status of these energy-saving devices, thereby providing robust support for green production and sustainable development of the Group.

## ■ Waste Heat Recovery

### ✓ Waste Heat Recovery from Exhaust:

We introduced heat recovery systems, which capture and recycle the thermal exhaust air from pigsties to preheat the cold fresh air outside pigsties, thereby reducing energy consumption.

### ✓ Waste Heat Recovery from Dehumidification:

Boilers are equipped with condensers and energy-saving devices to preheat boiler water using the waste heat from flue gas, thereby reducing natural gas consumption.

The drying room uses high-performance insulation materials to reduce heat loss.

- So far, it has been adopted in 8 hog farms, saving more than RMB10 million in construction costs for one line. Upon its operation, natural gas consumption has decreased by about 30%.

## ■ Packaging and Office Work

Given the impact of our packing materials and office paper on the environment, we strove for simple product packaging and paperless office work without sacrificing quality and work efficiency, so as to minimize the negative impact on the environment. In 2023, total packing materials consumed by the Group, including plastic bags, plastic films, cartons and plastic pallets, amounted to approximately 2,043.6 tons, representing a year-on-year decrease of approximately 263 tons, with a packing material usage intensity of about 1.66 kilograms/revenue of RMB10,000.

## Social (S)

### Part I Employee Development

Our primary actions:

- Our labor contract signing rate reaches 100%.
- We provide equal and diverse work opportunities.
- We create a safe, secure and non-discriminatory working environment.
- We establish school-enterprise partnership to jointly nurture professionals.
- We ensure our employees enjoyed national holidays, paid annual leaves, etc.
- We give no tolerance to the employment of child labor and forced labor.
- We provide free health check benefits for employees annually and organize regular training on first-aid knowledge and health education programs.
- We offer business insurance services for employees.
- We conduct occupational hazard assessment on a regular basis and equip employees with personal protection supplies.
- We emphasize on occupational health and safety, and strengthen training and management.
- We convene the employee representative meetings and consider proposals from staff.
- We organize popular recreational and sports activities.
- The number of death at work during the year is 0.
- We have conducted staff training with approximately 380,000 participants.
- We have assisted and expressed regards to 7,642 employees.

#### ■ *Protection of Rights and Interests*

We strictly abide by relevant laws and regulations including the Labor Law of the People's Republic of China 《中華人民共和國勞動法》, the Labor Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》. We have set up the Management Methods for Labor Contracts of COFCO Meat 《中糧肉食勞動合同管理辦法》, the Management Methods for Employee Enrollment and Exit of COFCO Meat 《中糧肉食員工入離職管理辦法》, the Management Methods for Personnel Recruitment of COFCO Joycome 《中糧家佳康人員招聘管理辦法》, the Employee Manual (員工手冊), the Management Methods for Employee Attendance and Leave of COFCO Joycome 《中糧家佳康員工考勤和休假管理辦法》 and other systems and measures to pay attention to and safeguard our employees' legitimate rights and interests.

We fully respect and safeguard our employees' legitimate rights and interests, regard their occupational health and safety as top priority, safeguard the rights and interests of our female employees, and offer various channels for our employees to protect their rights and interests. We provide free health check benefits for employees annually and organize regular training on first-aid knowledge and health education programs, while offering business insurance services for employees to provide them with more comprehensive protection. We also promote democratic management, participation and supervision within the enterprise.

## Environmental, Social and Governance Report

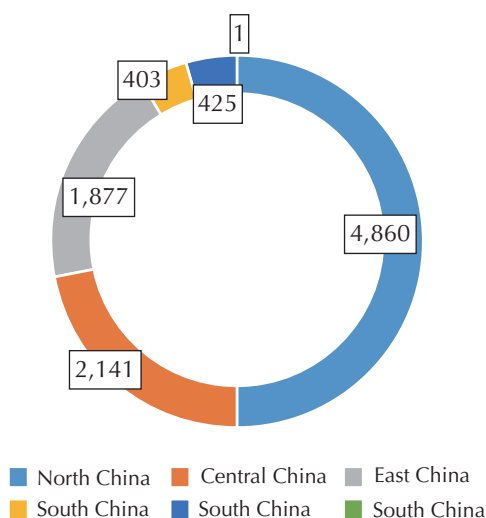
Regarding the employment of child labor and forced labor, no tolerance is given. We spare no effort in preventing the possibility of any labor issues. We strictly abide by the Labor Law of the People's Republic of China 《中華人民共和國勞動法》 and the requirements under relevant laws and regulations, and do not employ any person under 18 years of age. Labor contracts were signed in accordance with laws to specify the conditions of employment, so as to ensure that employees gain a full understanding; our recruitment procedures do not involve any restrictive and unreasonable condition.

### ■ *Equal opportunities*

The Company creates equal and diverse job opportunities for employees of different ethnicities, genders, ages, religions, and cultural backgrounds, adheres to the principle of fair, just, and open recruitment, and bends itself to providing every employee with a safe, reliable, and non-discriminatory work environment from the start of their job application.

As of the end of the reporting period, the total number of employees in the Group is 9,707, from five regions including North China, East China, Central China, South China, and Southwest, falling into 15 ethnic groups.

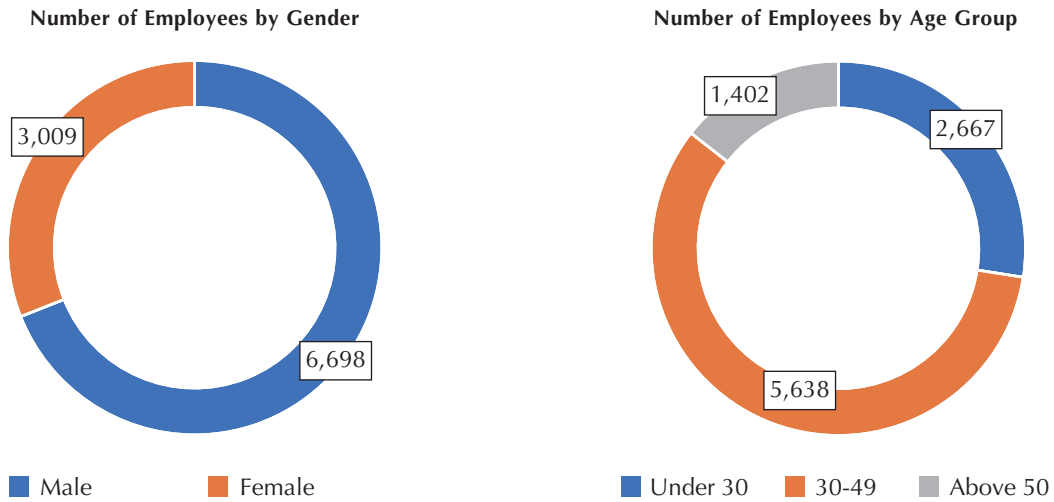
Number of Employees by Region



### ■ *Hiring of new employees*

We strictly implement relevant laws and regulations such as the Labour Law of the People's Republic of China 《中華人民共和國勞動法》 and the Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》, and have formulated rules and regulations such as the Management Methods for Labor Contracts of COFCO Meat 《中糧肉食勞動合同管理辦法》, the Management Methods for Employee Enrollment and Exit of COFCO Meat 《中糧肉食員工入離職管理辦法》, the Management Methods for Personnel Recruitment of COFCO Joycome 《中糧家佳康人員招聘管理辦法》, the Employee Manual (員工手冊), and the Management Methods for Employee Attendance and Leave of COFCO Joycome 《中糧家佳康員工考勤和休假管理辦法》. We attach importance to and protect the legitimate rights and interests of every employee, create equal and diverse job opportunities for employees of different ethnicities, genders, ages, religions, and cultural backgrounds, adhere to the principles of fair, just, and open recruitment, and are committed to ensuring that every employee enjoys a safe, reliable, and non-discriminatory work environment from the beginning of their job application.

