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Environmental, Social and Governance Report 2024

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

About This Report

This Report constitutes the 2024 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”, or “we”. Similarly, COFCO Corporation is consistently abbreviated as “COFCO”.

This report aims to authentically reflect COFCO Joycome’s corporate social responsibility and sustainable development practices of 2024. 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 Code 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 Code”), 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) continues 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, 2024 to December 31st, 2024 (the “Reporting Period”), with certain content extending beyond this timeframe, this Report aligns its financial data with the 2024 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 2026.

This Report has been adjusted in terms of statistical caliber. Due to the inclusion of all data of COFCO Feed into the listing business, the data disclosed in this Report is not directly comparable with that of the previous year’s ESG report.

The 2024 Environment, Social, and Governance Report (the “Report” or “ESG Report”) of COFCO Joycome Foods Limited represents the ninth ESG report 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) or the Company’s website (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

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 Group 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 Group 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 Code 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 goals. 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.

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 SEHK. 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 2025.

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About COFCO Joycome

Corporate Overview

As the meat business arm of COFCO, COFCO Joycome's primary operations encompass R&D, production, and sales of feed and supporting technical services, hog breeding, 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 corporate 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 National Meat Safety" in providing customers with comprehensive animal nutrition solutions and consumers with high-quality meat products. Its "Feeding the Future" complete formula feed, "Ranking" premix feed, "Joycome" fresh pork and "Maverick" chilled meat products have gained increasing brand recognition.

In 2024, the Group further improved its production capacity layout in the feed processing segment through the strategic acquisition of COFCO Jiahua Industrial Limited* (中糧嘉華實業有限公司) (wholly controlled COFCO Feed Co., Ltd., hereinafter referred to as "COFCO Feed"). Upon the completion of the merger and acquisition, we are able to integrate upstream resources, reduce breeding costs, optimize business structure, improve profit stability, and accelerate our pace to build a more competitive meat enterprise with integrated business across the industry chain.

Corporate Responsibility

As one of the leading corporations in China's meat industry, COFCO Joycome has been adhering to its social responsibility philosophy of "Setting the Safety Standards of the Industry and Safeguarding National Meat Safety", 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

The Group actively engages in social welfare initiatives, extending support to disadvantaged employees, retirees, and community members through festive welfare initiatives. In 2024, the Group donated a total of RMB17.29 million in these social welfare initiatives.

Goal 3 Good Health and Well-being

The Group is a proactive sponsor of events such as the Beijing Marathon and Wuhan Marathon, and organizes activities including the "Joycome Olympic Forest Park Family Fun Run" and "Joycome Space Science Camp" consistently promoting a healthy lifestyle that intertwines physical fitness with the consumption of safe, healthy meat products.

Goal 5 Gender Equality

The Group rigorously upholds gender parity and ensures equal pay for equal work, thereby safeguarding the legitimate rights and benefits of female employees. In 2024, the Group appointed a female Director; and the total number of employees in the Group is 13,006, among which female employees accounted for 28%.

Goal 6 Clean Water and Sanitation

Wastewater generated by the Group during production process and operation is meticulously treated to meet discharge standards, thereby preserving the integrity of local water bodies.

Goal 7 Affordable and Clean Energy

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

Goal 8 Decent Work and Economic Growth

Child labour and forced labour are strictly prohibited at the Group. The Group offers a competitive compensation package coupled with a vibrant, positive corporate culture and working atmosphere. The labour contract signing rate of the Group is 100% as well as a social insurance coverage rate of 100%.

Goal 9 Industry, Innovation, and Infrastructure

The Group invests in the recruitment and cultivation of research talent, fostering an innovative spirit and capability that propels sustainable industry development. In 2024, the Group invested RMB52.3389 million in the research and innovation efforts, accounting for 0.32% of our operating revenue.

Goal 10 Reduced Inequalities

The Group 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

The Group contributes to the creation of inclusive, secure, resilient, and environmentally sustainable urban and residential environments.

Goal 12 Responsible Consumption and Production

The Group has established a comprehensive quality management system along the entire supply chain, thus providing clients with safe and healthier premium products. In 2024, there were no product recall incidents.

Throughout its production and operational processes, the Group diligently enhances resource utilization efficiency, minimizes waste generation and maintains 100% resource recovery from farming waste. Simultaneously, the Group places paramount emphasis on work safety, diligently crafting a secure and healthful working environment for its employees. In 2024, there were no severe injury from production-related accidents.

Goal 13 Climate Action

The Group proactively addresses climate change by establishing a climate change risk management system to identify risks and opportunities while developing response measures. In 2024, the Group's total greenhouse gas emissions reached approximately 322,800 tonnes, comprising 122,700 tonnes in Scope 1 and 200,100 tonnes in Scope 2, with the greenhouse gas emissions growth rate lower than operational expansion rate. While steadily scaling up operations, the Group implements a series of resource conservation initiatives to continuously empower energy conservation and emission reduction efforts, ensuring steady progress toward the achievement of carbon peak by 2030.

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Goal 15 Life on Land

In terms of construction and operation of farms, the Group selects the sites based on reasonable planning, and proactively conducts land reclamation and greening initiatives during operations. By utilizing biogas fertilizer to improve soil quality, the Company improved approximately 50,000 mu of land in 2024, effectively maintaining ecosystem stability and making proactive contributions to biodiversity conservation.

Goal 16 Peace, Justice, and Strong Institutions

Joycome continually improves corporate governance, intensifies anti-corruption measures, broadens oversight channels, and erects 203 integrity notice boards across office locations and production sites, demonstrating our commitment to building an efficient and transparent governance framework.

Goal 17 Partnerships for the Goals

The Group highly values communication with stakeholders by assigning three dedicated personnel for liaisons with stakeholders with respect to the Board and investor relations affairs, and formulating annual investor communication plans. The Group also fosters symbiotic, mutually beneficial relationships with partners across its value chain, thereby jointly driving sustainable management practices.

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.

In 2024, the Group appointed a new female Director to ensure gender equality on the Board of Directors.

In 2024, the Group convened two general meetings of shareholders, eight Board meetings, and fifteen Board committee meetings.

In 2024, the Group invested RMB52.3389 million in research and innovation efforts, accounting for 0.32% of the operating revenue.

In 2024, the Group was awarded four national utility model patents.

The Group has undertaken or participated in two national key programs and received two provincial scientific and technological progress awards.

The Group promotes lean management. In 2024, the Group held two lean management boot camps, during which 92 employees received trainings, 10 improvement weeks were organized across business departments and farms, and 108 focus projects were initiated. The Group expanded lean model zones to 1,030 zones, and received 69,061 improvement proposals, representing a year-on-year increase of 18.8%, indicating that each of those trainees submitted 7.32 proposals in average, representing a year-on-year growth of 29.3%.

In 2024, the Company experienced no major risk events.

■ Supply Chain Management



The Group has established a quality safety compliance management system across the industry chain spanning from feed production, hog farming, slaughtering, and meat processing to import and distribution of meat products.

In 2024, the Group did not experience product recall event and any food safety-related public opinion incident.

In 2024, the inspection pass rate for the Group's cargo arriving at the destination port reached 100%.

Subsidiaries of the Group have obtained a total of 97 system and product certifications, including ISO9001 Quality Management System (QMS), ISO22000 Food Safety Management System (FSMS), Hazard Analysis and Critical Control Points (HACCP), China Good Agricultural Practices (China GAP), Organic Product Certification, and Antibiotic-Free Product Certification.

The Group rigorously implements antibiotic reduction initiatives to continuously enhance quality of products and increase their added values. In 2024, 17 farms, 4 slaughterhouses, and 2 processing centers received antibiotic-free certificates, while Zhangbei Company of Farming Department received the title of "Certified Farm for Veterinary Antimicrobial Use Reduction".

The Group's pork products have been designated as "Sports-Training Bureau National Team Preparation Protection Product" by the Training Bureau of the General Administration of Sport of China for five consecutive years.

The Group increases its investment in work safety enhancement. In 2024, the Group invested approximately RMB55.743 million in work safety efforts, representing a year-on-year growth of 16%.

The Group further deepens its comprehensive supervision model characterized by "Sky Net + Ground Patrol + Intelligent Control". In 2024, the Group conducted 66 on-site supervision inspections and 672 hours of online inspection for projects under construction and projects under operation.

The Group strengthens the inspection of construction quality and safety of projects under construction. In 2024, the Group organized 12 on-site inspections of the quality and safety of projects under construction, realizing a full coverage of key projects.

Environmental, Social and Governance Report

■ *Environmental Stewardship*



The Group has not been subject to any county-level or above government penalties or experienced media exposure incidents related to environmental incidents for three consecutive years.

From 2022 to 2024, the growth in greenhouse gas emissions and the increase in total energy consumption of the Group both lower than the production scale expansion. In 2025, the Group plans to achieve year-on-year decreases of 0.15% in energy consumption intensity and 0.3% in greenhouse gas emission intensity.

The Group has achieved a 100% resource utilization rate of farming waste with all pollutants being disposed of and discharged in compliance with standards. The Group has cumulatively laid about 320 kilometers of pipelines to support agricultural activities, directly served over 100 cooperatives, improved approximately 50,000 mu of land, generating cost savings and income increases exceeding RMB20 million for farmers.

In 2024, The Group saw a steady growth of clean energy consumption. Photovoltaic power generation achieved a 52% year-on-year increase; and comprehensive biogas output rose by 33% year-on-year.

In 2024, COFCO Feed Yinchuan Factory was successively recognized as a green factory at the Autonomous Region level and at the national level.

In 2024, Farmers Daily published COFCO Joycome’s exemplary practices in saline-alkali land treatment.

The resource utilization project for treated farming waste for fertilizer use developed and operated by the Company in Chifeng has been selected as an “Ecological Environmental Protection Demonstration Project” by the China Association of Environmental Protection Industry.

In 2024, the Group conducted 180 environmental protection training sessions for employees with 30,434 attendances; and organized 123 emergency drills with 5,880 participations.

The Group continues to increase environmental protection investment, with COFCO Joycome’s environmental protection investment in 2024 exceeding RMB150 million.

■ Social Responsibility



The Group maintained legal employment practices with no incidents of child labour or forced labour.

The labour contract signing rate of the Group is 100% as well as a social insurance coverage rate of 100%.

The Group places strong emphasis on gender equality and supports the career development of female employees without incidents of discrimination.

The Group creates a safe and healthy workplace for its employees, and there were no serious injuries from production-related incidents in 2024.

In 2024, the Group organized a total of 14,600 training session with 41,6000 attendances.

In 2024, the Group held 11 meetings of congress of workers and responded to 386 proposals submitted by employees.

In 2024, the Group organized approximately 180 cultural and sports events and conducted nearly 10 matchmaking events for unmarried employees.

The Group has consistently fulfilled the social responsibility as a listed corporation by maintaining participation in public welfare initiatives, with public welfare donations reaching RMB17.29 million in 2024.

The Group’s practice titled “Developing an Integrated Planting-Breeding Ecological Chain to Broaden Pathways for Farmers to Increase Their Income” has been selected as an outstanding case of enterprise supporting rural revitalization by the Social Responsibility Bureau of the State-owned Assets Supervision and Administration Commission of the State Council (SASAC).

In 2024, the Group participated in the formulation and release of 1 national standard and 3 group standards.

In 2024, the Group actively diversified the means of market-oriented supervision by erecting 203 integrity notice boards across office locations and production sites of the subsidiaries, publicly displaying complaint reporting hotlines and addresses.

Governance (G)

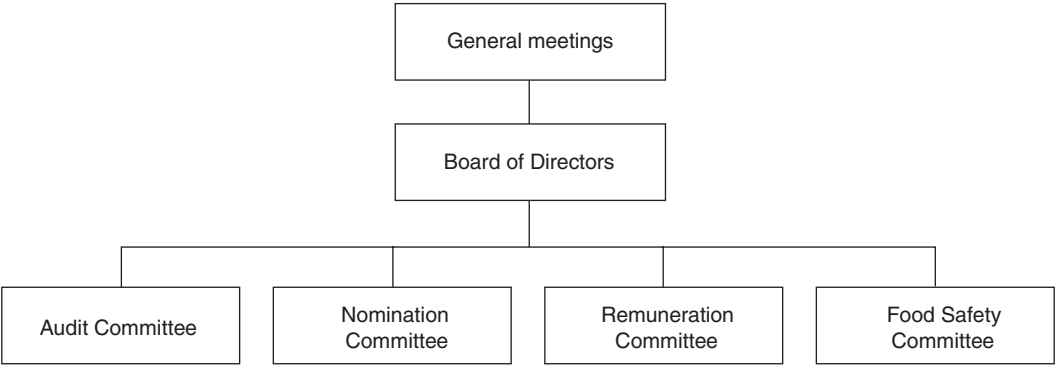
Part I Corporate Governance

■ Corporate Governance Structure

The Board of the Group consistently prioritizes the oversight of environmental, social, and governance (ESG) matters as a key aspect of strategic management. It is responsible for formulating the Group’s ESG management policies and strategies. Through systematic assessment and identification of material ESG issues, the Board comprehensively manages ESG-related affairs and is committed to establishing an effective ESG risk management system and internal control mechanism.

The Board of the Group assumes overall responsibility for the Group’s strategic planning and policy formulation, as well as the review and approval of the annual budget and business plan. It regularly receives ESG reports, evaluates the progress of ESG objectives, and provides guidance and directives to management on ESG management enhancements. Diligently fulfilling its supervisory responsibilities, the Board continuously assesses business performance, directs management activities, and approves the disclosure content of the Group’s ESG report to ensure the ongoing advancement of the Group’s ESG performance.

Corporate Governance Structure of COFCO Joycome



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■ *Specialized Committees of the Board*

The Board of the Group comprises four committees: the Audit Committee, the Nomination Committee, the Remuneration Committee, and the Food Safety Committee. Each committee exercises supervisory and management functions within its respective area of expertise, working collaboratively to enhance corporate governance while overseeing the Group's risk management and internal control systems.

Committee	Duties
Audit Committee	<ul style="list-style-type: none">• 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 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. 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.• Two-thirds of its members consist of independent non-executive Directors.
Nomination Committee	<ul style="list-style-type: none">• 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.• Two-thirds of its members consist of independent non-executive Directors.
Remuneration Committee	<ul style="list-style-type: none">• 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 Group by making reference to the Company's objectives as approved from time to time by the Board.• All members are independent non-executive Directors.
Food Safety Committee	<ul style="list-style-type: none">• The primary duties of the Food Safety Committee are to review, assess, and provide recommendations regarding the policies, management, and performance of the Group in relation to food quality and safety, thereby ensuring compliance with relevant rules and regulations and safeguarding food safety.

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■ *Board Governance*

✓ *Board Diversity*

The Group regards board diversity as a critical element in achieving strategic objectives and advancing sustainable development. When forming the Board's composition, the Group takes into account multiple factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and tenure. All Board appointments adhere to the principle of meritocracy, ensuring professional competence while fully leveraging the decision-making advantages and governance efficiency brought by a diverse board composition. The Board appointed a female Director in April 2024 to meet the gender equality requirements.

✓ *Director Independence*

As of the present, the Group's Board consists of seven Directors: two executive Directors, two non-executive Directors, and three independent non-executive Directors, with independent Directors accounting for 43% of the Board. This composition complies with relevant laws and regulations concerning the proportion of independent Directors, ensuring a high level of independence within the Board. The Group adheres to relevant requirements, guaranteeing that independent Directors have sufficient time and resources to effectively fulfil their core responsibilities of supervision, decision-making, and guidance.

✓ *Director Professionalism*

The composition of the Group's Board reflects a strong alignment with strategic objectives, professional competence, and a complementary blend of expertise. Two Directors specialize in corporate management, corporate governance, and strategic planning; two Directors are accounting professionals/financial management experts; one Director has expertise in quality and safety management; and two Directors have specialization in legal affairs/regulatory compliance/risk management.

✓ *Board Meeting*

In 2024, the Group convened two general meetings of shareholders, eight Board meetings, and fifteen Board committee meetings.

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

The Group 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 Group, 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 Group 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 Group 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 2024 Annual Report of COFCO Joycome Foods Co., Ltd.

Part II ESG Governance

■ *Vision of ESG Governance*

We are committed to deeply integrating ESG principles into our corporate strategy and daily operations, with sustainable development as our core driving force. We proactively address global challenges such as climate change and resource scarcity.

Through technological innovation and green transformation, we promote the synergy between business growth and environmental sustainability, contributing to a future where humanity and nature coexist harmoniously.

We consistently value close collaboration with stakeholders, including shareholders, employees, customers, and communities. By listening to diverse expectations, integrating resources, and prudently managing ESG risks, we strive to create long-term value together.

■ *Framework of ESG Governance*

To fully integrate environmental, social, and governance (ESG) management into the operations and management of COFCO Joycome and to drive sustainable development, we have embedded ESG governance within our corporate governance framework. This structure comprises two levels – the Board and the ESG Working Group – with clearly defined responsibilities and decision-making procedures to ensure the comprehensive implementation of ESG initiatives.

- 1) As the highest decision-making body for ESG governance, the Board is responsible for steering the Group's overall ESG strategic direction and holds ultimate accountability for ESG matters.
- 2) The Group has established an ESG Working Group led by senior management, with participation from relevant departments and subsidiaries. The Board has authorized the ESG Working Group to implement the Group's ESG strategies, drive ESG performance management, oversee information disclosure, and carry out related foundational work. The ESG Working Group reports regularly to the Board on its progress.

■ *ESG Governance Strategy*

The Group integrates ESG management across the entire industry chain, covering feed production, hog farming, hog slaughtering, meat processing, and imports. We uphold responsible management as our foundation, ensuring stringent control over quality, environmental impact, and resource efficiency at every stage. With the people-oriented development at the core, the Group is committed to safeguarding employee rights, enhancing community well-being, and fostering a harmonious, mutually beneficial growth environment. Innovation-driven development serves as our engine, promoting green technology applications and industrial upgrades to continuously enhance ESG performance. Through comprehensive, multi-dimensional ESG practices, we strive to achieve a seamless integration of economic benefits, social value, and environmental harmony.

Strategy	Key Initiatives
Responsible Management	<ul style="list-style-type: none">• Continuously identify synergies between business growth and environmental and social needs, integrating ESG factors into investment decision-making processes.• Develop antibiotic-free farming, implement lean management, ensure quality and safety across the entire industry chain, protect worker and food safety, and safeguard the ecological environment.• Build a sustainable supply chain to achieve shared success.
People-Oriented Development	<ul style="list-style-type: none">• Provide a safe, healthy, and equitable working environment and development opportunities for employees.• Respect and protect employee rights, foster harmonious labour relations, and encourage creativity and initiative.• Actively engage in social welfare initiatives.
Innovation-Driven Development	<ul style="list-style-type: none">• Continuously increase investment in technological innovation, drive industrial upgrades, and actively explore circular economy models characterized by green development through integrating crop and livestock farming. Enhance resource efficiency and reduce environmental pollution.

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Part III Lean Management

■ Comprehensive Advancement of Lean Management

2024 marks the third year of Joycome's lean management and a pivotal year in transitioning from quantitative accumulation to qualitative transformation. Through empowering the organization, cultivating talent through production, and driving profitability, we have launched a company-wide continuous improvement campaign, bringing about cost reduction and efficiency enhancement.