As of the end of the reporting period, the total number of employees in the Group is 9,707, with a labour contract signing rate of 100% and a social insurance coverage rate of 100%.



## ■ Employee development and promotion

### ✓ Employee development

The Company always insists on the people-oriented business philosophy, continuously protects the legitimate rights and interests of employees, creates a safe and comfortable working environment, builds clear and smooth career development channels, and provides employees with a fair, equal, and value sharing talent development platform.

We attach importance to the introduction of outstanding graduates and actively carry out our campus recruitment plans and talent training programs to consolidate our talent base and promote the healthy development of the Group. On top of that, in order to implement the policy guidance and development concept of school-enterprise cooperation, we further strengthened school-enterprise communication and cooperation, established a normalized communication mechanism, provided well-targeted employment guidance and services to promote higher quality employment for graduates, and established internship bases and innovation bases jointly with some colleges and universities. The marketing positions of our company provide talents to jointly cultivate animal husbandry professionals.

To offer more room for employees to grow, we increased staff training to sharpen their skills and expanded the promotion channels for them. Based on our staff turnover analysis, we actively adjusted our measures to communicate more effectively with employees and improved their satisfaction with the Company.

We organize new employee training to help new employees from campus recruitment quickly integrate into the organization and change roles, and accelerate their growth through business knowledge learning, career counselling, and factory visits and practices; according to the training plan of the breeding department, we organize training for newly appointed farm heads and management trainees, and strengthen team management and skill enhancement; according to the system training plan of the Fresh Products Department, we carry out new employee training and professional skill training, closely adhere to strategic empowerment, and strengthen talent reserves; in line with the business development requirements of the meat product department, we carry out training on the integration of industry and trade, discussion and training on regional sales work, and build a research, production and sales integrated team to empower the product business.

# Environmental, Social and Governance Report

## ✓ Career promotion

Upholding the corporate culture of “integrity, team spirit, professionalism and innovation”, we regard talent development as our major task. We have developed the measures for administration of talent development to clarify the development and promotion paths of employees and encourage them to obtain more development opportunities through their outstanding performance and professional skills. We organize regular talent development meetings to continuously monitor the working conditions of our employees, assess their overall work performance and development during the year, and provide them with agreeable development opportunities according to their work experience and ability.

## ■ Remuneration and benefits

We have formulated the Remuneration Management Policy to determine the employees’ salaries in accordance with industry standards, job requirements, personal performance and difference in individual abilities under the concept of determining salaries based on position, receiving remunerations according to performance, promoting capacity development, and maintaining internal fairness and competitiveness, which realized effective remuneration management to entitle our employees to the wages and insurance allowances that they can legally enjoy. None of our employees is paid below the minimum wage standard set forth by the government. We have also implemented the Employee Leave Management Measures to ensure that our employees enjoy national holidays, paid annual leave, paid sick leave, marriage leave, maternity leave, paternity leave, etc.

We improve the welfare benefits of the safety team to ensure that the team members can be retained. We have issued the Management Measures of COFCO Joycome for Strengthening the Construction of Safety Management Team 《中糧家佳康加強安全管理團隊建設管理辦法》, further improved the remuneration of full-time safety management personnel, and increased the average salary of the safety management personnel on the breeding farm by more than 15%; we strengthen personal positive incentives for safety management.

## Part II Occupational Health

We have formulated and implemented the Management System for Occupational Health (職業健康管理制度), the Management System for Labor Protection Equipment (勞動防護用品管理制度) and other systems following the laws and regulations in relation to occupational health such as the Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》, thereby building up an effective occupational health management system.

We invite third party on a regular basis to conduct occupational hazard assessment and disclose the results; equip our employees with personal protection supplies and instruct employees to use them correctly; organize regular training programs on occupational health and issue notices of potential hazards; and ensure that every employee has the knowledge and skills of occupational health necessary to their work. We organize health check-ups for employees regularly, especially for occupational hazards-related staff, and provide employees with injury insurance, accident insurance and other insurances, so as to protect employees’ occupational health and safety. One employee died on the job in 2021 and there have been no work-related injuries in the past two years. The Company lost 601 working days due to work-related injuries during the year.

Index	2023	2022	2021
Number of death at work	0	0	1
Ratio of death at work	0.000‰	0.000‰	0.110‰

## ■ Improving the occupational health management system

To prevent, control, and eliminate occupational hazards, protect the health and related rights and interests of employees, and promote safe production, the Group has further improved its occupational health management system in accordance with laws and regulations such as the *Law of the People’s Republic of China on the Prevention and Treatment of Occupational Diseases* 《中華人民共和國職業病防治法》.

## ■ *Occupational health work measures*

1. Employees receive regular physical examinations and occupational disease screenings, with those in critical positions and those exposed to occupational hazards undergoing annual occupational health screenings, and the corresponding occupational health examination records are established;
2. Hire a third party to conduct occupational hazard test every year and issue an occupational hazard test report;
3. Buy work-related accident insurance for employees as required;
4. Establish a labour protection equipment management system in the Company;
5. Organize employees to receive training on management measures on occupational disease prevention and control, occupational health training, etc.;
6. Each unit shall establish a personnel health management system to standardize the personnel health management in the Company;
7. Organize occupational health training and exams for the year of 2023.

## ■ *Occupational health improvement activities*

### ✓ *Identification of on-site risks and adequate implementation of protective measures*

Each department is responsible for carrying out regular maintenance of occupational health warning signs and protective facilities in workplaces for toxic and harmful substances to ensure their normal operation.

### ✓ *Personal protection*

Each department establishes standards for the distribution of personal protective equipment in light of the types of occupational hazard factors in different types of work, distributes them reasonably, and registers and manages the distributed personal protective equipment.

### ✓ *Personal training*

Introduce the characteristics of occupational hazards in the department and provide occupational health training to new employees and employees transferred from another post before they start work, and regularly implement occupational health training during their on-the-job period.

Implement pre-job occupational health examinations for new employees before they start work, and conduct annual physical examinations for occupational and general health of employees.

We conduct regular training for operators, which should include the types of hazards present in the work and the requirements for protection in the relevant laws, regulations, standards, etc. The control measures taken should cover the selection of individual protective equipment, verification of protective effects, usage and maintenance, maintenance methods, inspection methods, etc.

For places with occupational hazards, we establish occupational hazard notification cards.

We set up notice boards in prominent locations to announce relevant legal regulations, standard operating procedures, knowledge about chemical poison prevention, emergency rescue measures for occupational health hazards, and results of workplace occupational health hazard assessments.

## Environmental, Social and Governance Report

### ✓ *Strengthening safety process management*

We strengthen safety process management in all factories. Safety process management includes: setting up non-plague testing for entry/exit of factories; establishing two personnel disinfection channels for disinfection; regularly disinfecting the area; first taking samples for testing before external members enter the production area, and allowing them to wear protective clothing to enter the production area only after the qualified results are obtained; not allowing personnel to leave the factory unless necessary.