✓ Addressing Critical Business Challenges

We focus on critical business challenges and actively promotes key problem-solving initiatives. By closely integrating improvement measures with business performance indicators, we align our efforts with industry benchmarks, corporate performance goals, and operational difficulties. Key personnel are organized into project teams to systematically analyze and resolve issues. In 2024, we initiated 108 key projects, conducted mid-term evaluations, and implemented final assessments to ensure the effective execution of improvement measures, driving continuous business growth.

✓ Strengthening On-Site Management

We continue to refine 5S on-site management, expanding the successful outcomes from previous phases across all business operations. This ensures the standardization and institutionalization of management practices, laying a solid foundation for lean operations and facilitating efficient and orderly production processes.

✓ Enhancing Equipment Management

We have fully implemented Total Productive Maintenance (TPM) with an emphasis on Autonomous Maintenance, engaging all employees in equipment management. By proactively eliminating minor defects on-site, we have significantly improved equipment integrity and ensured stable and efficient production operations. In 2024, the number of model TPM zones expanded to 1,030, covering all types of factory sites, with ongoing replication and promotion. To guarantee implementation effectiveness, we established a three-tier acceptance mechanism – Joycome Headquarters → Business Units → Grassroots Factories – achieving a first-time pass rate of 90%. Additionally, we conduct regular review to ensure continuous compliance and sustain long-term improvements.



Image 1-2: Final Competition for Results of Practice of Trainings Received by Farm Managers in the Training Camp and the Observation Tour of Lean Management Training Camp

■ Elevating Organizational Efficiency

The business control system of the Group reduces discrepancies from target levels through continuous optimization in day-to-day operations, to boost organizational performance. In 2024, we submitted a total of 69,061 improvement proposals, marking an 18.8% year-on-year increase. The average number of proposals per employee reached 7.32, reflecting a 29.3% growth year-on-year. These initiatives generated an economic benefit of RMB59.28 million, marking a year-on-year increase of over 100%.

Case: Dongtai Factory of Meat Products Department Demonstrates Outstanding Performance in Lean Management

In 2024, Dongtai Factory of Meat Products Department applied the lean management principles to continuously optimize production processes, enhance quality control, and strengthen team collaboration capabilities. It was awarded “Outstanding Efficiency Improvement Award” by McDonald for its exceptional performance within McDonald’s supply chain system.



Image 3: Dongtai Factory of Meat Products Department received the “Outstanding Efficiency Improvement Award” from McDonald

Part IV Risk Management

■ Risk Management System Strengthening

✓ Major Risk Management

The Group develops 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 establishes 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 establishes 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 COFCO.

✓ Environmental Risk Management:

The Group has established the Emergency Response Plan for Environmental Pollution Incidents of COFCO Joycome 《中糧家佳康環境污染事故應急預案》 to standardize emergency response procedures for environmental pollution incidents, enhance emergency handling capabilities, protect public health and the ecological environment, and minimize property losses.

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■ Risk Control with the Aid of Information Technology

The Group has developed a comprehensive cybersecurity framework, implementing five key policies to strengthen network and information security in the era of big data, ensure the secure, reliable and stable operation of the information system, and effectively prevent cybersecurity risks: General Outline of Network and Information System Security Strategy of COFCO Joycome (《中糧家佳康網路與信息系統安全策略總綱》), Measures for Management of Network and Information System Security of COFCO Joycome (《中糧家佳康網路與信息系統安全管理辦法》), Measures for Management of Information System Security Inspection and Audit of COFCO Joycome (《中糧家佳康信息系統安全檢查與審計管理辦法》), Emergency Response Plan for Network Security Incident of COFCO Joycome (《中糧家佳康網路安全事件應急預案》), and Code of Conduct on Office Information Security of COFCO Joycome (《中糧家佳康辦公信息安全行為守則》).

The Group utilizes the CRP risk management system to monitor and control credit risks and commodity business market risks.

■ Internal Control of Risk Management

Joycome's risk management system covers the entire risk management process, including risk identification, risk assessment, risk response, and risk monitoring and evaluation. Guided by the principle of "business entities as the primary risk control units, with functional departments managing specialized risks," we implement an enterprise-wide risk management approach. This system extends across Joycome's headquarters and all profit centers, addressing various operational and management risks, with special focus on managing critical risks.

Joycome places strong emphasis on proactive public opinion management, closely monitoring evolving trends and holding regular media risk coordination meetings to highlight recent priorities, enhance early warning mechanisms, and strengthen risk prevention awareness. We guide and oversee tiered public opinion management systems across different business units, establishing structured emergency response procedures, standardizing customer complaint handling protocols and response scripts, and reinforcing food safety controls to mitigate risks at the source. Additionally, we rigorously implement routine public sentiment risk assessments, implementing a daily incident reporting system and weekly reporting mechanism. Our teams remain vigilant, ensuring timely responses to public inquiries and maintaining high-efficiency, high-quality public opinion monitoring and data collection.

✓ Three Lines of Defense in Risk Control

First line of defense: business units and departments

The business units and departments at Joycome serve as the operational entities and core components of risk control. They are responsible for establishing and improving internal risk management systems, ensuring their effective operation, and carrying out specific risk management tasks, including risk identification, assessment, response, and the handling of risk events.

Second line of defense: risk management functional departments

Each functional department is responsible for supervising the implementation of risk management within its specific area. The Group's risk management framework covers 10 types of risks, including strategy and market, finance and banking, quality and safety, legal and compliance, human resources, and information technology. These are further subdivided into 43 specific risks, each assigned to a designated control department, ensuring accountability and responsibility are properly allocated.

Third line of defense: Audit Department

The Audit Department at Joycome serves as the third line of defense in risk control. It leads the company-wide risk management efforts, dynamically tracks the progress of significant risk events, and submits monthly reports on major risk incidents. Additionally, the Audit Department conducts internal audits and internal control evaluations, focused on risks and issues, providing independent and objective assurance for risk management.

Joycome has established a comprehensive and in-depth emergency response process spanning from the headquarters to departments and grassroots units, with an emergency mechanism for unexpected events. All departments vigorously carried out risk prevention and control work, with a particular focus on major risks. In 2024, thanks to the efforts of all employees of the Group, all major risks remained under control.

■ In 2024, the Group successfully navigated the year without encountering any major risk events.

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Part V Stakeholder Communication and Materiality Analysis

We place great importance on the 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">Government and regulatory authorities	<ul style="list-style-type: none">Daily communicationSubmission of informationWorkshop and survey	<ul style="list-style-type: none">Compliance with laws and regulationsLeading the advancement of the industryAgricultural industries assistanceEnergy conservation and emission reductionPrevention and control of pollution from large-scale breedingControl of the spread of infectious diseasesEradication of the outbreak and spread of diseases	<ul style="list-style-type: none">Operating in strict compliance with relevant laws and regulationsPromotion of industrial developmentSupporting and benefiting the rural areasImprovement of resource utilization and reduction of waste productionEco-farming and recycling and processing of wasteStringent prevention and control of infectious diseasesEpidemic prevention for production
<ul style="list-style-type: none">Shareholders and investors	<ul style="list-style-type: none">Regular information disclosureShareholders' meetingsDaily communicationOfficial website	<ul style="list-style-type: none">Board's participation in responsibility managementResponsibility management structureContinuous growthTransparent operation	<ul style="list-style-type: none">Due diligence of the BoardStrengthening responsibility managementContinual improvement of the ability to create valueTransparent and open information disclosure
<ul style="list-style-type: none">Consumers	<ul style="list-style-type: none">Complaint hotlineConsumer satisfaction surveyMedia reports	<ul style="list-style-type: none">Product qualityFood safetyClient service and communicationElimination of false advertisement	<ul style="list-style-type: none">Management and control of the whole value chain qualityStringent management of food safetyPrevention and control of African swine feverProfessional and efficient client serviceSafeguarding consumers' rights

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

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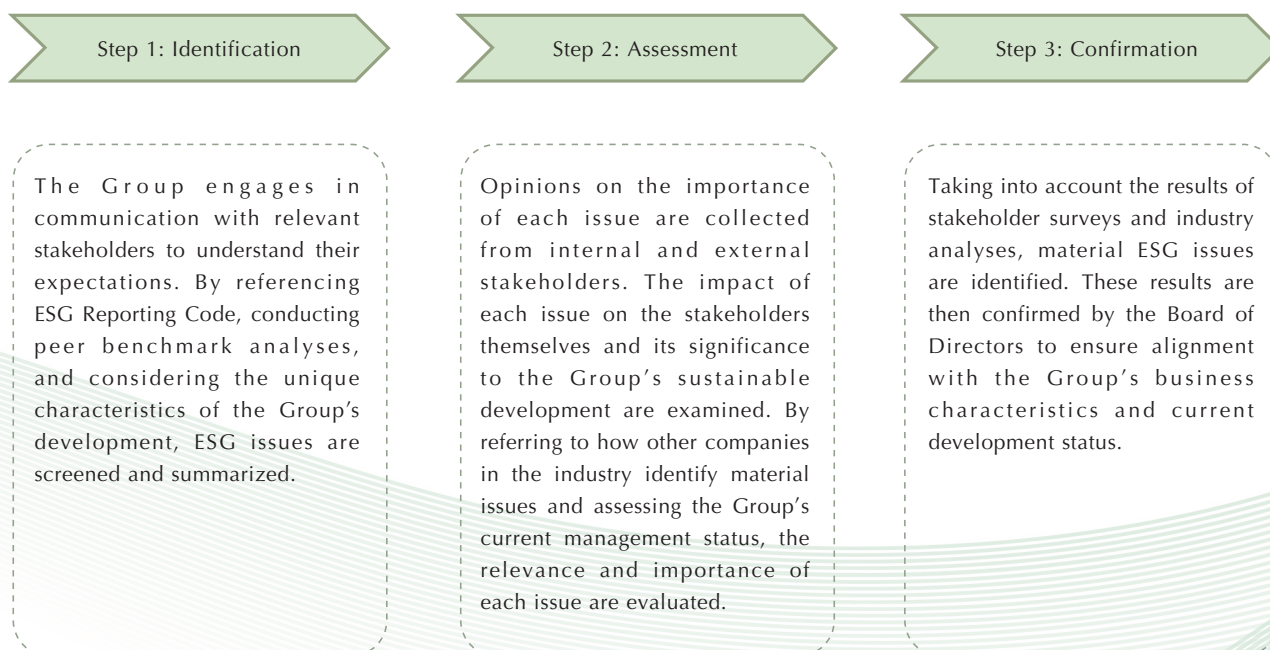
Stakeholders	Communication channels	Expectations and demands	Our response
<ul style="list-style-type: none"> The public 	<ul style="list-style-type: none"> Community activities Community services 	<ul style="list-style-type: none"> Animal health and welfare Anti-corruption Communication with communities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

In line with the strategy and business development directions of 2024, and based on our significance and materiality analysis, we identified 71 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, experts and organizations in the specialized fields, food safety experts, business management experts, employees, suppliers and partners, and public representatives, and recovered 223 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 Code 《環境、社會及管治報告守則》, we conducted a materiality assessment of each issue from two dimensions: "importance to the sustainable development within the Group" and "importance to stakeholders". The assessment findings indicate ten aspects including legal compliance and product quality to be of high significance, while community communication and charity to be of moderate importance.

The following is the process of identification of key issues:



Determination Procedures of Materiality Issues

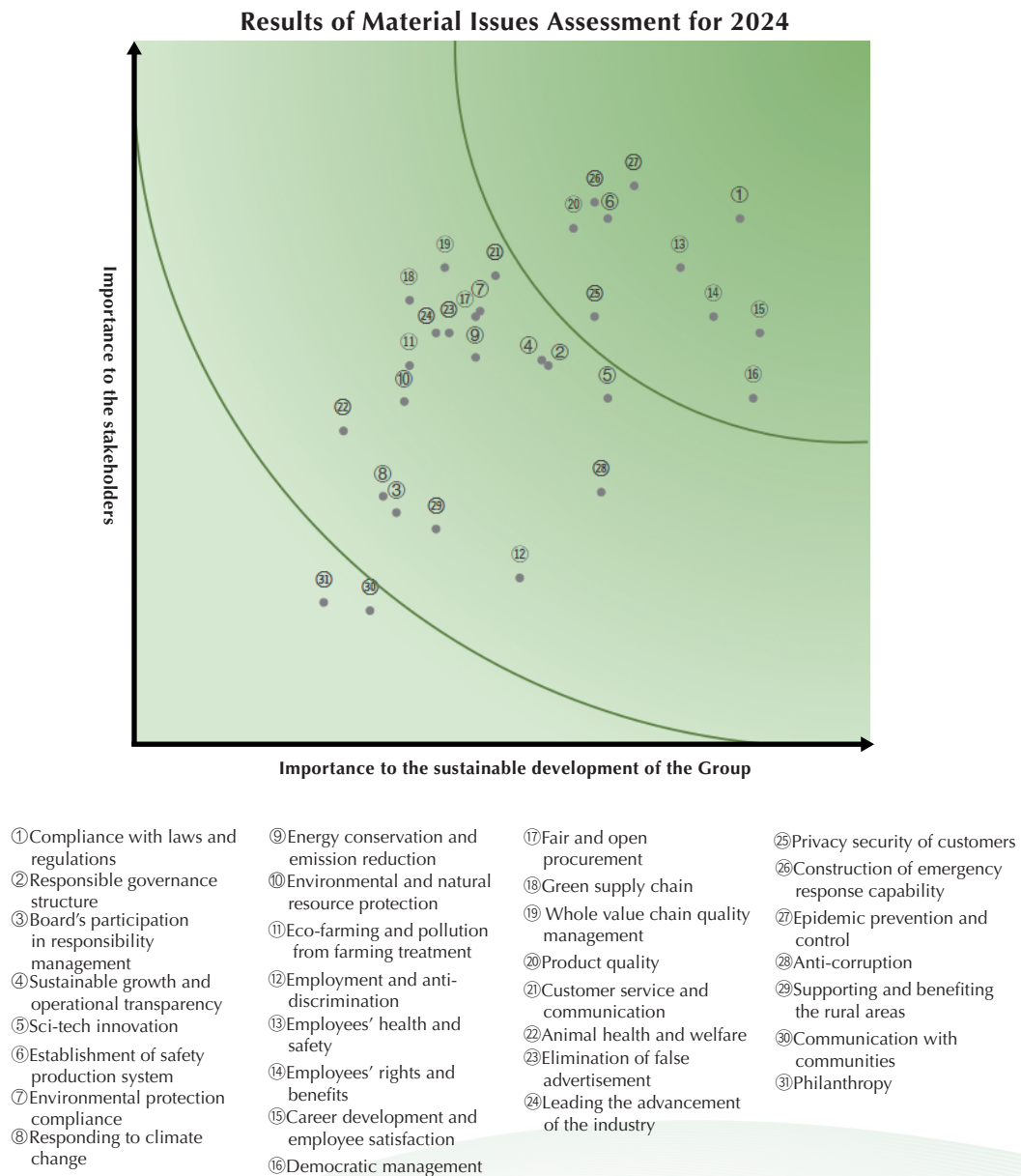


Image 4: Results of Material Issues Assessment for 2024

Part VI Information Disclosure and Investor Relations Management

In 2024, COFCO Joycome released 112 disclosure documents on its website. The Group hosted one annual results briefing, one interim performance briefing, and four quarterly investor engagement sessions. Throughout the year, the Group 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 Group demonstrates its investment value as a listed company.

The Group 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, the Group voluntarily provides 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.

The Group 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 Group 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 Group 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 Group 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) and the Group (www.cofcojoycome.com) on the same day as the relevant general meetings.

Part VII Innovative Development

Innovation is an essential requirement for accelerating the cultivation and development of new productive forces and building a world-class enterprise. The Group adheres to the principle of "empowering with technology" and continues to increase its investment in research and development (R&D), leading high-quality development through technological innovation. The Group has revised the COFCO Joycome Technology Innovation Management Measures (2024 Revised Edition) 《中糧家佳康科技創新管理辦法(2024修訂版)》 to improve the security and awareness of scientific research innovation through institutional construction and improvement.

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■ *Building an Innovation System*

The Group adheres to a full-chain R&D strategy, focusing on breakthroughs in areas such as hog breeding and smart, precise farming. It explores an integrated innovation system combining industry, academia, and research, gathering innovation resources. Additionally, the Group strengthens the coordinated resource assurance system for R&D and promotes the commercialization of key core technologies and their industrial application.

In 2024, the Group invested RMB52.3389 million in R&D, accounting for 0.32% of its total operating revenue.

In 2024, the Group was awarded four national utility model patents: ZL 2024 2 0140998.4, ZL 2024 2 0379915. 7, ZL 2024 2 0048206.0 and ZL 2024 2 0290558.7.

The Group has undertaken or participated in two national key programs and received two provincial scientific and technological progress awards.

✓ Focusing on Cutting-Edge Core Technologies

The Group has established a multi-tiered breeding system and continuously enhances the speed of breed improvement and farming efficiency through genomic breeding technologies. It accelerates the smart and digital transformation of traditional industries, actively exploring intelligent pig farming and digitalized operations.

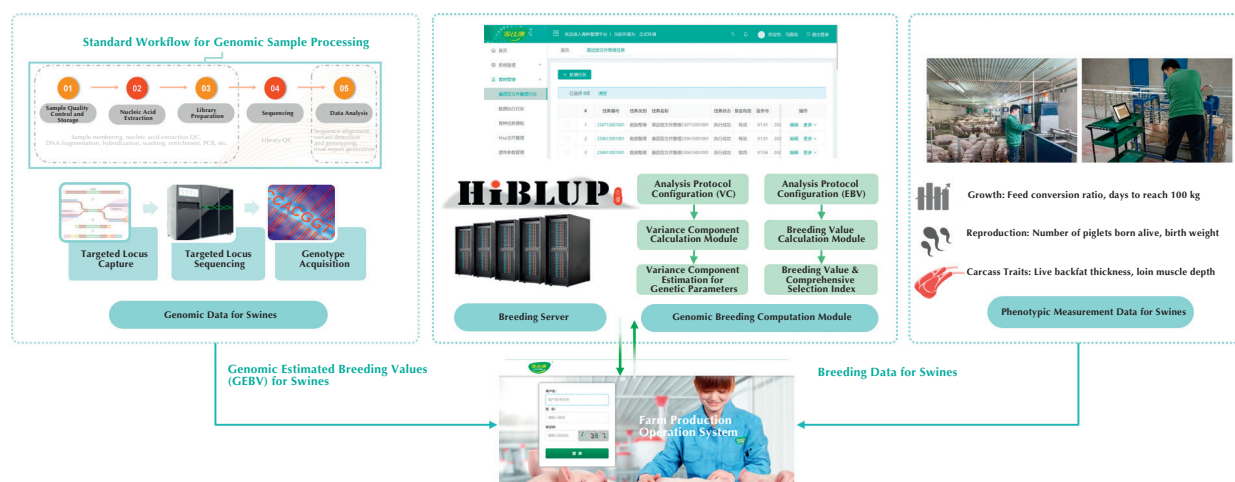


Image 5: Genome Selection Flowchart

✓ Promoting Industry-Academia-Research Integration

The Group actively practices the deep integration of industry, academia, and research, forming extensive collaborations with universities and research institutions to co-build joint laboratories. This accelerates the transformation of scientific achievements into practical productive forces, injecting strong momentum into the cultivation and development of new productive forces. The Group has established strategic partnerships with prestigious research institutions such as Huazhong Agricultural University, focusing on key areas such as hog breeding, disease prevention, and precise nutrition. This deep collaboration significantly enhances the vitality of technological innovation and provides strong support for technological progress in the industry.