### *Case: Comprehensive safety management system for breeding supporting feed factories*

In accordance with the requirements of occupational health management we have established an occupational health management ledger. This ledger primarily includes the occupational health “Three Simultaneities” records for construction projects, occupational health management records, occupational health promotion and training records, occupational health hazard monitoring and evaluation records, employer’s occupational health supervision and management records, and workers’ individual occupational health monitoring records. Regular distribution of labor protection supplies is carried out, and employees are regularly organized to undergo occupational health examinations. Also, we have developed the Occupational Disease Prevention and Control Plan and Measures 《職業病防治規劃及方案》, the Checklist for Implementing the Annual Occupational Disease Prevention and Control Plan 《年度職業病防治計劃實施檢查表》, and the List of Occupational Disease Protective Facilities 《職業病防護設施一覽表》. We regularly carry out occupational health and first aid training for employees. We also organize third parties to conduct occupational hazard detection regularly to ensure the safety of the work environment.

## Part III Employee Training

We place great importance on talent development, aligning our annual training plans with COFCO Group’s strategic development needs. Training activities encompass core aspects such as production, operation, and management, offering all employees a wealth of learning opportunities.

### ✓ *Safety training*

1. Efforts were made to strengthen safety production training, achieving 10,473 related training sessions throughout the year, with over 278,000 trained employees. In order to further enhance the safety awareness of personnel in key positions, more than 20 safety empowerment training sessions were conducted for grassroots enterprises (deepening the knowledge of the breeding department to the main responsible persons of 36 breeding farms), and nearly 1,300 manager at all levels participated in the training, further enhancing the safety awareness of personnel in key positions.



Safety production lecture

2. The number of training sessions intended for ensuring product quality was 1,715, covering 28,128 members.

### ✓ *Specialized empowerment training*

The first closed specialized empowerment training was conducted for the backbone personnel of COFCO Joycome responsible for quality and safety management, consolidating the team consensus, honing internal skills, and further enhancing the professional ability and work motivation of the safety team.

# Environmental, Social and Governance Report

By conducting nine theoretical courses and discussing five difficult issues, we organized external benchmark exchanges and knowledge and skill exams to conduct lean trainings.

We launched vocational skill competitions to enhance the cultivation of skilled talents. We continued to advance the specialization of brand marketing and step up the cultivation of brand marketing talents, thereby improving the quality of store operations. We consistently organized talent development programs across each level such as “Star Talent”, “Morning Sun”, and “Spark” to enhance the comprehensive abilities and leadership of key talents.



## ✓ Lean management training

The Group carried out continuous improvement actions for all employees through “lean management – energizing the organization, fostering development, and generating profit”, enabling employees to consistently surpass themselves.

In 2023, we newly launched two lean management training camps, with 95 trainees, and carried out six weeks for improving business departments and breeding farms, achieving the true implementation of 5S work at the grassroots level.

## ✓ Legal literacy training

In 2023, the Group held a total of four legal training sessions to enhance the legal literacy of related employees, enhance their understanding of intellectual property rights, and enhance their sensitivity to intellectual property rights, risk prevention awareness, and prevention and control capabilities. The scope of legal training covered the functional departments and business departments, and the trainees included the corporate management personnel and grassroots staff, with the total number of participants, both online and offline, being nearly one thousand.

Theme	Time	Content	Training Object
Compliance training for Hong Kong listed companies	April 21st, 2023	Summary of Hong Kong regulatory authorities, responsibilities of directors of Hong Kong listed companies, information disclosure requirements, transactions and related transactions to be announced, characteristics of compliance work, etc.	Functional and business departments
Advertising compliance training	June 6th, 2023	False publicity, prize-giving sales, absolute language use, intellectual property statements, and special precautions in the food industry	Fresh Products Department, Meat Products Department, COFCO Feed and other business departments
Contract legal risk prevention training	October 23rd and December 19th, 2023	Risk points and prevention measures before contract signing and during performance	Trainees and procurement personnel of Joycome’s second “Morning Sun Plan”

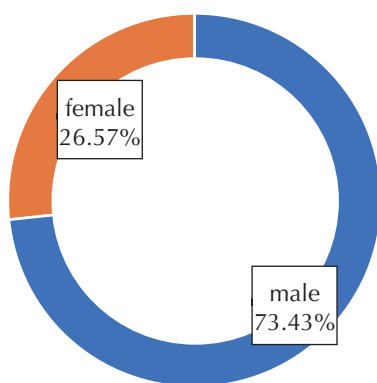


# Environmental, Social and Governance Report

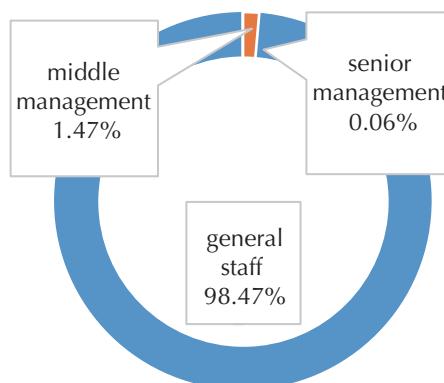
## Training situation of the Group in 2023

Training sessions	15,200 sessions
Training participants	378,300 participants
Accumulated training hours	199,100 hours
Per capita training duration	19.20 hours
By gender	
Training hours of male employees	21.29 hours
Training hours of female employees	18.42 hours
By level	
Training hours of senior management	40.05 hours
Training hours of middle management	14.52 hours
Training hours of general staff	19.20 hours

**Distribution of Training Participants by Gender**



**Distribution of Training Participants by Level**



### ■ *Employee communication*

Holding steadfast to the principles of “standardized procedures, institutional implementation, and robust guarantees,” COFCO Joycome actively convenes employee representative conferences, attaching great importance to the role of these conferences in mobilizing all staff to serve the overall interests, safeguard their rights and interests, and participate in corporate management. We legally ensure employees’ rights to information, participation, expression, and supervision.

We emphasize the management of all employees, and stimulate their enthusiasm for participating in management through the solicitation of reasonable suggestions and effective proposals.

### ■ *Employee care*

The labour union at COFCO Joycome has meticulously revised the Management Methods for Headquarters Union Membership Benefits and Employee Care of COFCO Joycome 《中糧家佳康總部工會會員福利和員工關愛管理辦法》 to enhance the Company’s welfare management, aside from providing comprehensive health check-ups for employees to safeguard their well-being and health.

# Environmental, Social and Governance Report

## ✓ *Caring for the lives of employees*

In 2023, the Company's labour union organized 23 cultural and sports interest groups, and carried out more than 150 cultural and sports activities related to badminton, basketball, football, swimming, etc.

Each department actively organized various employee activities in Beijing, Heshan, Wuhan, and Jilin. These included events such as basketball challenges, badminton competitions, the "Passionate Summer: Fun in North China" sports carnival, and "Enjoy Autumn: Fun in North China" team-building activity. Huanggang and Heshan subsidiaries hosted "Growing Towards the Sun: Gracefully Blossoming" Women's Day events, while Shanghai and Heshan subsidiaries organized movie viewing and DIY craft activities. Jilin subsidiary organized a visit to the "September 18" History Museum for patriotic education.



"Passionate Summer: Fun in North China" sports carnival



Jilin subsidiary organized a visit to the "September 18" History Museum for patriotic education



"Improving Environmental Quality and Building a Clean and Beautiful Home" themed activity



"Golden Ball Cup" Billiards Competition

## ✓ *Caring for employees in difficulties*

COFCO Joycome issued the Management Methods for Headquarters Union Membership Benefits and Employee Care of COFCO Joycome (Revised in 2023) 《中糧家佳康總部工會會員福利和員工關愛管理辦法(2023修訂版)》. Article 4 of the Guidelines provides the requirements for retirement condolences to retired union members; the employee care program in Article 5 provides content related to assistance to employees in difficulties, holiday condolences to relevant retirees and disadvantaged groups, etc.

According to the guidance on assistance for employees in difficulties, we offered assistance to 41 persons, with a total assistance amount of RMB48,700, striving to enhance the happiness, sense of gain, and sense of safety of employees. Furthermore, through seasonal initiatives such as "Summer Comfort" and "Winter Warmth," as well as medical outreach programs, we have cumulatively provided solace and support to 7,642 individuals.

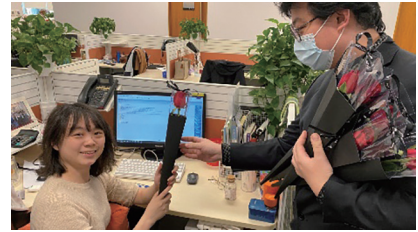
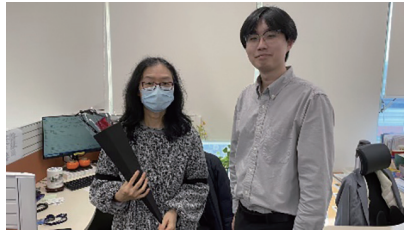
# Environmental, Social and Governance Report

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## ✓ *Caring for female employees*

To care about the health and safeguard their special rights and interests of female employees, we actively held activities such as parent-child day, staff family day, etc. We put a new premium on female employees' needs and show them more care by taking actions to solve their problems and do good deeds for them, which motivates their enthusiasm at work.

Throughout 2023, a total of 10 singles matchmaking events were conducted, while 37 women's employee welfare initiatives were implemented. We organized celebrations for our female employees on International Women's Day to give them holiday greetings and show our respect.



Celebration photos of "International Women's Day"

## Part IV Brand Operation and Management

### ■ Support to and cooperation with external brand partners

We place high priority on the information privacy of our clients in compliance with relevant laws and regulations and attach great importance to keeping the privacy of our partners and customers. In the course of branding activities, we will sign confidentiality agreements with relevant personnel who will handle our customer data, so as to strictly control the information usage, while conducting confidentiality inspection regularly to completely avoid any consumer information leakage.

### ■ Branding activities

We always pay attention to consumers and actively showcased the brand slogan “Joycome Brings Love at First Bite” (家佳康，一口就愛上) and the safer and healthier brand concept through various activities such as joint tasting with Tongrentang, joint event with Fissler on “Women’s Day”, sponsorship of the 2023 Beijing Half Marathon and Beijing Marathon, hosting the Joycome 2023 “Beauty 18” Women’s 10KM Race (Beijing Event) and Joycome flaxseed pork dumplings competition.

#### Case: Goddess to Chef, balancing a healthy and comfortable life

On March 8th, Joycome and Fissler jointly held the “Goddess to Chef” food tasting event in Beijing Chaoyang Joy City. Joycome’s flaxseed pork ribs and diced meat products could be opened and directly cooked without cutting, saving more time and energy for women. No matter how busy they are, they can also balance a healthy and comfortable life.



#### Case: Nationwide fitness campaign, safeguarding safety and health

2023 Beijing International Long-Distance Running Festival – the Beijing Half Marathon was unveiled on April 16th. As an officially designated meat product provider, COFCO Joycome professionally guarded the safety and health of the runners during the race. Joycome cheerleading team on the two sides of the track and Joycome “Runner’s Home” at the finish line also gave family like care to the runners.



## Environmental, Social and Governance Report

### Case: Commitment to Beauty and Healthy Life

On September 10th, COFCO Joycome participated in the “Beauty 18” Women’s 10KM Race (Beijing Event), providing Joycome safe and healthy flaxseed pork barbecue for runners at the finish line. The event aimed to inspire women to harbour aspirations for love, happiness, and beauty through physical exercise, encouraging women to embrace a healthy lifestyle as a bold step forward.



### Case: Nationwide fitness – Helping Beijing Marathon complete the race safely

On October 29th, COFCO Joycome fully supported the preparation of the 2023 Beijing Marathon and established a brand running team to help Beijing Marathon runners complete the race safely. While benefiting the general runners, Joycome hoped to leverage Beijing Marathon to continuously promote a healthy lifestyle that promotes both nationwide fitness and safe and healthy meat consumption.



## Case: Taking healthy food promotes the inheritance of dumpling culture

On December 22nd, COFCO Joycome, in collaboration with Wuhan Catering Industry Association and Yangtze River Daily, held the promotion competition of “Healthy Dumpling Leader – Love at First Bite · COFCO Joycome Flaxseed Pork Dumplings Competition” at Wuhan Evergreen Talent Park. In response to the upgrading demand of the people from “filling the belly” to “eating well” and “eating healthily”, COFCO Joycome hoped to provide consumers with more safe and healthy meat stuffing choices through this competition, fully ensuring the safety and health of meat consumption for citizens, and helping to innovate and inherit the Chinese dumpling food culture.



## ■ Brand management of COFCO Joycome

We have developed a management system for product labelling and publicity, with special emphasis on promotional activities that included consumer food safety, especially targeting vulnerable groups such as expectant and new mothers, children, teenagers, and disadvantaged populations.

### ✓ Brand operation

We optimized the operating standards of the Joycome and Maverick brands, thereby creating a clear brand positioning and steadily promoting brand recognition in the long term. We also formulated the brand licensing management rules and the product structure standards for the Joycome and Maverick brands, improved the awareness of intellectual property right protection, regulated Joycome’s obligations when using fonts, pictures and other works, and set out detailed regulations on the management departments of trademark licensing, application process and rules for the use of trademarks by dealers. In the entire process of intellectual property right application, use and authorization, we followed up and reviewed the intellectual property rights to ensure that all rights were used in a standardized manner, and urged rectification of misconducts of dealers when assisting in the supervision of their daily operations. We organized legal training to enhance the legal literacy and the understanding of intellectual property rights of relevant staff, which aimed to raise their attention to intellectual property rights, their risk prevention awareness as well as risk control capabilities. We built our brand system through an approach known as “trademark + domain names” and took initiative to register domain names that were relevant to the Company’s trademarks and business operations, focusing on keywords such as “cofco-joycome”, “cofcojoycome” and “cofcomeat”. We have registered 6 domain names, aiming to provide a “comprehensive protection” across the whole cyber world.

### ✓ Product packaging

In terms of packaging, the “Administrative Measures for the Review of Launch and Revised Packaging of COFCO Joycome Products” 《中糧家佳康產品上市及改版包裝審核管理辦法》 ensure our products and revised labels meet legal, regulatory, and quality and food safety management system requirements, thus mitigating packaging compliance risks.