✓ Strengthening Resource Coordination and Assurance

The Group attaches great importance to resource coordination and assurance, establishing a breeding strategy promotion team to closely monitor the progress of breeding projects and ensure efficient conversion and implementation of breeding results. The Group has developed and implemented the COFCO Joycome Breeding Talent Management Measures 《中糧家佳康育種人才管理辦法》, which strengthens the construction of the breeding talent team at the institutional level. This motivates innovation and work enthusiasm among talents, providing solid human resources support for technological innovation.

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Quality Safety Management of the Whole Chain

- Joycome strictly complies with the Food Safety Law of the People's Republic of China 《中華人民共和國食品安全法》 and other relevant laws and regulations. The Group has established a series of institutional standards, including the Food Safety Management Regulations 《食品安全管理規定》 and the Industry Chain Risk Control Guidelines 《產業鏈風險控制大綱》, which cover end-to-end management and critical control points to ensure food safety. In 2024, we continued to enhance our quality and safety documentation system by formulating and revising a total of 9 management regulations at the headquarters level. These updates refined requirements for process management, performance evaluation, and other critical aspects, further elevating our standards for quality management and control.
- We have actively promoted our subsidiaries to obtain a total of 97 system and product certifications, including ISO 9001 Quality Management System (QMS), ISO 22000 Food Safety Management System (FSMS), Hazard Analysis and Critical Control Points (HACCP), China Good Agricultural Practices (China GAP), Organic Product Certification, and Antibiotic-Free Product Certification.
- In 2024, various entities within the Group underwent 26 quality and safety inspections conducted by government authorities at different levels. Additionally, 214 batches of products were subject to regulatory sampling and testing, all of which met the required standards.

A Map of China

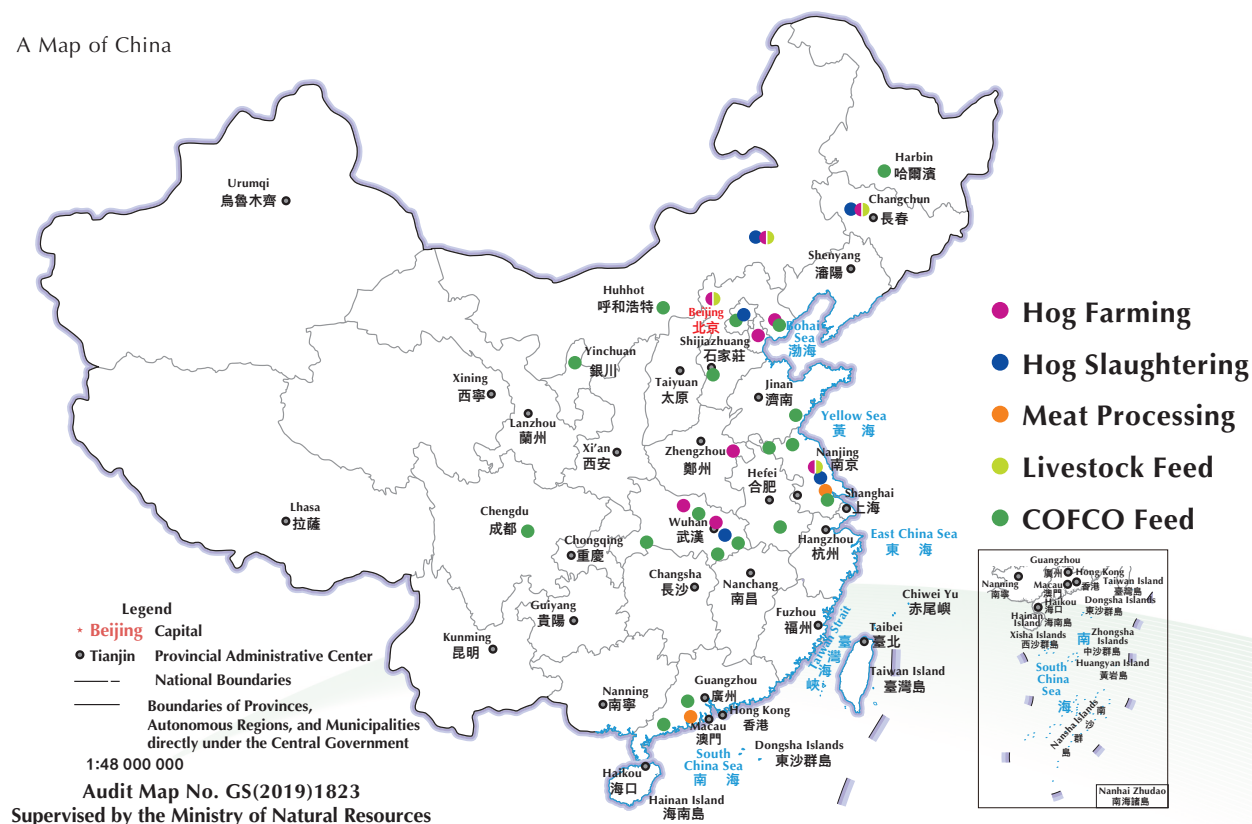


Image 6: Production Capacity Layout of Joycome

Part I Source Management

■ Feed Control

✓ *Safe and Eco-Friendly*

We have established clear quality specifications and hygiene standards for all types of feed ingredients, along with a stringent supplier qualification review process to ensure a reliable source and stable quality of raw materials.

Each of our factories has implemented raw material and finished product testing plans, as well as third-party inspection programs, to monitor pesticide residues, heavy metals, mycotoxins, and other indicators based on ingredient categories. Compliance is determined according to the COFCO Feed Ingredient Standards 《中糧飼料原料標準》 and Quality Standard for Feed Additives 《飼料添加劑質量標準》, with strict rejection of any non-compliant raw materials and prohibition of non-conforming finished products from leaving the factory.

In line with the Quality and Safety Risk Control Framework 《質量安全風險控制大綱》, each of our factories classifies and identifies risks that are likely occur at key stages of raw material reception and production, implementing corresponding mitigation measures to achieve comprehensive prevention and control of foreseeable risks.

✓ *Formulating Precision Nutrition Diets*

We develop scientifically optimized feed formulations based on the nutritional needs of different pig breeds and growth stages, leveraging our extensive raw material nutritional value database. By referencing animal nutrition standards and adhering to the principle of “supplementing as much as needed,” we appropriately add proteins, trace elements, minerals, and other nutrients. This approach ensures that the animals’ growth needs are met without causing unnecessary waste.

We conduct nutritional composition testing and analysis for each batch of feed, regularly collect feedback on animal breeding outcomes, and promptly adjust formulas to ensure precise and accurate nutritional supply.

We continuously refine our feed formulation. Such feed, enriched with appropriate types and quantities of feed-grade 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. Furthermore, we replace antibiotics with plant essential oils, probiotics, prebiotics, and enzyme preparations to boost animal immunity, aiming to prevent disease outbreaks.

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■ *Standardized Hog Farming Throughout the Industry Chain*

We have established standardized hog farming procedures in compliance with Animal Epidemic Prevention Law of the People's Republic of China 《中華人民共和國動物防疫法》, 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), Basic Requirements for Epidemic Prevention in Intensive Hog Farms 《集約化豬場防疫基本要求》 (GB/T 17823), and other regulatory standards.

In terms of feeding management, we strictly control feed raw material procurement and warehousing along with production and processing procedures to ensure the quality of finished feed products, while establishing nutritional requirement models tailored to hogs of different breeds and growth stages that align with their growth and development patterns to fully exploit growth potential and enhance feed utilization efficiency.

We have established water sanitation management systems, traceability system management, hog pre-slaughter inspection, and broken needle control systems for farms, and established a three-tier inspection mechanism comprising spot checks on Farming Department, patrol inspections on regional company, and self-inspections by farms, ensuring timely identification and mitigation of potential risks.

We have developed sound immunization and healthcare protocols and established Farming Process Control Procedures 《養殖過程控制程序》 to provide optimal ventilation and thermal environments for hogs; standardized hog drinking water management with annual water quality monitoring conducted for herds, while instituting Biosecurity Control Procedures 《生物安全控制程序》 and Vaccination Standard Operating Procedures for Farming Operations 《養殖場免疫接種標準操作程序》 to ensure ongoing disease prevention and control efforts.

We strictly comply with national regulations and standards in veterinary drug application, enhance withdrawal period management, and implement a three-tier verification system (farm manager-supervisor-stockmen) to ensure all slaughter-ready hogs are drug residue-free.

The Group has established a stringent quality and safety control system, which clarifies quality responsibilities for personnel at various levels, and conducted regular food safety traceability drills. Based on those, four enterprises of the Group have passed the quality management system certification.

The Group has strictly complied with national animal inspection and quarantine standards to ensure that each batch of slaughter-ready hogs passes mandatory inspections by regulatory authority, thereby selling slaughter-ready hogs with government-issued compliance verification and traceability credentials.

Case: COFCO Joycome (Henan) Co., Ltd. Obtains Quality Management System Certificate

COFCO Joycome (Henan) Co., Ltd. strictly adheres to the ISO 9001 standards, through establishing standardized operational workflows and rigorous quality control mechanisms, the company has successfully obtained the ISO 9001 Quality Management System Certificate.



Image 7-8: Quality Management System Certificates of Henan Company of Farming Department

Standardized Slaughtering

The Group has proactively established a comprehensive and multi-tiered internal audit and self-control mechanism. Under the framework, the Group, following the Quality and Safety Risk Control Framework 《質量安全風險控制大綱》, supervises all factories to strictly control the quality of each stage related to food safety with the aid of the refined management models characterized by daily controls, weekly inspections and monthly reviews. Through this approach, the factories conducts food safety management in an increasingly standardized and refined manner, ensuring effectiveness of safety management efforts.

At the source control level, we fortify the first line of defense when the hogs arrive at factories. By enforcing the Hog Supplier Management Measures 《生豬供應商管理辦法》, we further refine requirements for supplier qualification assessments, routine supervision, performance evaluations, and exit mechanisms. Suppliers are tiered reasonably and managed by category. When the hogs arrive at factories, strict inspection procedures are enforced, and suppliers whose hogs are non-conforming would immediately become disqualified, ensuring raw material quality from the outset.

In production processes, we intensify process oversight to strictly control the quality. By precisely identifying the process control risk points, we clearly define quality safety requirements for each stage, and urge factories to strictly adhere to production standards and sanitation protocols to maintain consistently hygienic environment. Concurrently, stringent inspections on product temperature and foreign matter are conducted to comprehensively prevent any risk that is likely occur during production, ensuring reliable product quality and safety.

For terminal management, we prioritizes warehousing and logistics to ensure only conforming products are released. Key metrics including temperature and sanitation are rigorously controlled throughout storage and transportation to prevent environmentally induced quality issues. Pre-shipment inspections are thoroughly executed to ensure non-conforming products cannot enter the market.

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■ *High-Standard Products*

The Group has established a stringent access mechanism in supplier management, conducting comprehensive evaluations of suppliers to ensure raw material quality assurance from the source.

The Group has rigorously enforced sanitation and disinfection protocols during production processes, mandating that all personnel entering workshops wear coveralls, hairnets, masks and dedicated footwear and complete handwashing and disinfection procedures. Standardized processing protocols have been implemented. Detailed operating specifications have been developed for different meat product categories, defining operational parameters and quality specifications for each process from raw material thawing, portioning, marinating, blending, and forming to cooking and packaging.

In terms of transportation, we have partnered with specialized logistics service providers, mandating that all transport vehicles be equipped with temperature monitoring devices and GPS, while conducting continuous real-time surveillance of cargo compartment temperatures throughout the transportation cycle.

We have established a comprehensive and robust source management and processing systems for meat products, specifying objectives, scopes of application, responsible departments, and operational procedures of each department to ensure all management activities are rule-based. We regularly evaluate and revise these systems to maintain alignment with evolving regulatory policies through timely system updates so as to guarantee effectiveness and adaptability of these systems.

Part II Process Control

We continuously advance digital and intelligent production. Based on this, we effectively monitor each critical process and ensure our products meet the quality and safety requirements by utilizing information technology and strictly implementing the quality and safety control requirements throughout our production process to gradually build a smart factory (farm).

✓ *Feed Segment*

Using the COFCO Feed (Hohhot) Co., Ltd. digitalization project as a benchmark, we are dedicated to building an intelligent feed production system. This system integrates fully automated production lines, real-time monitoring platforms, unmanned weighbridge systems, video surveillance and infrared detection, supply chain logistics platforms, and sales service systems. These efforts aim to enhance efficiency across the entire feed production value chain.

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✓ *Farming Segment*

In 2024, leveraging Joycome's digital-intelligent farming development plan, we systematically advanced the development of an intelligent farming management platform. The initiatives include an intelligent feeding and nutrition supply system, dynamic biological asset management (AI-powered inventory and weight estimation), AI-driven disease prediction models, automated environmental parameter control (temperature and humidity/ventilation linkage), and AI-based abnormal behavior monitoring and early warning mechanisms. This plan aims to achieve full-scale deployment for new projects by 2025 and implement phased upgrades for existing facilities, ultimately achieving comprehensive smart management across all breeding farms.

✓ *Slaughtering and Processed Meat Segment*

Building upon our existing information systems, including the slaughtering informatization system and the digital customer service management platform, we have further implemented the MES (Manufacturing Execution System) in our factories in North and East China. By integrating orders into the factory system and collecting real-time production data, we enable key on-site data acquisition, error-proofing in production processes, paperless business transactions, and full-process order management. The current system construction has entered a phased implementation cycle.

✓ *Integrated Livestock Feed Business Platform*

In 2024, the Group launched the Integrated Livestock Feed Business Platform. The platform automatically transmits feed procurement plans from hog farms to contracted feed mills. Feed mills initiate demand-based centralized procurement of raw material guided by sales forecasts. The Group's centralized procurement department launches raw material price inquiry and comparative bidding processes on the e-procurement platform. The system tracks the complete workflow from finished product demand planning to raw material procurement execution. This achieves tripartite collaboration across the upstream-downstream industrial chain involving hog farms, contracted feed mills, and the centralized procurement department.

✓ *Business-Integrated Financial Management System*

By integrating its ERP systems such as SAP with all core business systems, the Group boasts a robust management reporting system encompassing daily reports, monthly reports, and specialized reports. The system has established its interconnectivity with the financial system of COFCO for automated data transmission.

Since 2021, the Group has uploaded BPC comprehensive budget project, with built-in business logic in budgeting, realizing business-finance integration, rapid linkage and rolling forecasts.

In 2024, the Group initiated the development of the financial service sharing center building upon its existing cost control and expense reporting system in order to standardize critical review criteria at key process nodes across business workflows and standardize the financial treatment workflows, thus significantly enhancing operational efficiency and preventing risks. The center is scheduled to go live in 2025.

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✓ *Intelligent Security Platform*

The Group has been continuously promoting the construction of video surveillance systems in its factories since 2015, and applied AI technology in 2023 to identify 15 work safety scenarios, conduct intelligent snapshot analysis of hazardous areas, and push alarm notifications to relevant personnel, thereby implementing human-made, physical, technical and intelligent preventive measures.

We completed pilot testing of the system in various business scenarios in 2024 and plans to deploy the system across all business units within 2025.

■ *Animal Welfare Management*

In 2024, we continued to deepen the construction of animal welfare management system. We established a comprehensive and multi-tiered hog health and welfare assurance mechanism from multiple dimensions such as implementation of standards and technological innovation. To systematically implement the animal welfare philosophy, the Group organized specialized animal welfare trainings for employees with a focus on clarifying operational standards for key aspects including animal transportation and feeding and prohibiting violent animal driving practices, thereby safeguarding animals' fundamental rights and interests at both the conceptual and operational levels.

In terms of environmental control in pig housing, we upgraded the operational standards for environmental control equipment across the board. Utilizing advanced sensor technology, we monitored the temperature, humidity, and ventilation conditions within pig housing in real time around the clock. Through intelligent control systems, we precisely adjusted equipment operations based on subtle environmental parameter changes, maintaining a stable environment consistently suitable for pig growth.

We manage rearing space strictly following the differentiated rearing space principle. We allocate rearing spaces to pigs based on their growth stages, maintaining no less than 0.34 square meters per nursery pig and 0.85 square meters per fattening pig. By reasonably controlling stocking density, we effectively mitigated pig stress caused by spatial constraints, significantly reducing disease transmission risks.

We have established a rigorous water quality monitoring mechanism to ensure pigs have access to drinking water. We conducting daily inspections on the cleanliness and supply levels of drinking water of pigs to ensure they have access to sufficient and safe water at all times, thereby safeguarding pig health at the source.

To address the nutritional needs of pigs across different growth stages, we developed customized scientific feeding programs through our supporting feed mill. With professional nutrition analysis equipment, we optimized particle size distribution and nutritional ingredient ratio of feeds, effectively reducing the occurrence of common health issues such as gastric ulcers.

In terms of pig health management, we vigorously implemented a preventive management philosophy. Through coordinated measures across three dimensions of environmental control, nutritional enhancement, and immunization protocol optimization, we enhanced pigs' innate immunity, reduce disease incidence rates, and minimize the use of antibiotics.

During the transportation process, we strictly control the transportation density and rationally plan vehicle loading capacity based on the number and individual size of the pigs. We also leverage big data technology to optimize transport routes and reduce duration of transport. The transport vehicles are equipped with professional temperature control and ventilation systems. Standardized operational procedures are rigorously enforced during loading and unloading to minimize discomfort and stress response in the pigs during transport.

Within our slaughter segment, the Group has proactively implemented humane slaughtering practices. Each facility of the Group has integrated humane considerations from the initial design phase by deploying automated hog-driving passages and adopting world-leading CO₂ stunning technology, significantly reducing stress responses in hogs awaiting slaughter and minimizing pain experienced throughout the slaughtering stages.

To further implement animal welfare standards in day-to-day operations, the Group has established a comprehensive monitoring and feedback system. Employees are mandated to utilize specialized equipment such as pig boards during animal transport to ensure smooth and orderly transport operations. Moreover, an abnormality reporting flow has been instituted with accessible reporting channels, enabling prompt identification and resolution of animal health concerns.

Through these initiatives, the Group remains committed to advancing animal welfare practices and driving the industry to new heights in animal protection.



Image 9: Piggies in a Farm of Joycome

■ *Epidemic Control and Antibiotic-Free Practices*

We have developed stringent raw material acceptance standard for feed processing operations to rigorous control the quality. We have established centralized warehousing facilities and decontamination centers to enforce rigorous disinfection procedures for bulk-purchased supplies to prevent introduction of virus into our facilities.

We have established a reasonably-grounded biosecurity management system. Under the system, we deploy targeted prevention protocols for critical zoonotic diseases, and farms maintain scheduled disinfection system by utilizing high-efficacy and environmentally compliant disinfectants to ensure operational hygiene across personnel, livestock environments, and production facilities. We have decreased antimicrobial dependency of herds through regular disease monitoring, more frequent efficient pen inspection and treatment of compromised swine in strict compliance with the principle of “early detection, rapid intervention, strict isolation, limited spread”. We maintained continuous professional development programs to improve skills of veterinary teams, and develop targeted drug use guidelines to ensure precision dosing and therapeutic efficacy. We have developed strict hog sales process, which requires multi-stage vehicle decontamination and mandatory off-site transfer, to reduce the chance of disease introduction.