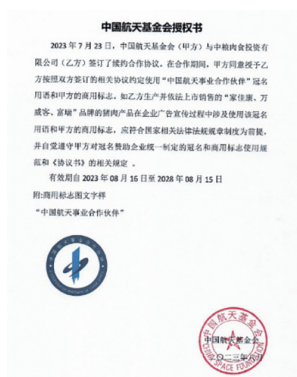
# Environmental, Social and Governance Report

## Case: Continuously serving as a partner in China's space exploration

In July 2023, the China Aerospace Foundation awarded COFCO Meat Investment Co., Ltd. the title and commercial logo of "A CHINA SPACE AFFILIATE". The pork products of the "Joycome, Maverick, and Furui" brands, produced and legally marketed for sale, used this naming term and commercial trademark in the advertising process of the enterprise. The validity period was from August 16th, 2023 to August 15th, 2028.



A CHINA SPACE AFFILIATE



Authorization letter from China Aerospace Foundation

## ✓ Intellectual property rights

We attach great importance to the protection of intellectual property rights. We have formulated regulations concerning intellectual property rights, such as the List of Compliance Obligations of COFCO Joycome Intellectual Property Rights 《中糧家佳康知識產權合規義務清單》, the Administrative Measures for the Review of Launch and Revised Packaging of COFCO Joycome Products 《中糧家佳康產品上市及改版包裝審核管理辦法》, the Interim Measures for the Administration of the Authorized Use of COFCO Meat Brands 《中糧肉食品牌授權使用管理暫行辦法》, the Notice on Standardizing the Use of Fonts, Pictures and Other Works 《關於規範使用字體、圖片等作品的通知》, and the Specification for the Product Structure of Joycome and Maverick Brands 《家佳康、萬威客品牌產品架構規範》, to improve the Company's awareness of intellectual property protection, by standardizing the content of Joycome's obligations when using fonts, pictures and other works, and specifying the obligations related to intellectual property compliance such as the management department of trademark authorization, application process, and dealer use specifications.

In order to effectively protect the Company's intellectual property, we have established a special "intellectual property" section in the legal affairs management system to follow up and review the intellectual property situation in the whole process of intellectual property application, use, authorization, etc., thereby ensuring that all rights are used in a standardized manner, and assisting in supervising the daily operation of dealers and urge the rectification of non-compliant activities.

## Part V Harmony and Win-Win Situation

COFCO Joycome always takes it as its responsibility to lead the standardized and orderly development of the industry, actively participates in the revision of international and industry standards, and actively participates in industry activities; COFCO Joycome continues to actively pay attention to vulnerable groups, and energetically carry out various public welfare activities and formulate a management system for external donations; it pays attention to and support the cause of rural revitalization, and actively fulfils its social responsibilities.

### ■ Participating in social welfare

#### ✓ Improving the donation management system

To further standardize external donation management and fulfil our social responsibilities, we have revised the “COFCO Joycome External Donation Management Policy”《中糧家佳康對外捐贈管理辦法》) to specify the scope, scale, approval, execution, supervision, and management of donations.

In 2023, COFCO Joycome continued to increase its investment in assistance funds, with a total of RMB11.7064 million used to participate in social welfare activities. The Company allocated RMB3.5 million in assistance funds to designated areas in Shiqu County, Sichuan Province, for the construction of public facilities and medical infrastructure in Shiqu County. The annual procurement and sales of agricultural products and raw materials in the assisted areas amounted to approximately RMB255 million. By utilizing the collaborative farming model of “company + farmers” and “company + standardized farming communities,” we have driven farmers’ income to increase by over RMB70 million. In 2023, we supported 232 administrative villages in Changling County, generating approximately RMB38,000 in annual income per village and providing jobs for over 1,000 people.

#### ✓ Rural revitalization construction – Donation

Location	Province	Usage
Changling City	Jilin	Cultural and sports work for rural revitalization
Zhangbei County	Hebei	Construction of rural infrastructure
Yangxin County, Huangshi City	Hubei	Rural construction, beautiful village bay, and assistance to disadvantaged groups
Jiangxia District, Wuhan City	Hubei	Rural construction, beautiful village bay, and assistance to disadvantaged groups
Huangpi District, Wuhan City	Hubei	Rural construction, beautiful village bay, and assistance to disadvantaged groups
Mingshan Township, Daye City, Huangshi City	Hubei	Rural construction, beautiful village bay, and assistance to disadvantaged groups
Jingtoushan Town	Hubei	Rural construction, beautiful village bay, and assistance to disadvantaged groups
Chenxiang Town, Guangshui City, Suizhou City	Hubei	Rural construction, beautiful village bay, and assistance to disadvantaged groups
Luodian Town, Guangshui City, Suizhou City	Hubei	Rural construction, beautiful village bay, and assistance to disadvantaged groups
Wengniuteqi	Inner Mongolia	Donation
Yongcheng City	Henan	Donation
Xiangshui County	Jiangsu	Donation



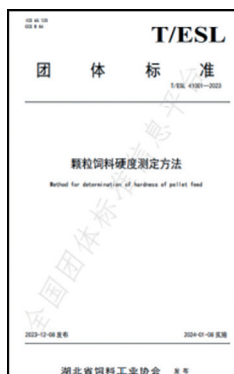
# Environmental, Social and Governance Report

## ■ Promoting industry development and achievements

### ✓ Leading industry norms

Joycome continuously carried out technological innovation, organized a team of experts to participate in the preparation and publication of one industry standard, Technical Specification for Modified Atmosphere Packaging of Meat, and three group standards, including the Determination of Particle Feed Hardness, to enhance its influence in the industry.

No.	Method	Level	Standard No.	Standard Name	Status
1	Participation	Industry standard	NY/T 4447-2023	Technical Specification for Modified Atmosphere Packaging of Meat	Published
2	Participation	Group standard	T/ESL 41001-2023	Method for Determination of Hardness of Pellet Feed	Published
3	Participation	Group standard	T/ESL 22001-2023	Guideline for Formulation of Growing Pigs Diet with Low Protein Content	Published
4	Participation	Group standard	T/CFIAS 8004-2023	Specification of Practice for the Diversified Diets with Low Protein and Low Soybean Meal for Egg-Type Chickens	Published



Method for Determination of Hardness of Pellet Feed



Guideline for Formulation of Growing Pigs Diet with Low Protein Content



- As a member of China Meat Association, Joycome actively participated in industry exchanges.
- Joycome has become a standing director of the National Swine Industry Association, China Animal Agriculture Association and actively participated in the industry exchange meetings of the China Animal Agriculture Association.
- Joycome has been awarded the titles of “Credit System Demonstration Enterprise” and “Outstanding Contribution Award for Standard System Construction of China Meat Association” issued by the China Meat Association.
- We engaged in technical cooperation and exchange with third-party food technology service organizations such as the China Quality Certification Centre, Centre Testing International Group, and SGS in areas such as inspection, testing, and labelling.



- Breeding enterprises obtained seven national and provincial government certifications, including national key leading enterprises in agricultural industrialization and standardized demonstration farms for livestock and poultry breeding.