Through the implementation of the rigorous multi-tiered means of epidemic prevention and management, we have achieved a substantial reduction in critical zoonotic disease incidence rates alongside stable improvements in hog health metrics.

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Case: Emergency African Swine Fever Response Drill at COFCO Joycome (Jiangsu) Co., Ltd.

In August 2024, COFCO Joycome (Jiangsu) Co., Ltd. conducted an African Swine Fever (ASF) emergency response drill, combining online training with hands-on practical exercises. The drill aimed to consolidate existing ASF prevention measures, enhance the breeding team's ability to respond to ASF outbreaks, and dynamically optimize the ASF prevention system, ensuring the highest standards of biosecurity.



Image 10: Emergency Response Drill for Biosafety Prevention and Control at Jiangsu Company of Farming Department

Antibiotic-free farming safeguards both animal and human health by producing safe, nutritious, and antibiotic -free livestock products. It represents the pathway for sustainable development in the livestock industry. We rigorously control antibiotic use in our farming operations based on our established antibiotic use specifications under which we classified antibiotics into essential, restricted, and prohibited classes. Through precision medication guidelines and veterinary training programs, we enforce strict antibiotic reduction controls in farming operations, continuously enhancing quality of products and their added value. In recent years, we have achieved consistent declines in antibiotic usage through the implementation of the antibiotic reduction programs.

Case: COFCO Joycome (Zhangbei) Co., Ltd. Was Awarded the Certified Farm for Veterinary Antimicrobial Use Reduction

COFCO Joycome (Zhangbei) Co., Ltd. has actively explored reduction strategies for veterinary antimicrobial use and was awarded the “Certified Farm for Veterinary Antimicrobial Use Reduction” by the Department of Agriculture and Rural Affairs of Hubei Province.



Image 11: Zhangbei Company of Farming Department Received the Title of “Certified Farm for Veterinary Antimicrobial Use Reduction”

Case: COFCO Joycome Flaxseed Pork and Pork Products Obtain Antibiotic-Free Certification

CTI Testing and Certification Center (CTI 華測檢測認證中心) conducted rigorous on-site audits at 17 COFCO Joycome farms, including Jindongtai Farms No. 2, No. 3 and No. 4, Liangnan Farm No. 2 and No. 3, Huanghai Farm No.2, and Kangzhuang Farms No.2 and No. 3 in Jiangsu region, Junken Farm, Mingshan Farm, and Huangpi Farm in Hubei region, Chifeng Farms No. 2, No. 4, No. 6 and No. 10 in Inner Mongolia region; and Changling Farms No.16 and No. 18 in Jilin region, along with 4 slaughterhouses in Jiangsu, Hubei, Inner Mongolia, Jilin Regions and 2 cutting centers in Beijing and Guangdong. The results showed no detection of 33 drug residues under national food safety standards, meeting the requirements for antibiotic-free product certification. As a result, COFCO Joycome was awarded the Antibiotic-Free Product Certification.



Image 12: Antibiotic-Free Product Certificates

Part III Terminal Management

The Group has established a three-pronged quality control system integrating cold chain logistics, warehousing networks, and terminal stores, implementing penetrative management at the end-stage of the supply chain. We have formulated the Store Operations Quality and Safety Management Regulations (《門店經營質量安全管理制度》) to enhance staff qualifications and operational standards. A standardized procurement and acceptance process has been established, and products are managed throughout their lifecycle based on the “first in, first out” principle. Environmental hygiene is dynamically monitored, ensuring visible records of cleaning and disinfection. Additionally, a supplier access review, dynamic evaluation, and exit mechanism have been implemented. Sales and quality safety management personnel from the Group’s regional offices conduct irregular inspections of stores, rigorously managing equipment and facilities, product protection, shelf-life management, returns and exchanges, emergency management, and traceability capabilities, to ensure the quality and safety of terminal products.

In 2024, the quality and safety management department of the Group conducted 26 terminal store inspections, comprehensively enhancing our food safety assurance.

Part IV Product Traceability

We have established a traceability system that spans the entire industry chain, from feed processing, hog farming, slaughtering and cutting, meat product processing, to final retail sales. This system standardizes the data information and labeling management at each stage of the supply chain, ensuring the integrity, accuracy, and traceability of quality data across all processes.

In the slaughtering and processing stage, we fully utilize an intelligent traceability system, employing digital tags and QR code technology to assign a unique “digital ID” to each product. This ensures that production data is uploaded in real-time to a cloud database, enabling precise traceability throughout the product’s entire lifecycle. We conduct annual traceability drills to ensure that traceability timelines and traceability rates meet requirements, continuously verifying and improving the traceability capabilities across the supply chain.

All units have set up an intelligent security platform system to allow network video monitoring and ensure staff and food safety. The Fresh Products Department’s factories utilize information-based traceability systems such as MES and SFK to enable both forward and reverse traceability and accurate location of distributors. The Huanggang factory has been recognized by the Huanggang Municipal Bureau of Commerce (黃岡市商務局) as a “Key Product Traceability Demonstration Enterprise of Huanggang City.” The Dongtai factory has received the title of “National Good Traceability Monitoring Site for Agricultural Product Quality Safety” from the Center of Agro-product Safety and Quality, Ministry of Agriculture and Rural Affairs.

Case: COFCO Joycome (Jiangsu) Co., Ltd. Awarded the Title of “National Good Traceability Monitoring Site for Agricultural Product Quality Safety”

COFCO Joycome (Jiangsu) Co., Ltd. has consistently strengthened its traceability system across production and processing stages, including feed processing, hog farming, and fresh slaughtering. As a result of these efforts, the company was awarded the title of “National Good Traceability Monitoring Site for Agricultural Product Quality Safety” by the Ministry of Agriculture and Rural Affairs.



Image 13: Jiangsu Company Receives the Title of “National Good Traceability Monitoring Site for Agricultural Product Quality Safety”

Environmental, Social and Governance Report

■ *Consumer Rights Protection*

In order to ensure the health and safety of the consumers, the Group 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. There was no product recall events.

✓ *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 remain committed to protecting consumer rights, handling and addressing consumer complaints with diligence. We ensure that all complaints are responded to within the stipulated timeframe while conducting thorough analyses of their root causes. Preventive measures are then implemented to minimize the likelihood of recurring issues. In 2024, the Group received 183 consumer complaints, achieving a 100% resolution rate.

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) Consumers can provide feedback through the official COFCO Joycome WeChat public account (@中糧家佳康), the official Joycome Xiaohongshu account (@家佳康), etc.
- 2) In the event of product or service complaints, the Group evaluates the reported issue in accordance with the COFCO Meat External News Release and Emergency News Management Measures 《中糧肉食對外新聞發佈及突發事件新聞應急管理辦法》. We collaborate with relevant departments to analyze the root cause, develop practical solutions, and promptly contact the consumer to acknowledge the complaint and provide initial handling recommendations. We patiently listen to consumer feedback to further understand their needs, ensuring smooth and effective communication. Based on the agreed resolution plan, we take swift action to address the issue efficiently and transparently, closely monitoring progress until the matter is fully resolved.

In 2024, the Group continuously stepped up the public opinion risk control, with the public opinion management system running normally, and there was no public opinion incidents during the year.

Part V Work Safety

■ *Regulatory Framework*

The Group has developed and implemented the Three-Year Action Plan for Fundamental Safety Improvements of COFCO Joycome (《中糧家佳康安全生產治本攻堅三年行動實施方案》). This plan has been systematically cascaded through business divisions and frontline units to ensure that workplace safety responsibilities are effectively implemented with a strong sense of urgency and accountability.

■ *Quality and Safety Management Committee Operating as an Entity*

Utilizing the company-wide work safety responsibility system as core focus, the Group improved the full-process safety supervision mechanism for “one integrated matter”, fully leveraged the overall coordination, guidance and supervision, and performance evaluation functions of the Quality and Safety Management Committee of COFCO Joycome (the “QSM”), and further advanced the substantive long-term operation of the QSM Office.

The primary responsibilities of the QSM are to implement national laws, regulations, policies, and the Group’s requirements concerning quality and safety; to analyze, deploy, guide, and coordinate COFCO Joycome’s quality and safety initiatives; to propose major quality and safety policies for COFCO Joycome; to analyze quality and safety status throughout COFCO Joycome and address critical issues in quality and safety operations raised by business units; to review and issue annual quality and safety performance evaluation metrics for business departments; to coordinate emergency response to quality and safety incidents (events), review investigation reports on COFCO Joycome’s quality and safety incidents (events), and submit recommendations for COFCO Joycome’s decision-making. The primary responsibilities of the QSM Office are to propose recommendations for major quality and safety policies and key measures based on analysis; to inspect, supervise, guide, and coordinate quality and safety operations across business units; to organize comprehensive quality and safety inspections and specialized supervision, urging relevant units to rectify major risks and critical issues; to participate in analysis on quality and safety-related matters of the units concerned; to draft annual quality and safety evaluation metrics for business units; to organize investigations on and closure of quality and safety incidents (events); to organize QSM meetings and key activities, and monitor and check the implementation of QSM meeting resolutions.

We have established a regular meeting mechanism for the QSM Office, convening monthly coordination meetings and/or risk briefings. These meetings are primarily conducted through work reporting, task arrangement, thematic discussions, and specialized training programs. Each session focuses on reviewing the quality and safety status, progress of key tasks, identified business-related issues, and corrective measures of one business department and one grassroots unit, communicating directives from superior departments or leaders, disseminating recent supervision and inspection findings, and making arrangements for corresponding tasks. The QSM Office convened 12 regular meetings during the year.

In 2024, the Group optimized the QSM and its subordinate bodies, related operational frameworks, and working rules. The Chairman of the Group serves as the officer of the QSM, while the general manager and the executive in charge of quality and safety management acts as the deputy officer. The QSM convened 5 meetings throughout the year to make arrangements for key quality and safety tasks, and report on quality and safety risks. The leadership team conducted the safety awareness enhancement initiative.

Environmental, Social and Governance Report

■ Safety Investments

The Group has established a long-term mechanism for safety production investment, increasing safety expenditures in areas such as hardware improvements, “Mechanization, Automation, Informatization and Intelligence in Parallel” initiative, and strengthening foundational measures. In 2024, safety-related investments of the Group totaled RMB55.743 million, marking a year-on-year increase of 16%. To ensure the rational allocation of these funds, we have developed detailed safety investment guidelines, classifying expenditures into nine specific categories and defining their scopes of application to promote compliant and effective utilization.

Safety investments have been integrated into the financial cost control information system, and their execution is now included in performance evaluations. Additionally, we have collaborated with the Company’s Finance Department to enhance training and guidance, further standardizing the allocation and utilization of safety funds.

Case: “Sky Net + Ground Patrol + Intelligent Control” Multi-Dimensional Supervision Model

The Group has pioneered the “Sky Net + Ground Patrol + Intelligent Control” multi-dimensional supervision model to address the challenges of safety management in the livestock industry. By integrating this model into the digital and intelligent pig farm infrastructure, we continuously enhance the efficiency and effectiveness of regulatory oversight.

Given the Group’s extensive industrial chain with numerous and widely dispersed operational sites, particularly remote and enclosed livestock farms, traditional safety oversight faces inherent challenges, including “limited accessibility, visibility, and management difficulties.” By establishing the “Sky Net + Ground Patrol + Intelligent Control” three-dimensional supervision model and implementing “human, physical, technical, and intelligent defenses,” the Company conducts on-site and online supervision and inspections across its headquarters, business units, and grassroots entities. This approach standardizes employee behavior, curbs “three violations,” improves inspection efficiency, and rapidly elevates on-site safety management standards. Sky Net: A comprehensive video surveillance system with 15,274 camera points has been deployed to conduct irregular online inspections of safety production conditions at grassroots entities. Ground Patrol: Standardized requirements for the frequency and criteria of on-site inspections by management at all levels ensure accurate understanding of real-time conditions and timely resolution of issues, setting a strong example. Intelligent Control: An intelligent recognition and alert system for “three violations” and abnormal situations has been developed. Utilizing AI technology, the system enables 24/7 automatic identification, capture, and early warning of violations, addressing the limitations of random checks under the “Sky Net” and “Ground Patrol” systems.



Image 14: System for Capturing, Identifying and Warning Three Violations and Abnormalities

■ “Leadership Team” Lead Work Safety

Upholding the consensus on safety-driven development philosophy, we conducted “Leadership Team” Lead Work Safety. Gao Xiang, Chairman of the Board and Executive Chairman of COFCO Joycome, delivered 4 safety training sessions for headquarters personnel, business departments, and grassroots units of Joycome throughout the year. Zhang Nan, general manager of COFCO Joycome, conducted “On-site Safety Sessions at Hog Farms”, effectively putting into practice the awareness of “Safety comes first before the industry, business, production and operation in terms of management”.

The Group has formulated essential guidelines for the initiative, specifying target audiences, frequency and contents. The leadership teams at various levels have engaged in the initiative by upholding the safety commitment, practicing safety-related actions and spreading safety knowledge in accordance with requirements. Enterprises of the Group leveraged Work Safety Month campaign to organize thematic activities to embed the philosophy of work safety across operations.



Image 15: “Leadership Team” Lead Work Safety

Environmental, Social and Governance Report

■ *Leadership Team Engaging in Safety Assurance*

To further firmly establish the safety-driven development philosophy, strengthen the commitment to safety responsibilities, and tighten the work safety responsibility network, COFCO Joycome has adjusted the work safety accountability zones of the leadership team based on their respective business divisions and actual industrial chain risks, achieving full coverage of grassroots units and construction projects. The accountability officers are responsible for supervising and guiding work safety management within their designated zones, conducting the “Five Ones” safety responsibility actions: conducting one work safety inspection in assigned units, receiving one work safety report from assigned units, attending one work safety meeting of assigned units, reviewing one leadership shift duty arrangement of assigned units, and organizing one safety education session for assigned units. In 2024, the Group’s principal leaders and leadership members conducted 35 quality and safety inspections and held 23 quality and safety meetings.



Image 16: Investigation and Safety Inspection by General Manager at Farms

■ *Deepening Supervision and Inspection*

COFCO Joycome has deepened its “Sky Net + Ground Patrol + Intelligent Control” integrated supervision model, conducting 66 on-site inspections, performing 672 hours of online monitoring, and identifying 2,620 potential issues. Inspected units have developed issue reflection checklists focusing on the “Five Lines of Defense”, conducting root cause analysis from perspective of conditions, responsibilities, mechanisms, capabilities, execution, management and assessment. Other units conduct self-inspections against these checklists, driving transformation from single-issue resolution to systemic problem-solving and from issue documentation to management protocol optimization, ultimately pursuing root-cause elimination of hazards and fundamental problem resolution.

■ *Continuously Enhancing Work Safety by Professional Strength*

We have established the Quality and Safety Technical Committee comprising internal work safety experts, and engaged external professionals to conduct supervision and inspections on major hazards such as fire and electrical systems and confined spaces, enhancing the quality and efficiency of supervision and inspections.

■ *Conducting Targeted Rectification Against Weaknesses*

We have implemented five key tasks in alignment with the Three-Year Action Plan for Fundamental Safety Improvements by launching year-end/new-year fire risk prevention initiatives, intensifying contractor management campaigns, conducting self-inspections based on external incident alerts and, executing height work safety campaigns, and carrying out e-vehicle safety campaigns, while closely monitoring weak links, strictly investigating “three violations”, and enhancing governance capabilities.

■ *Enhancing Intrinsic Safety by Accelerating “Mechanization, Automation, Informatization and Intelligence in Parallel” Initiative*

We have strictly implemented stringent forklift management measures by equipping all forklifts with driver identity recognition device, seatbelt ignition interlock mechanisms, overspeed alarms or speed limiters, warning lights. As of the end of November 2024, full compliance has been achieved across all forklifts. We continuously improve intelligent security, enabling 24/7 automatic violation detection, image capture, and alert generation, expanding monitored anomalies from 11 to 15 categories, and processing 2,002 alerts with >90% accuracy. Thanks to those, remote monitoring/dispatch capabilities were further enhanced, which in turn elevates the intrinsic safety.

■ *Fostering a Safety Culture*

To effectively reduce the occurrence of “three violations” and prevent various production safety accidents, Joycome leveraged Safety Production Month to launch the “anti-three violations, accident prevention” awareness campaign. During the campaign, employees who had committed violations openly shared their experiences of non-compliant operations, deeply analyzed the reasons and psychology behind their violations, sincerely discussed their insights and reflections, and expressed profound remorse for their mistakes. Site managers reflected on the shortcomings in site safety management and committed to strengthening employee training and supervision to reduce “three violations” behaviors.

■ *Emergency Response to Extreme Weather*

We have established an extreme weather emergency warning and response mechanism, forming a closed-loop process of “weather warning – duty dispatch – information reporting – response follow-up – warning lift”. In 2024, the Group issued 60 extreme weather warnings in total, and specified work safety requirements and emergency preparedness measures for extreme weather conditions, comprehensively enhancing the emergency response capabilities for unexpected incidents.

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■ Standardizing Management of Ongoing Construction Projects

✓ Engineering Project Management System

The Group has established the “4+N” engineering management system to shift from a person-dependent approach to a system-driven model. The system is built upon the principles of empowerment, problem-oriented solutions, systematic thinking, and cross-departmental collaboration. Key methodologies include: combining centralized discussions with department-led execution; integrating system development with project audits; merging internal reflections with external benchmarking aligning institutional requirements with practical project execution.

The Group’s engineering management system provides comprehensive institutional support from headquarters to construction units, and from top-level design to specific operational guidelines, with a focus on business empowerment. In 2024, 29 new engineering management policies and guidelines were introduced, proposing specific measures and management requirements to address pain points such as price inquiries, breeding site selection, and tender management identified in engineering practice.

To further enhance compliance in construction project design, the Group has conducted a review and analysis of safety, environmental protection, and food safety issues identified in preliminary design and blueprint assessments of new, renovated, and expanded projects. The Group has prepared systems and codes such as Contractor Safety Management Measures 《承包商安全管理辦法》, 2024 Specialized Action Plan for Enhancing Contractor Safety Management 《2024年深化承包商安全管理專項整治工作方案》, and Compilation of Safety and Environmental Review Opinions on COFCO Joycome’s Construction Project Plans and Blueprints (2024) 《中糧家佳康建設項目方案及圖紙安全環保審查意見匯編(2024)》.

✓ Contractor Management & Engineering Quality and Safety

The Group rigorously implements the “eight-step method” for contractor management, carrying out in-depth special governance initiatives for contractor and construction project safety. Through system enhancements, safety design reviews, strengthened process control, and “Mechanization, Automation, Informatization and Intelligence in Parallel” initiative, we have clarified project management requirements and key design considerations. These efforts drive proactive risk prevention, further elevating their standardization, regulation, automation, and intelligence.

In 2024, focusing on key aspects of project management, the Group actively promoted the standardization and refinement of contractor management, and organized two special governance meetings for contractors in Jilin and Jiangsu, with over 150 contractor representatives participating.

Following the meetings, the Group conducted comprehensive inspections at project sites. For the prominent issues identified during the inspections, including engineering safety, quality control, schedule adherence, and personnel performance, the Group promptly convened meetings with multiple suppliers. Through directly addressing the issues and in-depth communication, the Group clarified the responsibilities and obligations of all parties, ensuring the stable and orderly progress of the projects, and ultimately achieving high-quality delivery.