Certified Company	Standardized Honorary Name	Issued by	Date of Obtaining Certificate
Wuhan COFCO Meat Food Co., Ltd.	A national key leading enterprise in agricultural industrialization	Ministry of Agriculture and Rural Affairs of the People's Republic of China	May 2023
COFCO Joycome (Chifeng) Co., Ltd.	A key leading enterprise in the industrialization of agriculture and animal husbandry	Inner Mongolia Autonomous Region Department of Agriculture and Animal Husbandry	June 2023
Liangnan Second Farm of Dongtai Branch of COFCO Joycome (Jiangsu) Co., Ltd.	Livestock and poultry breeding standardization demonstration farm	Ministry of Agriculture and Rural Affairs of the People's Republic of China	December 2023
Xinchuan Breeding Pig Farm, Dongtai Branch of COFCO Joycome (Jiangsu) Co., Ltd.	Animal Disease Purification and Evaluation Farm in Jiangsu Province	Jiangsu Provincial Department of Agriculture	December 2023
COFCO Joycome (Jilin) Co., Ltd.	Award Advanced Collective Award in Animal Husbandry	Jilin Provincial Government	December 2023
Farm 7 of COFCO Joycome (Henan) Co., Ltd.	Provincial Animal Disease Purification Creation Farm	Henan Provincial Department of Agriculture and Rural Affairs	December 2023
Farm 9 of COFCO Joycome (Henan) Co., Ltd.	Provincial Animal Disease Purification Creation Farm	Henan Provincial Department of Agriculture and Rural Affairs	December 2023
COFCO Joycome Agriculture and Animal Husbandry (Tianjin) Co., Ltd.	2023 Smart Pig Farm	Organizing Committee of China Boao High End Pig Industry Technology Forum	December 2023
COFCO Joycome Agriculture and Animal Husbandry (Tianjin) Co., Ltd.	Director Unit of the Supply Chain Management Community for the Pig Industry	Organizing Committee of China Boao High End Pig Industry Technology Forum	December 2023

✓ *Participating in international and domestic industry sharing and technical exchanges*

- The Supervision and Inspection Mechanism of Quality and Safety Risk Control Outline of Fresh Industry Chain and the Internal Audit and Self-control Management Mechanism of Food Safety 《生鮮產業鏈質量安全風險控制大綱監督檢查機制食品安全內審自控管理機制》 was selected as an “Excellent Practice Case of Enterprise Quality Control” by the Commercial Science and Technology Quality Centre.

## 商业科技质量中心文件 《企业管理》杂志社

商科字[2023]5号

### 关于公布2022年企业质量管理 优秀案例的通知

**各有关企业、有关单位：**

为深入学习贯彻党的二十大精神，贯彻落实中共中央、国务院印发《质量强国建设纲要》，进一步提升企业质量管理水平，做好企业质量管理工作论研究与实践经验总结，传播先进企业质量管理理念，推广先进的企业质量管理制度、模式和方法，发挥标杆引领作用，激励引导广大企业不断提升产品和服务质量，商业科技质量中心与《企业管理》杂志社共同组织开展了2022年企业质量管理优秀案例征集活动，本届征集工作得到了各中央企业、大型企业集团公司的大力支持，依据质量案例审定细则，从案例申报、格式、规范、选题、内容，案例企业质量基础信息6个维度初审，提交专家审定委员会最终审定并公示，其中30项确定为“企业质

优秀 实践 案例	以全面质量管理引领蓝海博达高质量发展实践	蓝海博达科技有限公司	赵景芳、向雄、王兆水
	提升新能源电力装备全流程质量管控水平实践	许继电气股份有限公司	李巧红、席亚克、宋帅佳、张雪味
	基于追求卓越持续优化质量提升方法与实践	中粮包装投资有限公司	张新、钱璇、承群、金红梅
	生鲜产业链质量安全风险控制大网监督检查机制构建	中粮家佳康(湖北)有限公司	沈涛、党文敏、马欣楠
	钻孔桩施工工艺工装全工序应用实践	中铁大桥局集团有限公司	郑康、韩胜利、王朋

## Environmental, Social and Governance Report

- 2) The audit improvement case written in cooperation with CQC experts, entitled “Compliance Risk Control in the Process of Hog Slaughtering: Insights from On-Site Audits”, was shortlisted for the China Certification and Accreditation Association’s (CCAA) Good Certification Audit Cases for the year 2023.

<p>协会新闻</p> <p>2023年度良好认证审核案例评议交流活动在南宁举行</p> <p>发布时间: 2023-06-04 07:00</p>	<p>附件3</p> <p>良好认证审核案例现场交流名单</p> <p>(排名不分先后)</p>																
<p>附件: 1. 第六届认证技术交流研讨会现场交流名单</p> <p>2. 第六届认证技术交流研讨会书面交流名单</p> <p>3. 良好认证审核案例现场交流名单</p> <p>4. 酒店交通路线图</p> 	<table border="1"> <thead> <tr> <th>序号</th> <th>机构名称</th> <th>案例名称</th> <th>交流人员</th> </tr> </thead> <tbody> <tr> <td>91</td> <td>北京中大华远认证中心有限公司</td> <td>深圳大粮食品有限公司审核案例</td> <td>常影</td> </tr> <tr> <td>92</td> <td>北京大陆航星质量认证中心股份有限公司</td> <td>漯河市有鹿食品有限公司审核案例</td> <td>李凤荣</td> </tr> <tr> <td>93</td> <td>中国质量认证中心</td> <td>中粮家佳康(湖北)公司食品安全风险评估案例——从现场审核发现谈生猪屠宰过程合规风险控制</td> <td>缪婉珏</td> </tr> </tbody> </table>	序号	机构名称	案例名称	交流人员	91	北京中大华远认证中心有限公司	深圳大粮食品有限公司审核案例	常影	92	北京大陆航星质量认证中心股份有限公司	漯河市有鹿食品有限公司审核案例	李凤荣	93	中国质量认证中心	中粮家佳康(湖北)公司食品安全风险评估案例——从现场审核发现谈生猪屠宰过程合规风险控制	缪婉珏
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93	中国质量认证中心	中粮家佳康(湖北)公司食品安全风险评估案例——从现场审核发现谈生猪屠宰过程合规风险控制	缪婉珏														

### ■ Supplier management

#### ✓ Supplier admission and exit permit

In 2023, we revised/developed supplier quality and safety management measures and feed and feed raw material supplier management measures, clarifying the requirements for supplier qualifications, admission, routine management, annual re-evaluation, and exit. We conducted on-site inspections on level-A suppliers.

Through links such as qualification review, credit evaluation, on-site inspection, quality evaluation, and cooperation commitment, we focused on the examination on the supplier’s following aspects in the admission process: enterprise credit, comprehensive strength, financial status, corporate reputation, cultural identity, contractual capacity, on-site management and technology, strategic collaboration ability, etc.

We pay attention to the green performance of suppliers in terms of customary practices related to hiring them. Considering that the production of calcium hydrogen phosphate produces phosphogypsum that is extremely harmful to the environment and difficult to treat, the Company inspects the qualification of the manufacturer and the compliance of the process flow chart in the process of new supplier access, and sends the products to a third party for testing or organizes on-site review when necessary, and relevant records would be reflected in the Supplier Access Evaluation Record《供應商准入評價記錄》 and the Annual Evaluation Form《年度評價表》.

#### ✓ Annual assessment and evaluation of suppliers

The annual assessment and evaluation of suppliers follows the principles of openness, fairness, impartiality, science, and rationality; we evaluate quality indicators, contractual capacity, cost-effectiveness, after-sales service, etc; we implement hierarchical and dynamic management of suppliers based on the assessment and evaluation results, as well as corresponding rewards and punishments for incentives.

#### ✓ Supplier quality and safety management

We have formulated quality and safety evaluation standards for suppliers of feeds, veterinary drugs and raw materials. We announced more than a thousand specific requirements in a total of 8 areas including basic management, source management, process management, export management, inspection and monitoring, traceability and emergency response, biosafety, and production safety. We defined approval and termination criteria to manage suppliers by levels and classes.