Images 17-18: Contractor Governance Conferences and On-Site Inspections

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The Group has formulated and implemented the Management Measures for Construction Contract Performance Evaluation of COFCO Joycome 《中糧家佳康建設工程合同履約評價管理辦法》, which comprehensively and dynamically assess the performance of construction contractors. We have developed a contractor performance evaluation system, through which we have completed evaluations for over 40 contractors.

We continue to strengthen the inspection of construction quality and safety. In 2024, we conducted 12 on-site quality and safety inspections for ongoing projects, covering all key engineering projects. These inspections identified 450 safety and quality hazards, which were promptly communicated to the relevant project construction units for rectification.

The Group has issued the Notice of COFCO Joycome on Further Regulating the Installation and Management of Construction Site Video Surveillance Systems 《中糧家佳康關於進一步規範建築工地視頻監控系統安裝管理的通知》, mandating that all new construction projects must install a video surveillance system within 15 days of substantial site entry and connect it to the intelligent security platform. As a pioneer initiative, we launched a pilot project in Jilin utilizing drones for daily scheduled, speed-controlled, and pre-determined route patrols. By leveraging remote monitoring and the intelligent security platform, we have achieved full weekly coverage of construction site inspections.

✓ *Construction of Process Model Rooms*

To ensure engineering quality, each project construction site has a dedicated process model room that showcases critical structural construction techniques and material selection details. These model rooms provide workers with a clear reference for direct learning and construction comparison while serving as a standard basis for review and acceptance by supervisory units. This initiative has significantly enhanced the accuracy and efficiency of quality control in engineering projects.

Environmental, Social and Governance Report

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，一口就愛上)” to make “Every Bite Safe”.

The Group has established standards such as the Food Safety Management Policy 《食品安全管理規定》 and the Industry Chain Risk Control Guidelines 《產業鏈風險控制大綱》, which define comprehensive food safety control measures, standardize food safety management practices, and enable timely identification of food safety risks. By continuously improving our food safety management system, we enhance full-process supervision and critical control points. We conduct regular supervision, inspections, and random sampling at grassroots entities, promptly evaluating their performance to ensure that subsidiary companies strictly adhere to food safety management requirements. In 2024, we further refined our regulatory framework, formulating and revising nine management policies at the headquarters level to strengthen process management and assessment requirements.

In 2024, there was no product recalls in the Group.

We organized a specialized food safety training session in Jiangsu in 2024. Collaborating with external experts and the COFCO Nutrition and Health Research Institute, we conducted in-depth analyses on the core concepts and key management points of food safety systems, with a particular focus on pathogen prevention and control. This initiative aimed to comprehensively strengthen the expertise of food safety personnel and ensure product quality.

- ✓ 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 five consecutive years.
- ✓ Official partner of China’s aerospace industry.

- ✓ Official sponsor and designated meat brand of the 2024 Beijing Marathon.
- ✓ Official sponsor and designated meat supplier of the 2024 Beijing Half Marathon.
- ✓ COFCO Joycome (Jilin) Co., Ltd. Changling Branch successfully passed the Hormel industrial customer qualification audit.
- ✓ In May 2024, COFCO Joycome (Jiangsu) Co., Ltd. successfully passed the annual food safety audits of major brands, including McDonald’s China, ALDI, East Buy Holding Limited, Jinjiang Chef, and Tyson Foods China.

✓ *Quality & Safety Inspection of Imported Products*

The Group has implemented a comprehensive and rigorous system for inspecting the quality and safety of imported products. This system encompasses sampling and testing (covering both physicochemical and microbiological parameters), as well as inspections of cargo conditions at ports of entry and final destinations, verification of cargo-document consistency, and checks for any illegal concealed items.

In 2024, the inspection pass rate for all inbound shipments reached 100%. In the event of any irregularities, the Group promptly takes corrective actions, including return shipments, destruction, or label rectification.

Environmental (E)

The Group is firmly committed to energy conservation and environmental protection, adhering to the working philosophy of “proactive prevention and exemplary leadership.” By formulating plans, implementing process controls, and conducting year-end assessments, we focus on the management of three wastes, steadily advancing compliance management, “Carbon Peaking and Carbon Neutrality” and energy management, as well as emissions management. By continuously advancing our green development strategy, we have built a sustainable operational framework that spans our entire business chain.

- Establishing a Target Management System. Based on core business parameters such as live pig output, slaughtering and processing capacity, and newly built production facilities, we have implemented a three-tier environmental performance framework across our headquarters, business divisions, and grassroots entities. We have incorporated key environmental metrics – including energy intensity, total carbon emissions, wastewater COD concentration, nitrogen oxide emissions, the phase-out of outdated mechanical and electrical equipment, and the adoption of clean energy – into quality and safety performance contracts at all levels. This has effectively created an environmental responsibility network that covers our entire business chain.
- Standardized Implementation Framework. We have formulated key points for quality and safety work, outlining the main energy conservation and environmental protection tasks for the year. Subsidiaries at all levels have developed implementation schedules for advancing energy conservation and environmental protection initiatives, ensuring the orderly progression of various related tasks.
- Dynamic Tracking Mechanism. We conduct monthly dynamic assessments of environmental performance indicators through environmental reports and regular scheduling & safety meetings. Simultaneously, we implement a three-tier inspection system comprising special audits by headquarters, supervisory inspections by business divisions, and self-inspections at factory sites. Issues identified are consolidated into a corrective action list for systematic resolution. Furthermore, we directly link progress in clean production upgrades and the mandatory phase-out rate of outdated mechanical and electrical equipment to organizational performance evaluations, ensuring that green development requirements are effectively enforced at grassroots entities.

Environmental, Social and Governance Report

Part I Environment Management System

The Group has segmented its environmental management framework into eight key modules: responsibility system, incident management, project management, training and education, supervision and inspection, major issues, green development, and assessment & evaluation. Each module is governed by corresponding policies and standards, ensuring robust environmental management across Joycome.

In 2024, the Group revised the Regulations on the Management of Energy Conservation and Ecological Environmental Protection in COFCO Joycome 《中糧家佳康節約能源與生態環境保護管理規定》, clearly defining energy conservation and environmental protection responsibilities at all levels. The revision introduced two new chapters on water conservation and carbon peaking & carbon neutrality, while refining energy-saving and carbon-reduction diagnostic methods, hazardous and solid waste management, self-monitoring requirements, and emergency response procedures for environmental pollution incidents. These updates align closely with industry-specific environmental dynamics and actual operational conditions, enhancing the practicality and enforceability of the regulations.

Business divisions have adapted and implemented corresponding environmental management policies based on corporate regulations and industry realities.

■ *Systematic Institutional Development*

The Group's business departments established sound environmental management systems in accordance with national and local regulations while considering their own business characteristics. They not only formulated specialized regulations, management measures, and emergency plans covering facility management, pollutant emission control, energy conservation and emission reduction, and hazardous waste disposal, but also actively promoted system certification. In 2024, the Group initiated pilot ISO 14001 Environmental Management System development for hog farming grassroots enterprises, while Dongtai Factory of Fresh Product Department successfully obtained ISO 14001 certification, advancing environmental management standardization and normalization.

■ *Professional Organizational Structure*

The Group has established dedicated environmental management units at both headquarters and business division levels, with all subsidiaries correspondingly setting up environmental management departments or committees. These entities are staffed with qualified professionals and operate under clearly defined hierarchical accountability mechanisms to ensure orderly implementation of environmental initiatives.

■ *Standardized Implementation*

The Group strictly implements the environmental protection requirements of "Three Simultaneities", conducts environmental impact assessments, project approvals, design and installation and completion acceptance for projects, and legally obtains pollutant discharge permits and water intake/drainage licenses to ensure full-process compliance from project initiation to operation. All departments actively organize comprehensive monitoring of organized emissions, fugitive emissions, wastewater, exhaust gases, groundwater, and soil pollutants in accordance with compliance qualification document requirements, with all subsidiaries achieving 100% compliance rates in monitoring results in 2024. The Group establishes effective incentive and constraint mechanisms by organizing subsidiaries to sign Quality Safety Performance Contracts, defining energy conservation, emission reduction, and environmental protection objectives, and formulating corresponding assessment criteria.

Part II Environmental Protection

The Group strictly adheres to the Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》, the Comprehensive Work Plan for Energy Conservation and Emissions Reduction during the "14th Five-Year" Plan Period 《「十四五」節能減排綜合工作方案》 and other policies and regulations, continuously refining its three-tier vertical environmental management structure from headquarters to business divisions to grassroots enterprises. Key indicators such as carbon emission intensity and comprehensive energy consumption rate have been incorporated into assessment systems at all levels. By the beginning of 2024, the Group had successfully implemented the signing of quality and safety performance contracts across the entire system.

Joycome is deeply committed to ecological sustainability, guided by the "Carbon Peaking and Carbon Neutrality" goals. As a publicly listed company, it actively fulfils its corporate environmental responsibility, continuously increasing investments in environmental protection and driving the green transformation of the entire industry chain. It consistently demonstrates exemplary effects in the conversion of technological achievements.

Rooted in the philosophy that "lucid waters and lush mountains are invaluable assets", Joycome leverages China's national agricultural green development strategy to enhance its "crop cultivation combined with animal husbandry" circular green development model across the entire value chain. The Company has established and continues to refine a unique circular agriculture model that encompasses "Feed Manufacturing – Hog Farming – Waste Treatment – Biogas Energy Generation/Heat Supply – Manure Application – Circular Planting – Circular Aquaculture – Feed Raw Material." Through the organic integration of crop cultivation and animal husbandry, waste resource utilization, and hierarchical energy development, Joycome has established a low-carbon closed-loop system from farm to table, achieving a harmonious balance between environmental benefits and industrial value creation.

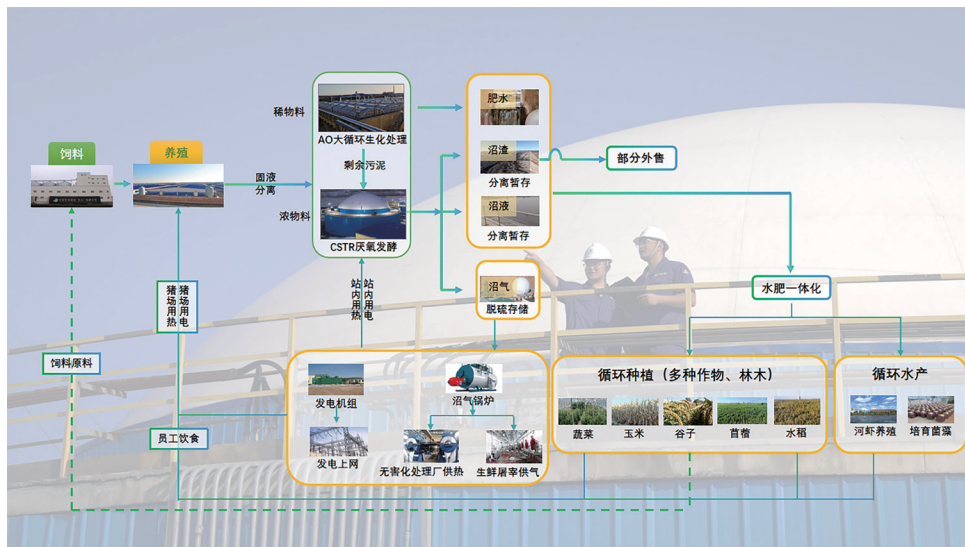


Image 19: Crop Cultivation Combined with Animal Husbandry Circular Green Development Model of Joycome

Environmental, Social and Governance Report

■ Scientific Site Selection

The Group has established a rigorous scientific project planning control mechanism at the initial phase of new farming projects. During site selection, the Group implements strict screening procedures to avoid ecological conservation redlines, fully incorporating legally prohibited breeding areas (including drinking water source reserves and core zones of natural protected areas) into the site selection negative list, thereby eliminating ecological damage risks from improper site selection at the source.

The Group proactively establishes regular communication mechanisms with local governments, strictly complies with environmental impact assessment requirements, and scientifically determines sanitary buffer zones for farming projects. It conducts dynamic monitoring to assess the environmental carrying capacity of project locations, optimizes the ratio between farming scale and surrounding land designated for waste absorption based on evaluation results, and develops circular agriculture ecological layout plans to ensure harmonious coexistence between farming project and the surrounding ecological environment.

The Group adheres to location-specific approaches, tailoring customized farming waste management solutions based on actual conditions including surrounding environmental characteristics and land carrying capacity at project sites. In 2024, the farming segment intensified efforts in waste resource utilization by constructing 7 new and upgrading 2 existing ones for the resource utilization of treated aquaculture wastewater for fertilizer use, further enhancing farming wastewater treatment capacity and significantly reducing the environmental impact of farming operations on surrounding areas.

■ Feed Optimization

We use precise formulations to reasonably control the amount of bulk raw materials and additives, ensuring animal health while minimizing raw material waste and reducing carbon emissions.

We manage heavy metals by strictly controlling their levels in feed ingredients and additives, introducing eco-friendly production processes to reduce heavy metal residues in feed and minimize environmental pollution.

We also manage energy usage in feed production by optimizing production equipment, improving energy efficiency, and using clean energy sources such as photovoltaics, reducing carbon emissions during the production process.

■ Waste Compliance Management

The Group actively identifies environmental impact factors at each stage to reduce waste generation and pollutant emissions at the source. We rigorously control the waste and pollutants generated in the backend, ensuring full process compliance and minimizing the impact on the natural environment.

In the feed production sector, COFCO's feed factory has actively promoted equipment upgrades and replaced some boilers with steam generators, effectively reducing nitrogen oxide emissions.

In the breeding process, we continually optimize the Biosafety Control Procedures (《生物安全控制程序》), strengthen epidemic prevention, and reduce the number of dead pigs. Manure is treated through anaerobic fermentation for reduction and harmless disposal, and is then used as organic fertilizer for land application. Feed dust generated by the associated feed mill is collected and recycled for use as raw material in the production line.

In the fresh meat slaughtering process, we have upgraded the denitrification process in wastewater treatment to ensure that the total nitrogen in the effluent meets national standards, while reducing the annual total nitrogen emissions by 80% compared to the previous system. We have fully eliminated diesel forklifts and switched to electric forklifts, significantly reducing vehicle exhaust emissions. We use gas boilers powered by natural gas and desulfurized biogas, effectively reducing emissions of pollutants such as hydrogen sulfide, ammonia, and sulfur dioxide. The worker's dormitory building shower uses a solar water heating system, reducing natural gas and electricity consumption and further lowering exhaust emissions.

We actively promote waste reduction and waste segregation through campaigns and initiatives like promoting paperless office practices to reduce paper use, further decreasing waste generation.

Case: Environmental Risk Identification along the Industry Chain and the Creation of Control Guidelines and Lists

Using Changling factory of the Fresh Product Department as pilot sites, Joycome pioneered environmental risk assessments for the industrial chain based on which we developed systematic management tools, including the Environmental Risk Management Guidelines for the Fresh Products Supply Chain (《生鮮產業鏈環境風險管控指引》) and the Environmental Risk Control Checklist for the Fresh Products Supply Chain (《生鮮產業鏈環境風險管控清單》). The Environmental Risk Management Guidelines for the Fresh Products Supply Chain (《生鮮產業鏈環境風險管控指引》) provide a regulatory and institutional basis for environmental risk management at each stage of the fresh products industry chain, including the project initiation, construction, and operation phases, as well as for all related parties. The Environmental Risk Control Checklist for the Fresh Products Supply Chain (《生鮮產業鏈環境風險管控清單》) identifies 123 environmental risks across three major areas: production systems, public utilities, and auxiliary facilities. Based on the nature of each risk, targeted management recommendations are provided, forming a practical environmental risk identification tool and fundamentally strengthening the defense against environmental risks.

Environmental, Social and Governance Report

Management of Farming Waste

Waste Category		Source	Management Approach	Regulatory Basis
Wastewater	Livestock Wastewater	Animal feces, urine, and cleaning/disinfection wastewater	Wastewater is transported via sealed underground pipelines to biogas stations. After solid-liquid separation, low-concentration materials undergo deep treatment using a two-stage process: two-stage physical pretreatment + USR + low-dissolved oxygen, high-recirculation ratio two-stage A/O process, converting wastewater into reusable water resources; High-concentration materials and excess sludge from the two-stage A/O process are fermented using an integrated, high-efficiency two-stage completely mixed anaerobic reactor, producing biogas, bioliquid, and biosolids.	Discharge Standard of Pollutants for Livestock and Poultry Breeding (GB 18596-2001) Emission Standards for Odor Pollutants (GB 14554-93) Technical Specification for Sanitation Treatment of Livestock and Poultry Manure (GB/T 36195-2018)
	Domestic Sewage	Office areas, living quarters, and cafeterias	Collected and directed to biogas stations built within each farm (or farming community), where it undergoes harmless treatment before being repurposed for resource utilization.	
Exhaust Gas	Odor	Odor generated from livestock farming and wastewater treatment	Ventilation volume is precisely controlled based on seasonal and weather conditions to ensure air quality. Spray deodorization facilities, barriers and attachment nets are installed at the exhaust outlets of livestock housing fans to treat odor comprehensively. In wastewater treatment areas, biological deodorization towers are installed to further improve odor control.	Discharge Standard of Pollutants for Livestock and Poultry Breeding (GB 18596-2001) Emission Standards for Odor Pollutants (GB 14554-93) Integrated Emission Standard of Air Pollutants (GB 16297-1996) Emission Standard of Air Pollutants for Boiler (GB 13271-2014)
	Exhaust gas from boilers	Combustion of fuels such as natural gas	Exhaust gas from boiler meets the relevant limit requirements of national and local Boiler Air Pollutant Emission Standards.	