# Environmental, Social and Governance Report

## ✓ *Supplier environmental and social risks*

We set up a quality and safety assessment module to score and evaluate suppliers' food safety, safety production, energy conservation and environmental protection, occupational health, etc., and promote suppliers to care about environmental and social risks.

## ✓ *Green procurement*

We continuously strengthened the environmental protection and corporate responsibility management of suppliers, requiring the shortlisted suppliers to comply with relevant laws and regulations on environmental protection in their raw material procurement, production and processing, and product service processes, and to choose production processes and equipment that are pollution-free or less polluting during operation as much as possible, reduce energy use, properly dispose of emissions and waste, and reduce the impact on the environment, and worked together with upstream suppliers to promote the overall green development of the industry chain.

## ✓ *Identifying environmental and social risks in the supply chain*

We held 50 soybean meal market analysis meetings in 2023 to discuss issues such as raw material soybean production, weather conditions, and international geopolitics, with a view to strengthening supply stability and avoiding social risks.

In 2023, we convened 162 market analysis meetings for bulk raw material to conduct research and discussion on the production situation of corn and wheat, strengthening the control of key environmental issues such as vomiting toxins, and avoiding environmental risks of main feed ingredients.

## ✓ *Identifying environmental risk management in the supply chain*

Suppliers were required to adopt unpackaged bulk transportation for liquid methionine. The packaging of liquid methionine packaged in barrels should be reused after the raw materials are used, thus reducing environmental pollution caused by packaging production and disposal.

## ✓ *Electronic procurement platform*

The Company's supply chain was made more efficient, transparent, fair, and environmentally friendly through the electronic procurement platform. We pay attention to the strategic cooperation ability, quality and safety awareness, and biosafety management ability of suppliers.

We sign the "Supplier Quality Guarantee" 《供方質量保證書》 with all the feed raw material suppliers, and the "Commitment on Feed Truck Transportation Quality and Safety, African Swine Fever Prevention and Control" 《飼料車運輸質量安全、非洲豬瘟防控承諾書》 with all the suppliers involved in logistics and distribution.

Suppliers in mainland China (number)

2,342

Suppliers in overseas and Hong Kong, Macau and Taiwan (number)

46

# Environmental, Social and Governance Report

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## Part VI Ethical Conduct

We attach great importance to the prevention and control of corruption risks and continuously improve our institutional framework to enhance governance system. In 2023, we formulated and improved the COFCO Joycome Provisions on Prohibiting Executives, Their Spouses, Children, and Other Specific Related Persons from Engaging in Unauthorized Business Operations 《中糧家佳康關於禁止領導人員及其配偶、子女及其配偶和其他特定關係人違規經商辦企業的規定》 to promote the ethical conduct of our management personnel. Furthermore, to address the integrity risks in procurement and sales, we issued the COFCO Joycome Opinions on Strengthening Market Supervision in Key Areas and Critical Processes 《中糧家佳康關於加強重點領域和關鍵環節市場化監督的意見》, which includes measures such as publishing the supervision hotline during the bidding and procurement process and signing agreements related to fair competition and transparent cooperation. These actions effectively strengthen market supervision in key spheres.

We adhere to a comprehensive strategy of punishment, correction, and prevention to establish a sound mechanism to prevent the breeding and spread of corruption. Firstly, we maintain a strong focus on punishment and vigorously crack down on corrupt practices. We ensure smooth channels for reporting and whistleblowing, actively accepting reports and complaints based on a hierarchical and categorized management principle. In 2023, 3 cases of suspected crimes were found through reports, and they were handed over to the judicial organs for handling. Secondly, we strive to enhance the effectiveness of correction by continuously eradicating the breeding ground for corruption. We strengthen institutional constraints and establish a robust system for preventing and controlling corruption risks. We promote the improvement of practices and governance by issuing disciplinary recommendations to business units, urging them to establish and improve necessary management systems. We also organize self-inspections and self-corrections within these units to proactively prevent integrity risks. Thirdly, we reinforce prevention measures by enhancing the ideological consciousness of all members, particularly middle and senior management and key positions, to resist corruption.

Targeting key positions, young cadres, newly promoted cadres, and critical departments, we compile typical case studies and conduct anti-corruption and integrity education in a graded and categorized manner. Throughout the year, various levels of business units conducted a total of 71 anti-corruption and integrity education sessions, reaching 3,514 individuals and achieving full coverage of ethical education; a total of 18 key training sessions were conducted for middle and senior management as well as key positions, and the coverage of anti-corruption training increased by approximately 14%.

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## Appendix: List of Laws, Regulations and Rules

ESG aspects	Internal	External
A1 Emissions	<p>Procurement and Disposal Management Procedure for Ecological Conservation Facilities and Equipment</p> <p>Operating Control Procedure for Ecological Conservation Facilities and Equipment</p> <p>Solid Waste Management Policy (For Trial Implementation)</p> <p>Unorganized Discharges/Emissions Management Policy (For Trial Implementation)</p> <p>Measures for the Management of Hazardous Waste</p>	<p>Environmental Protection Law of the People's Republic of China</p> <p>Law of the People's Republic of China on Environmental Impact Assessment</p> <p>Animal Husbandry Law of the People's Republic of China</p> <p>Atmospheric Pollution Prevention and Control Law of the People's Republic of China</p> <p>Water Pollution Prevention and Control Law of the People's Republic of China</p> <p>Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes</p> <p>Measures for Pollutant Discharge Permitting Administration</p> <p>Directory of Hazardous Wastes</p> <p>Guidelines for the Implementation and Evaluation of National Pollutant Discharge Standards</p> <p>Soil Pollution Prevention and Control Law of the People's Republic of China</p> <p>Regulation on the Prevention and Control of Pollution from Large-scale Breeding of Livestock and Poultry</p>
A2 Use of Resources	<p>Management System for Energy Conservation and Emission Reduction</p> <p>Responsibility System for Energy Conservation and Protection</p>	<p>Land Administration Law of the People's Republic of China</p> <p>Water and Soil Conservation Law of the People's Republic of China</p> <p>Regulations on Energy Conservation and Environmental Protection</p>
A3 Environment and Natural Resource	<p>Environmental Protection Management System</p>	<p>Environmental Protection Law of the People's Republic of China</p> <p>Measures for the Environmental Emergency Response Management</p> <p>Regulations on the Administration of Construction Project Environmental Protection</p>
A4 Climate Change		<p>Working Guidance for Carbon Dioxide Peaking and Carbon Neutrality in Full and Faithful Implementation of the New Development Philosophy Issued by the CPC Central Committee and the State Council</p>

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ESG aspects	Internal	External
B1 Employment	<p>Management Methods for Labor Contracts of COFCO Meat</p> <p>Management Methods for Employee Enrollment and Exit of COFCO Meat</p> <p>Management Methods for Personnel Recruitment of COFCO Joycome</p> <p>Employee Manual</p> <p>Management Methods for Employee Attendance and Leave of COFCO Joycome</p>	<p>Labor Law of the People's Republic of China</p> <p>Labor Contract Law of the People's Republic of China</p> <p>Trade Union Law of the People's Republic of China</p> <p>Provisions on the Work of Enterprise Trade Unions (for Trial Implementation)</p>
B2 Health and Safety	<p>Management Methods for Strengthening the Safety Management Team Construction of COFCO Joycome</p> <p>Work Injury Insurance System for Employees</p> <p>Management System for Occupational Health</p> <p>Management System for Labor Protection Equipment</p> <p>Management System for Protection of Female Workers' Rights and Interests</p> <p>Occupational Health Management Responsibility System</p> <p>Regulations on the Management of Occupational Hazard Warning and Notification</p> <p>Regulations on the Management of Occupational Hazard Projects Reporting</p> <p>Regulations on the Management of Publicity, Education and Training for Occupational Hazard Prevention and Control</p> <p>Regulations on the Management of Occupational Hazard Prevention Facilities</p> <p>Regulations on the Management of Occupational Health and Labor Protection Articles</p> <p>Regulations on the Management of Occupational Hazard Detection and Evaluation</p> <p>Regulations on the Management of Employees' Occupational Health Monitoring and Their Archives</p> <p>Regulations on Investigation and Handling of Occupational Hazard Accidents</p> <p>Regulations on the Emergency Rescue Management of Occupational Hazards</p>	<p>Labor Law of the People's Republic of China</p> <p>Labor Contract Law of the People's Republic of China</p> <p>Work Safety Law of the People's Republic of China</p> <p>Fire Protection Law of the People's Republic of China</p> <p>Law of the People's Republic of China on the Prevention and Control of Occupational Diseases</p> <p>Provisions on the Administration of Occupational Health at Workplaces</p>

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ESG aspects	Internal	External
B3 Development and Training		
B4 Labour Standards		Universal Declaration of Human Rights International Covenants of Human Rights Labor Law of the People's Republic of China Labor Contract Law of the People's Republic of China Constitution of the Chinese Trade Unions Trade Union Law of the People's Republic of China
B5 Supply Chain Management	Industry Chain Quality and Safety Standards Management Measures for Supplier Quality and Safety Management Measures for Suppliers of Feed and Feedstuff	The Bidding Law of the People's Republic of China General Provisions of the Civil Law of the People's Republic of China
B6 Product Responsibility	Biosafety Control Procedures Standard Operating Procedures for Immunization of Farms Food Safety Management Policy Food Safety Incident Emergency Response Plan African Swine Fever Prevention and Emergency Response Plan Cleaning and Disinfection and Recovery Procedure after Abnormal Situations in Farms COFCO Joycome Food Recall Management Policy List of Compliance Obligations of COFCO Joycome Intellectual Property Rights Administrative Measures for the Review of Launch and Revised Packaging of COFCO Joycome Products Interim Measures for the Administration of the Authorized Use of COFCO Meat Brands Specification for the Product Structure of Joycome and Maverick Brands	Agricultural Product Quality and Safety Law of the People's Republic of China Animal Husbandry Law of the People's Republic of China Animal Epidemic Prevention Law of the People's Republic of China Food Safety Law of the People's Republic of China Normalized Prevention and Control of African Swine Fever (Trial Version) Administrative Measures for Food Recalls Advertising Law of the People's Republic of China Product Quality Law



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ESG aspects	Internal	External
B7 Anti-corruption	COFCO Joycome Provisions on Prohibiting Executives, Their Spouses, Children, and Other Specific Related Persons from Engaging in Unauthorized Business Operations COFCO Joycome Opinions on Strengthening Market Supervision in Key Areas and Critical Processes	Civil Code of the People's Republic of China Oversight Law of the People's Republic of China Criminal Law of the People's Republic of China Anti-monopoly Law of the People's Republic of China Anti-Money Laundering Law of the People's Republic of China Anti-Unfair Competition Law of the People's Republic of China
B8 Community Investment		
Governance	Management Measures for Connected Transactions of COFCO Joycome COFCO Joycome Contract Management Policy (2023 Revision) Management Measures for Seals of COFCO Joycome (2023 Revision) Management Measures for Lawsuit Archives of COFCO Joycome COFCO Joycome Legal Dispute Case Management Implementation Rules COFCO Joycome External Legal Service Provider Management Policy General Rules for Legal Compliance Management of COFCO Meat Investments Co., Ltd. (Trial) Regulations of COFCO Meat on Implementation of Performing the Responsibilities of the First Person in Charge of Legal Construction by the Principal Person in Charge of Central Enterprises	Civil Code of the People's Republic of China Criminal Law of the People's Republic of China Oversight Law of the People's Republic of China Company Law of the People's Republic of China

## Appendix: ESG Reporting Index

Subject number	Index description	Disclosure section
A1 Emissions	General disclosure	Environmental (E) – Develop Environmental Management System
	A1.1	Environmental (E) – Emission Management
	A1.2	Environmental (E) – Response to Climate Change
	A1.3	Environmental (E) – Emission Management
	A1.4	Environmental (E) – Emission Management
	A1.5	Environmental (E) – Emission Management
	A1.6	Environmental (E) – Emission Management
A2 Use of Resources	General disclosure	Environmental (E) – Develop Environmental Management System
	A2.1	Environmental (E) – Use of Resources
	A2.2	Environmental (E) – Use of Resources
	A2.3	Environmental (E) – Use of Resources
	A2.4	Environmental (E) – Use of Resources
	A2.5	Environmental (E) – Use of Resources
A3 Environment and Natural Resource	General disclosure	Environmental (E) – Develop Environmental Management System
	A3.1	Environmental (E) – Environmental Protection
A4 Climate Change	General disclosure	Environmental (E) – Develop Environmental Management System
	A4.1	Environmental (E) – Response to Climate Change
B1 Employment	General disclosure	Social (S) – Employee Development
	B1.1	Social (S) – Employee Development
	B1.2	Social (S) – Employee Development
B2 Health and Safety	General disclosure	Social (S) – Occupational Health
	B2.1	Social (S) – Occupational Health
	B2.2	Social (S) – Occupational Health
	B2.3	Social (S) – Occupational Health
B3 Development and Training	General disclosure	Social (S) – Employee Training
	B3.1	Social (S) – Employee Training
	B3.2	Social (S) – Employee Training

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Subject number	Index description	Disclosure section
B4 Labour Standards	General disclosure	Social (S) – Employee Development
	B4.1	Social (S) – Employee Development
	B4.2	Social (S) – Employee Development
B5 Supply Chain Management	General disclosure	Social (S) – Harmony and Win-Win Situation
	B5.1	Social (S) – Harmony and Win-Win Situation
	B5.2	Social (S) – Harmony and Win-Win Situation
	B5.3	Social (S) – Harmony and Win-Win Situation
	B5.4	Social (S) – Harmony and Win-Win Situation
B6 Product Responsibility	General disclosure	Quality Safety Management of the Whole Chain – Product Traceability, Food Safety
	B6.1	Quality Safety Management of the Whole Chain – Food Safety
	B6.2	Quality Safety Management of the Whole Chain – Product Traceability
	B6.3	Social (S) – Brand Operation and Management
	B6.4	Quality Safety Management of the Whole Chain – Product Traceability
	B6.5	Quality Safety Management of the Whole Chain – Product Traceability
B7 Anti-corruption	General disclosure	Social (S) – Ethical Conduct
	B7.1	Social (S) – Ethical Conduct
	B7.2	Social (S) – Ethical Conduct
	B7.3	Social (S) – Ethical Conduct
B8 Community Investment	General disclosure	Social (S) – Harmony and Win-Win Situation
	B8.1	Social (S) – Harmony and Win-Win Situation
	B8.2	Social (S) – Harmony and Win-Win Situation