Environmental, Social and Governance Report

Waste Category		Source	Management Approach	Regulatory Basis
Noise	Noise	Noise generated from livestock farming activities	Standard operating procedures are established for pig herding and unloading, with instructional signs placed to guide operations.	Emission Standard for Industrial Enterprises Noise at Boundary (GB 12348-2008)
Solid Waste	Manure	Solid waste separated from liquid waste	Manure undergoes harmless treatment and is utilized as organic fertilizer applied to farmland for cultivating crops, vegetables, fruits, and trees.	Standard for Pollution Control on the Non-hazardous Industrial Solid Waste Storage and Landfill (GB 18599-2020)
	Hazardous Waste (Including Medical Waste)	Disease prevention needles used in livestock farming; laboratory waste liquids, used mineral oil, UV lamps, and other waste generated during production and maintenance	Collected in compliant hazardous waste (temporary storage) facilities and regularly transferred to qualified third-party agencies for harmless disposal.	Discharge Standard of Pollutants for Livestock and Poultry Breeding (GB 18596-2001) Technical Standard of Preventing Pollution for Livestock and Poultry Breeding (HJ/T 81-2001)
	Household Waste	Office areas, living quarters, etc.	Regularly transported and disposed of in compliance with regulations.	Standard for Pollution Control on Hazardous Waste Storage (GB 18597-2023) Technical Specification for Sanitation Treatment of Livestock and Poultry Manure (GB/T 36195-2018)

Environmental, Social and Governance Report

Management of Slaughterhouse Waste

Waste Category		Source	Management Approach	Regulatory Basis
Wastewater	Production Wastewater	Wastewater generated from waiting pens, slaughtering, meat processing, by-product processing, and cleaning/disinfection activities	All wastewater is directed to wastewater treatment stations built at each factory for processing; a dry-wet separator is used to extract pig manure, which is supplied to local farmers as organic fertilizer, reducing the burden on wastewater treatment stations.	Discharge Standard of Pollutants for Livestock and Poultry Breeding (GB 18596-2001) Emission Standards for Odor Pollutants (GB 14554-93) Technical Specification for Sanitation Treatment of Livestock and Poultry Manure (GB/T 36195-2018)
	Domestic Sewage	Office areas, living quarters, and cafeterias		
Exhaust Gas	Odorous Gas	Waiting pens	Increased frequency of on-site sanitation to promptly remove pig manure, hair, and other waste. Negative pressure ventilation pipelines with biological deodorization systems are installed to effectively treat ammonia, hydrogen sulfide, and total non-methane hydrocarbons.	Discharge Standard of Pollutants for Livestock and Poultry Breeding (GB 18596-2001) Emission Standards for Odor Pollutants (GB 14554-93) Integrated Emission Standard of Air Pollutants (GB 16297-1996) Emission Standard of Air Pollutants for Boiler (GB 13271-2014)
	Exhaust Gas from Wastewater Treatment	Waste gas generated during the anaerobic process at wastewater treatment stations	Odor-producing areas in wastewater treatment facilities are enclosed or covered, and odorous gases are collected and directed to deodorization systems.	
	Boiler Emissions	Exhaust gas from burning natural gas and other fuels	Boiler emissions comply with the emission limits stipulated in national and local Boiler Air Pollutant Emission Standards.	
	Volatile Organic Compounds	Emissions from rendering exhaust outlets	Regular inspections of equipment operations and periodic assessments of the adsorption effectiveness of packing materials. Third-party testing agencies are engaged to conduct regular emission monitoring, and dedicated personnel are assigned to oversee equipment operation.	

Environmental, Social and Governance Report

Waste Category		Source	Management Approach	Regulatory Basis
Noise	Noise	Entry inspections and waiting pens	Entry schedules are optimized, and unloading and pig herding operations are streamlined. Post warning signs. Adopt carbon dioxide stunning technology to control noise at the source.	Emission Standard for Industrial Enterprises Noise at Boundary (GB 12348-2008)
Solid Waste	General Solid Waste	Waste generated during slaughtering, such as pig manure, pig hair gastrointestinal contents, by-products, screenings and sludge	Temporarily stored in compliant solid waste storage areas and regularly transported by qualified disposal entities.	Standard for Pollution Control on the Non-hazardous Industrial Solid Waste Storage and Landfill (GB 18599-2020) Discharge Standard of Pollutants for Livestock and Poultry Breeding (GB 18596-2001)
	Hazardous Waste	Laboratory waste liquids, online monitoring waste liquids, used mineral oil, etc.	Collected in compliant hazardous waste storage facilities and periodically transferred to certified third-party agencies for harmless disposal. A hazardous waste management demonstration area has been established to enhance hazardous waste management practices.	Technical Standard of Preventing Pollution for Livestock and Poultry Breeding (HJ/T 81-2001) Standard for Pollution Control on Hazardous Waste Storage (GB 18597-2023)
	Household Waste	Office areas, living quarters, etc.	Regularly transported and disposed of in compliance with regulations.	Technical Specification for Sanitation Treatment of Livestock and Poultry Manure (GB/T 36195-2018)

We strictly comply with legal requirements by installing and maintaining operational online monitoring equipment at all slaughtering enterprises' wastewater discharge outlets to monitor water pollutant discharges in real time. Throughout the year, no complaints were received nor were there any instances of pollutant exceedances resulting in penalty notifications from environmental authorities. Pollutant compliance data is publicly disclosed on the "National Pollutant Discharge Permit Information Management Platform"(全國排污許可證信息管理平台).

■ *Resource Utilization of Livestock Waste*

COFCO Joycome remains committed to maximizing the collection and efficient utilization of biogas generated from livestock waste treatment, using it as a biomass energy source for heating and power generation. This initiative not only significantly reduces the uncontrolled release of methane, thereby lowering both direct and indirect carbon emissions, but also decreases reliance on external energy sources, fostering the green transformation of the Group's energy structure.

The Group adheres to the philosophy of "high-caliber design, high-standard construction, and high-efficiency operation," having cumulatively built and operated over 40 biogas plants.

Adhering to the principle of "waste-to-energy conversion", Joycome continuously optimizes its biogas power generation and heating systems. By refining incentive mechanisms, the Company has further enhanced the comprehensive utilization efficiency of biogas. In 2024, total biogas production reached 25.0 million cubic meters, a year-on-year increase of 33%, with 3.13 million cubic meters used for heating and 3.42 million kWh generated through biogas power.

In 2024, The Group's installed biogas power generation capacity reached 4.85 MW, with Jilin Company adding a 1 MW biogas generator set that generated 1.2 million kWh of electricity, resulting in approximately RMB56,000 in electricity cost savings.

Environmental, Social and Governance Report

✓ *Integrated Water and Fertilizer Utilization*

COFCO Joycome remains committed to establishing a full-chain ecological recycling model that integrates “Feed Manufacturing – Hog Farming – Waste Treatment – Biogas Energy Generation/Heat Supply – Manure Application.” Building upon this model, the Company continues to explore diversified applications of waste.

In the manure application process, Joycome strictly adheres to national and local standards, including the Technical Specification for Sanitation Treatment of Livestock and Poultry Manure 《畜禽糞便無害化處理技術規範》 (GB/T 36195), the Technology Code for Land Application Rates of Livestock and Poultry Manure 《畜禽糞便還田技術規範》 (GB/T 25246), and the Technical Guide for Calculating the Land Capacity for Livestock and Poultry Manure 《畜禽糞污土地承載力測算技術指南》. Based on soil types, crop growth conditions, and soil monitoring results, the Company develops scientifically sound fertilizer application plans to ensure a safe and environmentally friendly return-to-farmland process, preventing soil and groundwater pollution.

We continue to deepen its practices in reducing livestock waste for fertilizer use. Centered on the concept of waste reduction and agricultural reuse, we have established an efficient integrated crop-livestock farming system. Specifically, a portion of the waste undergoes anaerobic fermentation to produce biogas, biogas slurry, and biogas residue. Another portion is processed through aerobic fermentation and deep treatment technologies, yielding deep-treated water (nutrient-rich water). Depending on actual downstream demand, Joycome flexibly adjusts the output of biogas slurry and deeply treated water (fertilizer water) to achieve comprehensive, integrated utilization of water and fertilizer in farmland.

In 2024, the Group achieved 100% resource utilization of farming manure, applying biogas slurry-based fertilizer to more than 200,000 mu of farmland. The irrigation covered over 40 crop varieties, including staple crops such as rice, corn, and wheat, as well as alfalfa and other economic crops, trees, seedlings, fruit trees, and vegetables. Additionally, biogas slurry was used for algae and microbial cultivation, significantly promoting circular farming and aquaculture.

The Group has cumulatively laid about 320 kilometers of pipeline network to support agriculture, directly serving over 100 cooperatives, reclaimed approximately 50,000 mu of land, generating cost savings and income increases exceeding RMB20 million for farmers. Through this model, Joycome not only effectively reduces waste emissions but also enables farmers to lower production costs and boost their earnings, achieving a win-win outcome of both economic and environmental benefits.

Case: Water-Fertilizer Integration for Drought Relief

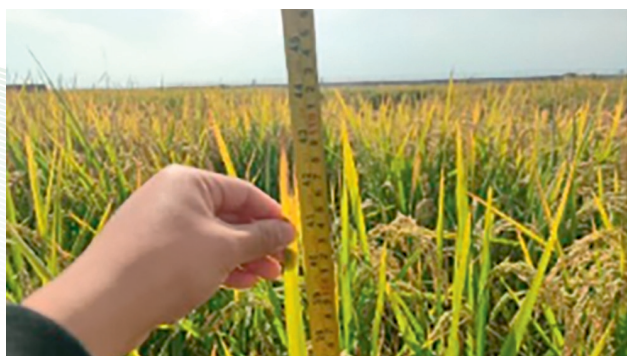
In June 2024, an extreme drought hit Henan province. In response, COFCO Joycome (Henan) Co., Ltd. leveraged its 8.2-kilometer fixed biogas slurry irrigation pipeline and mobilized 520 employees to lay 7,500 meters of temporary water hoses. Equipped with 22 high-efficiency water pumps and 45 mobile sprinklers, the Company successfully participated in drought relief efforts. This initiative provided 265,000 cubic meters of biogas slurry to irrigate 6,500 mu of farmland, benefiting three townships, seven administrative villages, and 12 natural villages around the breeding farm, directly assisting 483 farming households in mitigating the drought's impact. This case was recognized and featured on the official website of the State-owned Assets Supervision and Administration Commission (SASAC) of the State Council.



Image 20: Henan Company of Farming Department Utilizes Mobile Sprinklers to Apply Liquid Manure for Drought Relief

Case: Improving Saline-Alkaline Land with Biogas Slurry

COFCO Joycome (Jilin) Co., Ltd. has been actively exploring and refining methods for improving saline-alkaline land using biogas slurry, focusing on rice, peanuts, corn, and greenhouse vegetables as pilot crops. By carefully controlling the dosage, nutrient composition, application method, and crop growth stages, the company has conducted extensive trials to determine the optimal biogas slurry application standards for different soils and crops. Results have shown a significant reduction in soil pH in trial soils to which biogas slurry was applied precisely, with total nitrogen content increasing by 20%, total phosphorus by 25%, and total potassium by 10%. Successful pilot yield-increase cultivation of rice, peanuts, and corn in the remediated saline-alkali land has been achieved. Post-remediation yields increased by nearly 200 jin per mu for rice, 100 jin per mu for corn, and 25% for peanuts. The once barren saline-alkali land, previously deemed agriculturally valueless, has progressively been transformed into productive farmland, with both crop yields and output value improving significantly. In November 2024, the Group participated in the saline-alkaline land industry development conference to share its experiences. Following the event, Farmers' Daily published a feature article on the Group's innovative approach to saline-alkaline land remediation using biogas slurry.



Images 21-22: Thriving Rice and Peanut Crops on the Saline-Alkali Lands Improved by Jilin Company of the Farming Department

Environmental, Social and Governance Report

Case: Restoring Sandy Land with Biogas Slurry

COFCO Joycome (Chifeng) Co., Ltd. has strategically implemented a waste-to-resource initiative for reducing livestock waste for fertilizer use. Livestock waste was supplied to local farmers for cultivating corn and millet through a biogas slurry-water-fertilizer integration system, serving over 40,000 mu with average cost reduction and efficiency gains of approximately RMB100 per mu. Simultaneously, the project has remediated more than 15,000 mu of surrounding sandy land, significantly increasing vegetation coverage. Populations of pasture grasses, birds, lizards, snakes, and other flora/fauna have substantially risen, transforming the formerly barren land into a biodiversity-rich oasis. As a result of these achievements, COFCO Joycome (Chifeng) Co., Ltd.'s biogas plant has been recognized by the China Association of Environmental Protection Industry as an "Ecological and Environmental Protection Demonstration Project."



Image 23: Aerial View of Biogas Station and Surrounding Sandy Land of Chifeng Company of Farming Department

Case: Growing Vegetables with Biogas Slurry

COFCO Joycome (Jilin) Co., Ltd. has been continuously innovating and deepening its approach to integrated farming and circular agriculture. In Daxing Town, Changling County, it has established 49 integrated farming and vegetable cultivation bases, representing an increase of 127%, yielding over 200,000 jin (half a kilogram per jin) of vegetables and fruits. The greenhouse vegetable products from the park not only fully meet the needs of the employee canteens, achieving a self-sufficient virtuous cycle, but also establish a robust barrier for food safety and biosecurity. During special periods, they ensure a healthy diet for the staff of the breeding farms. The greenhouse vegetable park has created over ten job opportunities for local villagers, making it a significant driving force for promoting the transformation and upgrading of the rural economy, improving people's livelihoods, and achieving common prosperity.



Image 24: Bumper Harvest of Greenhouse Peppers of Jilin Company of Farming Department

■ *Empowerment Through Training and Drills*

In 2024, we made significant strides in environmental training, conducting a total of 180 sessions throughout the year, reaching 30,434 participants.

During the National Low-Carbon Day and Energy Conservation Promotion Week, we actively responded by implementing a series of substantive and diverse events across multiple key areas. To strengthen professional capabilities, we organized training sessions on two major themes, namely, energy conservation and environmental protection, focusing on specialized tasks including pollutant discharge permit management, solid and hazardous waste management, pollution control facility operation and maintenance management, and energy conservation diagnostics. To foster a strong energy-saving atmosphere, we adopted multi-dimensional communication methods to integrate energy conservation and low-carbon concepts into employees' daily work and life. This included designing posters and display boards, hanging promotional banners, distributing leaflets and environmental protection manuals, conducting eco-knowledge quizzes, and hosting centralized open days for environmental protection facilities, extensively disseminating green and low-carbon development principles.

We place great emphasis on the emergency response to environmental incidents. In 2024, we revised the Emergency Response Plan for Environmental Pollution Incidents of COFCO Joycome 《中糧家佳康環境污染事故應急預案》, establishing and improving an emergency response mechanism for environmental pollution incidents. This standardized the handling of such incidents and enhanced our capability to respond to sudden environmental pollution accidents. In 2024, the Group organized a total of 123 environmental emergency drills, covering 5,880 participants.

■ *Environmental Investment and Innovation*

We consistently integrate sustainable development concept into every aspect of corporate operations, continuously increasing environmental protection investments to drive green transformation and ecological conservation. With business expansion, we have proactively planned and constructed advanced environmental protection facilities to meet compliance requirements for new production capacities, effectively reducing pollutant generation at the source. Concurrently, the Group has implemented systematic optimization and upgrades to existing biogas plants by introducing advanced integrated water-fertilizer technology to achieve high-efficiency resource recycling. In 2024, Joycome invested over RMB150 million in environmental protection initiatives.

- Joycome has not experienced county-level or higher government environmental penalties and media-reported environmental incidents for three consecutive years.

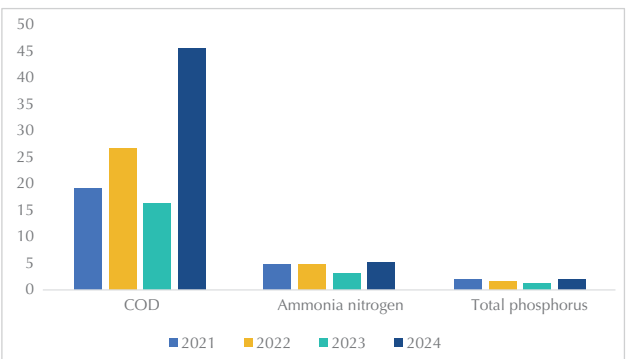
Part III Emission Management

■ Wastewater Discharge

In 2024, waste water pollutants generated by the Group included COD (chemical oxygen demand), ammonia nitrogen, and total phosphorus. Total waste water discharge amounted to approximately 960,000 tons, with a waste water discharge intensity of 0.52 tons per revenue of RMB10,000.

COD emission intensity was 0.2435 tons per revenue of RMB100 million; ammonia nitrogen emission intensity for output value was 0.0262 tons per revenue of RMB100 million.

Main Wastewater Discharge from 2021 to 2024 (tons)

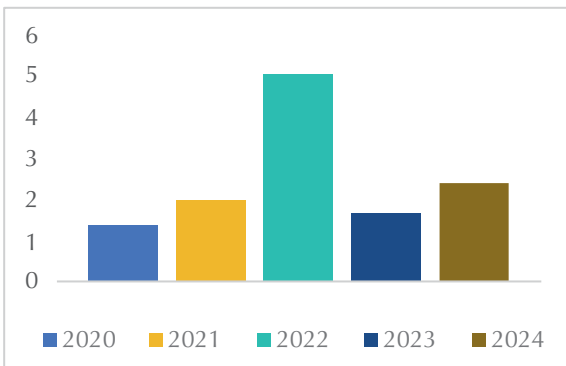


■ Waste discharge

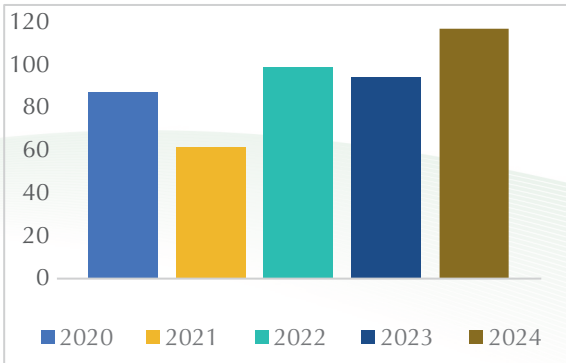
In 2024, the Group produced approximately 23,400 tons of non-hazardous wastes, with an emission density of about 0.013 tons/revenue of RMB10,000; approximately 115.19 tons of hazardous wastes, with an emission density of about 0.062 kilogram/revenue of RMB10,000.

In this regard, about 103 tons of hazardous wastes generated 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 336 tons of feed dust removal dust and waste packaging materials, as well as 745 tons of domestic waste, 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 2024



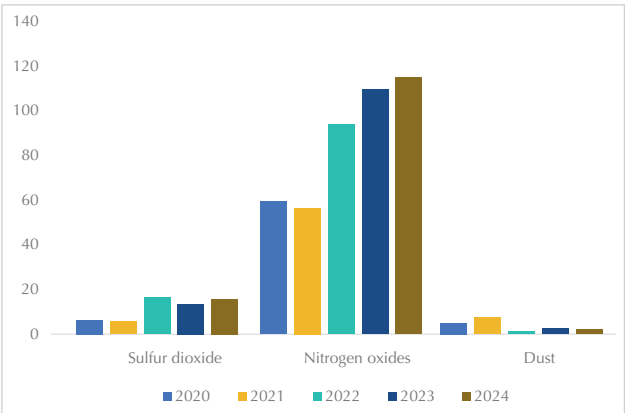
Main hazardous waste emission (tons) from 2020 to 2024



■ Exhaust Gas Emission

In 2024, the Group generated atmospheric emissions including sulfur dioxide, nitrogen oxides, etc., totaling approximately 519 million cubic meters of treated waste gas.

Emissions of major pollutants during 2020-2024
– waste gas (ton)

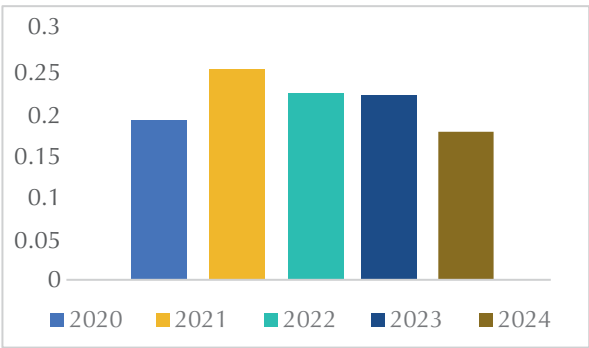


Part IV Response to Climate Change

The amount of greenhouse gas emissions was approximately 322,800 tons, including Scope 1 of 122,700 tons and Scope 2 of 200,100 tons, with an emission intensity of approximately 0.1735 tons/revenue of RMB10,000. The growth rate of greenhouse gas emissions remained lower than business scale expansion.

In 2025, the Group plans to reduce greenhouse gas emission intensity by 0.3% year-on-year and maintain year-on-year reductions.

Greenhouse gas emission intensity during 2020-2024
(in tons/revenue of RMB10,000)



We closely follow national strategic guidance and global sustainability trends, deeply integrating the “Carbon Peaking and Carbon Neutrality” goals into our Company’s medium – and long-term development strategy, ensuring that all business segments align with the core objectives of carbon peaking and carbon neutrality. Based on a comprehensive evaluation of our current carbon emissions, we have scientifically assessed future trends, and through systematic analysis and the integration of internal and external resources, we have developed a clear path for achieving carbon peaking.

Environmental, Social and Governance Report

✓ Identification of Climate-related Risks and Opportunities

Based on a comprehensive consideration of the Group's strategic development goals, business model, and value chain impacts, we categorize climate change risks into physical risks and transition risks, and conduct an in-depth analysis based on the time dimension to identify and assess their potential impacts on the business model, value chain, and financial aspects.

Risk identification

Type of Risks	Risk Title	Impact on Business Models and Value Chains	Potential Financial Impacts
Physical risk	Short-term physical risks	<p>Business model:</p> <p>The increased frequency of extreme weather events (such as floods, droughts, hurricanes, etc.) leads to:</p> <ul style="list-style-type: none"> • damage to production facilities, leading to interruptions in production and a decline in capacity. • increased safety risks when employees are engaged in production operations. <p>Value chain:</p> <ul style="list-style-type: none"> • Increased likelihood of farms and factories being suspended due to extreme weather. • Import delays and raw material transportation disruptions, exerting a short-term impact on product supply and sales. 	<p>Business model:</p> <ul style="list-style-type: none"> • Increase in the maintenance costs required for damaged equipment and facilities. • Increase in emergency expenditures and safety investments for preventing extreme weather. <p>Value chain:</p> <ul style="list-style-type: none"> • The reduction in output, delivery delays, rising costs, and urgent procurement among other unstable factors affecting profits and revenues.
	Long-term physical risks	<p>Business model:</p> <ul style="list-style-type: none"> • Long-term high temperatures, leading to a decline in the growth efficiency of hogs (heat stress). • Increased health risks for employees during production operations. • Forced relocation of farms in areas with water resource shortages. <p>Value chain:</p> <ul style="list-style-type: none"> • Decrease in feed raw materials due to drought. • Unstable supply of international import. 	<p>Business model:</p> <ul style="list-style-type: none"> • Increase in operating costs due to the addition of cooling facilities. • Increase in operating costs due to the addition of personnel protective measures and the distribution of subsidies. <p>Value chain:</p> <ul style="list-style-type: none"> • Increased procurement and import costs. • Additional expenditure due to efforts to explore raw material substitution and changes in procurement models requires.

Environmental, Social and Governance Report

Type of Risks	Risk Title	Impact on Business Models and Value Chains	Potential Financial Impacts
Transition risk	Changes in policies and regulations	Business model: <ul style="list-style-type: none"> More laws and requirements to be followed by companies due to the increasing regulatory scrutiny. 	Business model: <ul style="list-style-type: none"> More resources required for meeting changes in regulatory policies.
	Changes in market demand	Value chain: <ul style="list-style-type: none"> Increased complexity of the supply chain due to the substitution of feed raw materials. Consumers prefer to purchase products that have a low impact on the environment. 	Value chain: <ul style="list-style-type: none"> Increase in procurement costs. Revenue fluctuations resulting in uncertainties.
	Technological advancement	Business model: <ul style="list-style-type: none"> Uncertainties involved in the updating and iterating of items from production facilities to cutting-edge technology. 	Business model: <ul style="list-style-type: none"> Increased investment in technology upgrades; and upgraded technology being applied to actual production to enhance operational efficiency and reduce operating costs.
	Negative public opinion	Value chain: <ul style="list-style-type: none"> More stakeholders are concerned about the company's performance in addressing climate risks, and failure to achieve expected results may lead to damage to reputation and corporate image. 	Value chain: <ul style="list-style-type: none"> Public opinion crises leading to a decrease in short-term revenue. Increased public relations costs. Impact on capital market financing capacity.

Environmental, Social and Governance Report

Opportunity identification

Opportunity Type	Impact of Opportunities On Business Model And Value Chain	Potential of Opportunities on Financial Aspects
New product and market expansion	Business model: <ul style="list-style-type: none"> Develop innovative products that align with the low-carbon concept. 	Business model: <ul style="list-style-type: none"> Cater to consumer trends, and enhance market share and competitiveness.
Technological empowerment improves efficiency.	Business model: <ul style="list-style-type: none"> Increased production efficiency and less waste of energy resources due to more intelligent production system. 	Business model: <ul style="list-style-type: none"> Reduce operating costs.
Supply chain optimization	Value chain: <ul style="list-style-type: none"> Increased transportation efficiency due to accelerated vertical integration and optimized transportation structure. Continuous improvement in circular economy model. 	Value chain: <ul style="list-style-type: none"> Decrease in costs of energy procurement and raw material transportation.

✓ Risk response measures

Physical risks: In order to effectively address the challenges posed by climate change, we establish a comprehensive emergency management system that covers various aspects such as disaster warning, personnel evacuation and rescue, and material reserves; reinforce and renovate infrastructure to significantly enhance the ability to withstand extreme weather; implement energy-saving and water-saving technological improvements, promoting the use of clean energy, and enhancing the technology for resource utilization of manure; provide comprehensive safety training subsidies and necessary protective measures for employees; enhance the overall resilience of the supply chain by adopting a diversified procurement strategy and building a resilient supply chain; and continuously optimize the intelligent environmental control system of farms to achieve precise control over the farming environment, thereby reducing the physical risks associated with climate change.

Transition risks: we accelerate the energy transition, continuously promote green development initiatives, enhance the quality of data disclosure on energy consumption, carbon emissions, and pollutant discharges, and formulate reasonable environmental risk control plans; conduct research on meat consumption trends to understand market demand; promote green procurement to reduce the impact of climate risks on procurement costs; actively advance biogas projects and the upgrading of biogas comprehensive utilization technologies, and explore other sustainable energy uses; pay attention to policy trends and regulatory requirements, and strengthen communication with stakeholders to understand their expected goals.

Part V Green Development

We have outlined our annual work plan, setting clear, three-level resource efficiency targets to comprehensively improve resource utilization and reduce pollutant emissions. A series of technological innovations and renovations have been implemented at the grassroots level: outdated mechanical and electrical equipment has been phased out, and advanced waste heat recovery systems have been introduced; through expanding the scope of comprehensive biogas application, photovoltaic power generation facilities have been increased, and solar-powered streetlights have been installed to enhance the use of clean energy; and we have strengthened refined management through optimization of the existing management process and systematic upgrading of production facilities. Based on these, we continuously promote energy conservation and emission reduction during production and operation stage.

We have implemented a comprehensive water conservation management system: water-saving drinking systems have been promoted for pig drinking water, and we have vigorously promoted the reuse of reclaimed water and condensed water. In conjunction with technological upgrades, we have established a multi-layered water-saving network.

We have strengthened the application of IT technologies to drive paperless office practices, reduce paper consumption, and further improve office efficiency and environmental performance.

We actively advocate the use of recyclable packaging materials such as ton bags to reduce single-use packaging waste and promote resource recycling. Through these comprehensive strategies and actions, we have effectively enhanced the efficiency of resource utilization and laid a solid foundation for achieving sustainable development goals.

■ *Use of Resources and Emission Reduction*

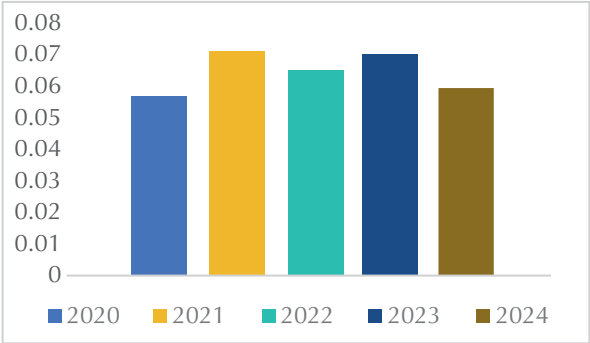
Staying proactive in energy management, the Group ceaselessly refines our energy mix and promote efficient, sustainable energy consumption. Our usage of clean energy sources increased steadily.

In 2024, the Group slaughtered 3.56 million pigs. The comprehensive energy consumption during the production process amounted to approximately 109,900 tons of standard coal, resulting in an energy consumption density of about 0.0591 tons of standard coal/revenue of RMB10,000. Growth of total consumption of energy sources was lower than the business growth.

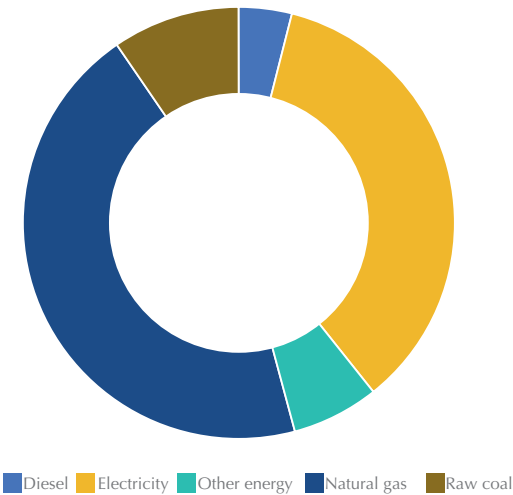
Environmental, Social and Governance Report

In 2025, the Group plans to reduce energy consumption intensity by 0.15% year-on-year, while also decreasing the consumption intensity of fossil energy annually and increasing the usage of clean energy.

Energy consumption intensity during 2020-2024
(in tons of standard coal/revenue of RMB10,000)



Energy use composition in 2024 (in ten thousand tons of standard coal)



■ *Utilization of Renewable Energy*

In 2024, we advanced a range of clean energy projects, including distributed photovoltaic power generation, solar street lighting, biogas power generation, and heating systems. These initiatives were aimed at comprehensively optimizing the energy structure, reducing fossil energy consumption, and accelerating the development of a green, low-carbon, and sustainable new framework.

✓ *Photovoltaic Power Generation*

Currently, six of our grassroots entities have successfully implemented rooftop distributed photovoltaic power generation systems, with a total installed capacity of approximately 6 MW. In 2024, the electricity generation exceeded 4.3 million kWh, representing a year-on-year increase of 52%, saving electricity costs of over RMB720,000 and reducing carbon dioxide emissions by more than 1,700 tons. All projects operate under a collaborative partnership model, with long-term agreements in place to ensure that the factories can prioritize using the generated electricity at preferential prices to meet their daily production needs. Excess power is fed into the grid for sale, further enhancing the economic benefits of the project.

Case: Photovoltaic Roof Renovation – Cost Reduction and Profit Generation

From an asset efficiency optimization perspective, the Group addressed the structural aging of the warehouse roof at the Peixian Feed Factory by implementing green technical upgrades. The rooftop photovoltaic integration project simultaneously completed structural repairs on the colored steel panels and installed a photovoltaic power generation system. This not only eliminated the risk of warehouse leakage but also revitalized idle assets. The project delivered threefold benefits: (1) A savings of RMB600,000 by avoiding the need for traditional steel panel replacements; (2) Annual photovoltaic power generation of 700,000 kWh as a result of additional photovoltaic power generation of 0.8 MW, resulting in an electricity cost saving of RMB380,000 and reduction of carbon emissions by more than 270 tons; (3) Revenue of RMB62,500 from the recycling of old building materials.

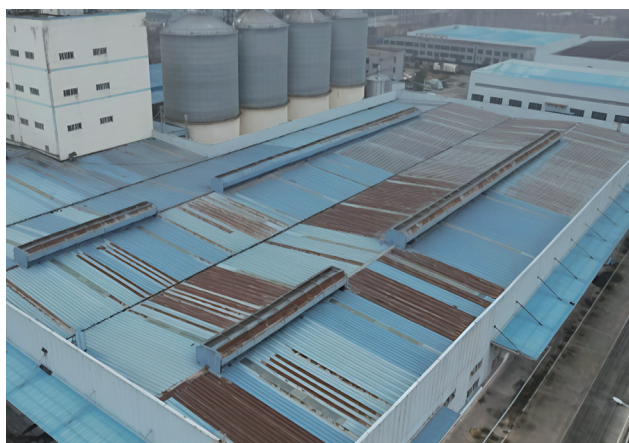


Image 25-26: Peixian Factory Roof Comparison of COFCO Feed (Left image: before improvement; Right image: after improvement)

Environmental, Social and Governance Report

✓ *Solar Street Lighting*

The Group has currently installed 702 sets of solar-powered street lights across four newly built pig farms and 14 operating factories, marking a 48% increase from 2023 in terms of the number of installations. The total installed capacity reaches approximately 279 kW, and the cumulative electricity cost savings amount to approximately RMB100,000, resulting in annual coal savings of more than 12 tons.

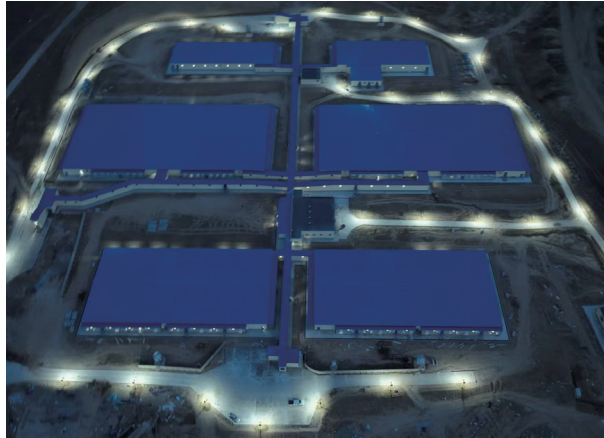


Image 27: Nighttime View of Solar-Powered Street Lighting at New Farm

■ Measures to Reduce Energy Consumption

✓ Renovation and Upgrades of Equipment

We have implemented a waste heat recovery system within farms to capture and reuse exhaust heat from barns, utilizing the residual heat to preheat cold fresh air from outside. Simultaneously, leveraging the differential heat generation between adult hogs and piglets, we introduced a thermal balancing system. Through a large ceiling structure, preheated fresh air from gestation barns (utilizing heat from gestating sows) is directed to farrowing rooms, achieving energy transfer equilibrium between gestation and farrowing zones. Preheated air from finishing hog barns undergoes filtration before being redirected to nursery areas, enabling secondary heat redistribution and energy conservation.

We strictly adhere to the Catalogue of High-Energy-Consumption and Outdated Electromechanical Equipment (Products) for Elimination (First to Fourth Editions) (《高耗能落后机电设备(产品)淘汰目录》). We organized grassroots entities to re-inspect over 16 types of electromechanical equipment listed in the catalogue, registering all identified outdated operational equipment in time. Responsibilities were assigned to specific individuals and departments, and elimination plans were clearly defined to ensure effective implementation. In 2024, a total of 270 units of outdated high-energy-consuming electromechanical equipment were eliminated.

The COFCO Feed's Xiaogan factory improved fuel efficiency by separating the two smoke pipes of the steam generator and increasing the chimney effect to enhance gas conversion. This innovation allows for a saving of approximately 0.75 m³ of gas per ton of feed produced, leading to an annual gas savings of 56,000 m³, equivalent to carbon emission reduction of 120 tons and energy cost saving of RMB207,000.

At the Changling factory of the Fresh Produces Department, electric butterfly valves were installed on the ethylene glycol pipelines in each workshop to achieve precise cooling in different areas. Additionally, frequency converters were added to 55 kW circulating pumps, saving a total of 150,000 kWh of electricity, reducing carbon emissions by 85.55 tons, and saving RMB126,000 in electricity costs during the year.

At the Dongtai factory of the Fresh Products Department, a relay was added between the air flotation machine's circulating pump and the dosing pump motor to synchronize their start and stop operations. This modification reduced 8 hours of ineffective operation time, with a daily saving of 120 kWh. The annual savings amounted to 43,800 kWh, equivalent to carbon emission reduction of more than 25 tons and electricity cost saving of approximately RMB35,200.

✓ Production Management Optimization

At the Changling factory of the Fresh Products Department, after stunning is completed in the slaughtering process, the furnace is immediately shut down, and the gas cylinder is closed. The furnace is restarted only when the cutting and slaughtering workshop requires steam for cleaning. This adjustment reduces the average daily furnace operation time by, 5 hours. Natural gas usage decreased by an average of 25.13% year-on-year, saving approximately 350 cubic meters of natural gas daily, or around 126,000 cubic meters annually, equivalent to carbon emission reduction of more than 270 tons and energy cost saving of approximately RMB466,000.

The Henan Company of the Farming Department optimized the operation mode of the water treatment plant. By refining management according to the dissolved oxygen requirements of the biochemical system, the conditions for starting the air suspension fans were adjusted, and operations were based on the water volume and operational indicators of the biochemical system. This adjustment resulted in an annual electricity consumption of 59,000 kWh, equivalent to CO₂ emission reduction of approximately 34 tons and electricity cost savings of approximately RMB23,700.

Case: Conducting Energy-Saving and Carbon Reduction Diagnostics to Optimize Energy Management

In July 2024, we conducted a special energy-saving and carbon reduction diagnostic assessment at the Fresh Products Department's Huanggang factory. The diagnosis focused on core systems such as the electrical and thermal systems, performing in-depth analysis to precisely identify and assess potential emission reduction opportunities and cutting-edge energy-saving technologies. This formed a solid foundation for subsequent low-carbon technological transformations. The diagnostics proposed seven targeted and actionable energy-saving technology renovation suggestions, covering key areas such as boiler systems, air compression systems, and air conditioning and refrigeration systems. We will continue to optimize these suggestions and explore their replicability, steadily advancing toward our "Carbon Peaking and Carbon Neutrality" goals.

Environmental, Social and Governance Report

■ *Measures to Reduce Water Consumption*

We continuously enhance water resource management capabilities by implementing water conservation and control measures at source. Through technological innovation, process optimization, and management upgrades, we strive to achieve efficient treatment and resource utilization of waste water. In 2024, The Group's water resource consumption totaled approximately 16.1823 million cubic meters, with a water consumption intensity of 8.7 cubic meters per revenue of RMB10,000.

✓ *Innovative Practices and Significant Results in Reclaimed Water Recycling*

Joycome has made significant progress in reclaimed water recycling. In 2024, the Group recycled 64,900 tons of water. At the Fresh Products Department's Huanggang factory, a reclaimed water pool and storage tank were constructed to use purified wastewater from the sewage treatment plant for cleaning the pig unloading area and for the odor control system in the slaughtering area. During the year, this initiative saved 14,640 tons of water, resulting in cost savings of RMB55,000. The Fresh Products Department's Dongtai factory constructed a 40-cubic-meter water storage tank for reclaimed water recycling, saving 37,353 tons of water during the year, with cost savings of RMB400,000. In 2024, the Chifeng factory built a 90-cubic-meter water storage tank for reclaimed water recycling, saving 12,940 tons of water and reducing costs by RMB110,000.

✓ *Refined Management for Water Conservation at the Source*

In the farming sector, we have developed different water flow standards for different types of pigs (such as studs, pregnant sows, lactating sows, nursery piglets, and fattening pigs) to ensure the efficient use of water resources. In the slaughtering sector, the Huanggang factory has reduced water consumption by adjusting the municipal water supply pressure, lowering per-head water usage by 0.11 tons, which results in an annual reduction of 123,000 tons of water. In the processed products sector, the Heshan factory has implemented the reuse of condensed water from boilers and packaging machines, saving approximately 1,760 tons of water in 2024.

Case: Water Resource Management Practices at the Chifeng Factory of the Fresh Products Department

The Fresh Products Department's Chifeng factory has implemented an additional wastewater pump to extract hot water after production and transfer it to the waiting pens for cleaning, creating a system for reusing the water from the scalding pool. This practice saves approximately 10,950 tons of fresh water annually. Furthermore, the factory has installed sensor-controlled solenoid valves in the spraying devices, enabling automated control of the spraying system, which results in an annual savings of about 3,600 tons of fresh water. Furthermore, the Chifeng factory has introduced a tiered water pricing management system to encourage outsourced customers to actively conserve water. As a result, in 2024, per-head water usage by outsourced customers decreased to 0.0931 tons, saving 4,089 tons of water, a reduction of 0.0087 tons per head from 2023.

Case: COFCO Feed Yinchuan Factory Continuously Strengthens Systematic Management and Achieves Recognition as a Green Factory at Both Regional and National Levels

Since its establishment, COFCO Feed Yinchuan factory has consistently adhered to high standards and strict requirements, implementing the principles of green development. In June 2024, the factory was successfully awarded the title of "Green Factory" by the Ningxia Hui Autonomous Region. Building on the progress already made, Yinchuan factory continued to strengthen its management foundation, further improving its data collection and integration processes with a focus on continuous excellence. After several months of audits and assessments, the factory was officially recognized as a "National Green Factory" by the Ministry of Industry and Information Technology in December 2024, six months ahead of the anticipated timeline.

■ *Packaging and Office Operations*

In alignment with an environmentally friendly operational philosophy, the Group continues to optimize product packaging design and digitalize office processes. By streamlining packaging materials and enhancing the electronic document management system, we systematically reduce resource consumption and minimize waste generation while ensuring operational quality. In 2024, the total usage of plastic packaging materials, paper-based packaging, and logistics consumables amounted to 6,372.2 tons. The efficiency of packaging resource utilization remained stable at an industry-leading level of 3.425 kg/revenue of RMB10,000.

■ Green Development Planning

We are committed to upholding one core principle, focusing on two key objectives, following three strategic approaches, implementing four key measures, and strengthening five pillars of support to achieve six key goals. While striving to enhance production efficiency, we aim to minimize environmental impact and achieve a harmonious balance between efficient farming and environmental protection.

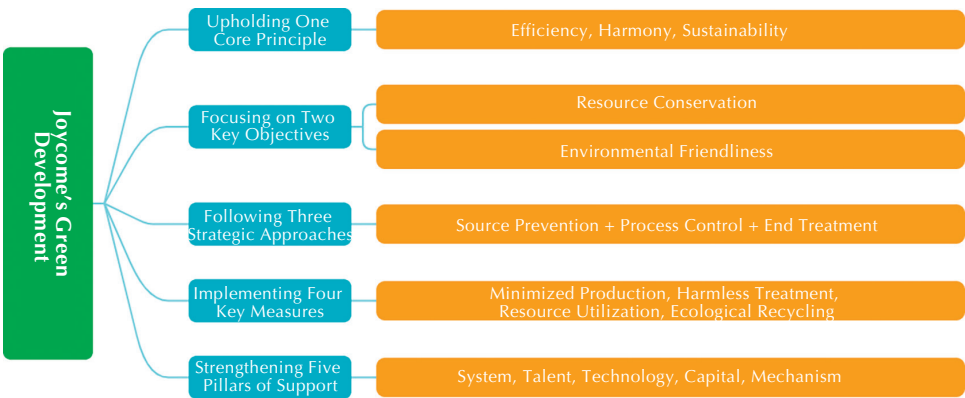


Image 28: Green Development Planning of Joycome

Green Development Goals

- | | |
|--------|--|
| Goal 1 | Ensure full compliance with laws and regulations, standards-compliant emissions. |
| Goal 2 | Achieve 100% harmless treatment and resource utilization of livestock waste. |
| Goal 3 | Improve feed utilization efficiency and reduce emissions of nitrogen, phosphorus, and other pollutants. |
| Goal 4 | Vigorously promote energy conservation and consumption reduction, realizing comprehensive resource utilization and a green circular economy model. |
| Goal 5 | Ensure that animal welfare standards reach internationally advanced levels. |
| Goal 6 | Increase percentage of antibiotic-free products steadily. |

Environmental, Social and Governance Report

Social (S)

Part I Employee Development

Our primary actions:

- Our labour 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 labour and forced labour.
- 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 held 11 meetings of congress of workers and responded to 386 proposals submitted by employees.
- 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 416,000 participants.

■ *Protection of Rights and Interests*

The Group strictly abides by relevant laws and regulations including the Labour Law of the People's Republic of China 《中華人民共和國勞動法》, the Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》. We have complied with the Management Methods for Personnel Recruitment of COFCO Joycome 《中糧家佳康人員招聘管理辦法》, and other internal systems and measures to pay attention to and safeguard our employees' legitimate rights and interests.

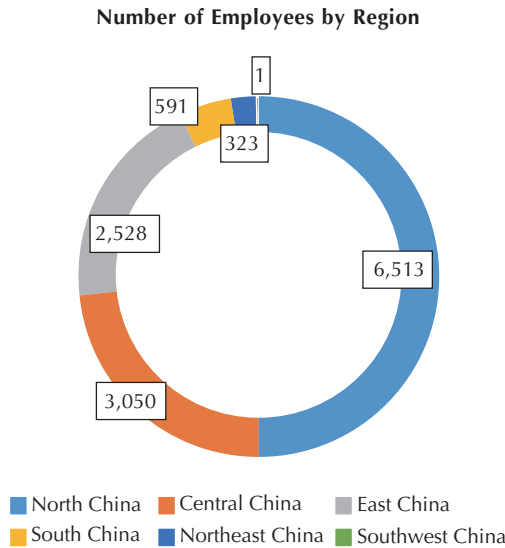
The Group has established a comprehensive occupational health and safety framework through annual free medical check-ups for all employees, dual-track training on first aid skills and health knowledge, and supplementary commercial insurance. Building on this foundation, we have introduced specialized provisions to safeguard the rights and interests of female employees. Additionally, leveraging a multi-dimensional democratic governance framework – comprising the employee representative conference and the chairman's mailbox – we continuously refine our mechanisms for addressing and overseeing employee rights and concerns, ensuring a closed-loop system for response and supervision.

Regarding the employment of child labour and forced labour, no tolerance is given. We spare no effort in preventing the possibility of any labour issues. We strictly abide by the Labour 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. Labour 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*

We create equal and diverse job opportunities for employees of different ethnicities, genders, ages, religions, and cultural backgrounds, adhere to the principle of fair, just, and open recruitment, and bend ourselves to providing every employee with a safe, reliable, and non-discriminatory work environment from the start of their job application.

The Group had employees across six regions: North China, East China, Central China, South China, Northeast China, and Southwest China. Among them, 656 employees, accounting for 5% of the total workforce, come from 18 different ethnic minority groups.

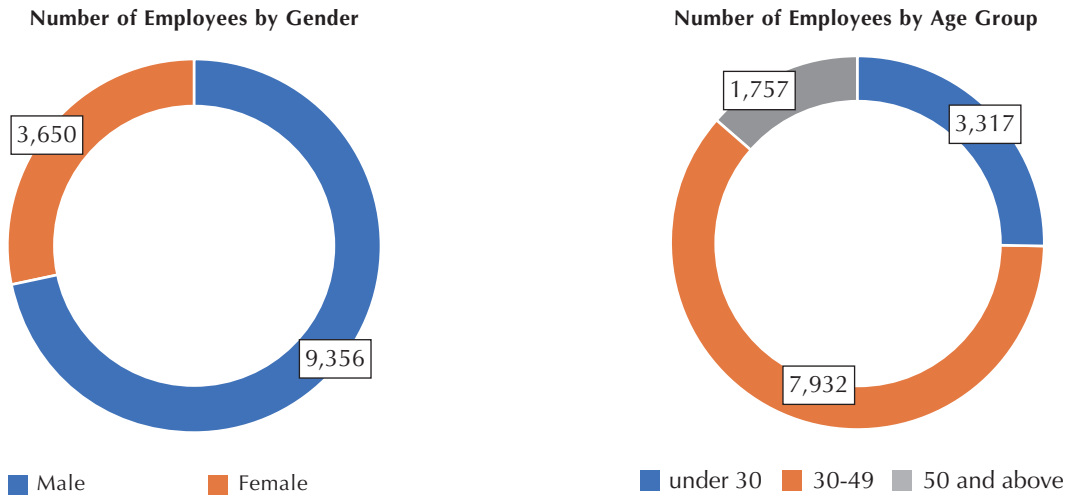


■ *Hiring of New Employees*

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 complied with internal rules and regulations such as the Management Methods for Personnel Recruitment of COFCO Joycome 《中糧家佳康人員招聘管理辦法》. 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.

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As of the end of the Reporting Period, the total number of employees in the Group is 13,006, all of whom were full-time employees, with a labour contract signing rate of 100% and a social insurance coverage rate of 100%.



■ Employee Development and Promotion

✓ Employee Development

The Group 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 great 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.

Case: 2024 Campus Recruitment Management Trainee “Morning Star Training Camp”

From August 26 to 30, Joycome held the 2024 Campus Recruitment Management Trainee “Morning Star Training Camp” in Wuhan, Hubei Province. This structured training program is designed to equip newly recruited management trainees with essential knowledge and skills. The program included outreach training, classroom learning, on-site visits, experience sharing, thematic discussions, executive dialogues, and presentation sessions, helping new employees quickly understand the business, integrate into their teams and plan their career paths. A total of 79 trainees participated in this training camp.



Image 29: Group Photo of Participants in the 2024 “Morning Star Training Camp”

In 2024, the Group established close partnerships with 41 higher education institutions, actively attracting talent from diverse academic disciplines. A total of 306 campus recruitment and career talks were successfully organized.



Image 30: COFCO Joycome Campus Recruitment Tour – Huazhong Agricultural University Stop

Environmental, Social and Governance Report

✓ Career Promotion

The Group regards talent development as a priority and has established a talent development management framework that defines clear career progression pathways. Employees are encouraged to obtain more development opportunities through their outstanding performance and professional skills. The Group regularly holds talent development meetings to continuously monitor employees' work status and conduct annual comprehensive evaluations of their performance and development. Based on employees' work experience and capabilities, the Group provides career advancement opportunities that align with their professional aspirations.

■ Remuneration and Benefits

We have formulated the Remuneration Management Policy by following the concept of determining salaries based on position, receiving remunerations according to performance, promoting capacity development, and maintaining internal fairness and competitiveness, this enables us to achieve standardized management of remuneration and distribution, entitling 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.

The Group enhances the welfare and benefits of the safety team, strengthens the training of safety personnel, and ensures the retention of the safety workforce. The Group has 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》, which focuses on reinforcing positive incentives for safety management personnel. The compensation for safety management staff is benchmarked against the average salary level for the same position. Additionally, awards for outstanding safety performance, including recognition for advanced units and individuals in safety work, are incorporated into the annual award evaluation process.

Case: COFCO Joycome (Chifeng) Co., Ltd. Wengniuteqi Branch Awarded the Title of “Harmonious Labour Relations Unit in Wengniuteqi”

COFCO Joycome (Chifeng) Co., Ltd. Wengniuteqi Branch has fully implemented the requirements for high-quality development, continuously improving relevant systems and measures, and fulfilling related responsibilities. The branch has made solid progress in areas such as labour management, labour compensation, insurance and welfare, labour safety and health, employee care, democratic management of employees, and actively fulfilling social responsibilities. As a result, it was awarded the title of “Harmonious Labour Relations Unit in Wengniuteqi” at the award ceremony for harmonious labour relations units and A-level enterprises for compliance with labour law and integrity, jointly organized by the Wengniuteqi Human Resources and Social Security Bureau, the Wengniute Federation of Trade Unions, and the Wengniute Federation of Industry and Commerce in Chifeng City, Inner Mongolia Autonomous Region.



Image 31: Chifeng Factory of Fresh Product Department Awarded the Title of “Harmonious Labour Relations Unit in Wengniuteqi”

Part II Occupational Health

Joycome adheres to the Law of the People's Republic of China on Prevention and Control of Occupational Diseases and other relevant laws and regulations on occupational health. The Company has developed and implemented occupational health management systems and labour protective equipment management systems, establishing an effective occupational health management mechanism.

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. The total number of lost workdays due to work-related injuries is 3,875. For three consecutive years, there have been no fatalities due to workplace injuries.

Index	2024	2023	2022
Number of death at work	0	0	0
Ratio of death at work	0.000‰	0.000‰	0.000‰

■ Improving the Occupational Health Management System

The Group systematically reviews its quality and safety management system, defining the relationship between the three-tier safety control system at the headquarters, business departments, and grassroots entities. We have developed several safety-related management regulations, including the Measures for the Management of Safety Organizations and Responsibility Systems 《安全組織機構和責任制管理辦法》, Measures for the Management of Quality and Safety Accidents 《質量安全事故管理辦法》, Quality and Safety Performance Evaluation Rules 《質量安全計點考核細則》, Measures for the Management of Major Quality and Safety Issues 《質量安全重大事項管理辦法》, Measures for the Management of Quality and Safety Performance Assessment 《質量安全業績考核管理辦法》, and Measures for the Management of Contractor Safety 《承包商安全管理辦法》. Based on clarifying the responsibilities for quality and safety at each level, we have organized the compilation of safety responsibility lists and task lists for grassroots entities, thereby strengthening the accountability system for safety across all employees.

■ Implement occupational health measures

Health checkup: Regular health checkups are provided for all employees, with occupational health checkups specifically for those engaged in work involving occupational disease hazards. Holders of key positions undergo occupational health checkups, and employees engaging in positions with occupational hazards receive a special checkup once a year. An occupational health checklist is created to achieve dynamic management of employee health.

Third-party testing: Regularly engage professional third-party organizations to conduct assessments and evaluations of occupational disease hazard factors in the workplace. Any such organization will issue authoritative testing reports so that we understand the occupational hazard status of the workplace to provide a scientific basis for targeted prevention and control measures.

Insurance protection: We purchase work injury accident insurance for employees, providing solid protection for their occupational safety.

Management of personal protective equipment (PPE): Establish a PPE management system, clarifying the processes for procurement, distribution, usage, and recovery of PPE to ensure employees use PPE properly.

Training and education: Organize employees to participate in trainings on the management measures for the prevention and control of occupational diseases and occupational health training, and they are subject to corresponding examinations to enhance their awareness of occupational health and their self-protection capabilities.

Management of personnel health: Establish a personnel health management system, and standardize the management of employee health records so as to continuously track and assess health status of employees.

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■ *Promoting occupational health improvement initiatives*

Prevention and control of risks and maintenance of facilities: Conduct a comprehensive identification of risk points at the work site to ensure that corresponding protective facilities are provided effectively. Regular maintenance and servicing of occupational health warning signs and protective facilities in toxic and harmful workplaces are conducted to ensure the normal operation of facilities and reduce occupational hazard risks.

Personal protection management: Based on the occupational disease hazard factors of different types of work, establish personalized standards for the distribution of PPE to ensure reasonable distribution of PPE, and maintain proper registration and management to guarantee that the PPE is effective in terms of employee protection during their operations.

Customized trainings: Conduct pre-job trainings for new and transferred employees to introduce the occupational disease hazards and occupational health knowledge specific to their departments. Regularly conduct occupational health trainings for on-duty employees to update their knowledge and skills. At the same time, implement occupational health checkups for new employees before they commence work.

Information disclosure and publicity: For places exposed to occupational hazard factors, establish occupational disease hazard notification cards, set up bulletin boards in prominent locations, and publicly disclose the regulations and systems for the prevention and control of occupational diseases, operational procedures, knowledge on the prevention of chemical toxins, emergency rescue measures for occupational disease hazard incidents, and the results of occupational disease hazard factor testing in the workplace, thereby enhancing employees' right to know and their awareness of prevention.

Safety process improvement: Strictly implement safety process management. Any person who enters or leaves the farm (factory) is subject to African swine fever testing, and all employees are required to undergo regular disinfection in the established personnel disinfection channels. Any unnecessary is restricted from entering our farms (factories). These are designed to effectively reduce the impact of external risks on the production environment.

Part III Employee Training

We continuously optimize the talent development system, closely aligning with the strategic blueprint for the Group's development. By carefully planning the annual training program, we provide a series of systematic and targeted training initiatives that comprehensively support employee growth.

✓ Safety training

We continue to strengthen workplace safety training, demonstrating sustained growth in elevating employees' safety awareness and technical proficiency. Throughout the year, the Group conducted 11,532 related safety training sessions, representing a year-on-year increase of 10%, with over 316,000 participants, up 13.7% from the previous year.

Case Study: Reinforcing Safety Accountability to Fortify Risk Prevention

In 2024, we hosted an Empowerment Workshop on Workplace Safety for main leaders of Grassroot Entities, designed to equip the "principal person in charge" with the knowledge, clarity, and tools to fulfil their safety responsibilities and proactively prevent risks. The training covered laws and regulations regarding workplace safety, Leaders' safety responsibilities, practical case reviews, and hands-on experience sharing, emphasizing the imperative for main leaders at all levels to lead by example in enforcing "principal person in charge" responsibilities.



Image 32: Empowerment Workshop on Workplace Safety for Main Leaders of Grassroot Entities

We place strong emphasis on safety of products. In 2024, we held a total of 745 training sessions intended for ensuring product quality, covering 17,899 attendances.

✓ Specialized empowerment training

Recognizing talent development as a strategic priority, COFCO Joycome executed a series of highly targeted, wide-reaching training and development initiatives in 2024, laying a robust foundation for future strategic execution.

In line with our strategic development plan, COFCO Joycome continued to refine the "Five-Star Program" training framework. For management-track talent, we implemented tiered programs such as the "Dawn Initiative", "Livestock Dawn Workshop", "Pearl Program", and "Morning Star Training Camp" in 2024, engaging 275 participants in total. For technical specialists, we curated programs spanning brand marketing, meat product R&D, project management, livestock farm management, disease prevention, and the TOC Business Model Innovation Lab for the Meat Supply Chain, with 283 participants cumulatively involved.

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Case Study: COFCO Joycome's Inaugural TOC Business Model Innovation Lab for the Meat Supply Chain

In September 2024, the Group launched its first TOC (Theory of Constraints) for the meat supply chain Business Model Innovation Lab in Huanggang, Hubei Province, under the theme “Holistic Vision, Breakthrough Solutions”. Grounded in TOC principles, the program equipped participants with management philosophy and methods, such as leadership mindset, strategic analysis, consumer insights, product conceptualization, value-driven marketing, and throughput accounting tools, fostering systemic thinking to delineate the interplay between local optimization and holistic improvement, identify critical operational pain points, diagnose systemic bottlenecks, and challenge entrenched paradigms to foster a reimagined perspective on COFCO Joycome's end-to-end value chain governance and strategic development framework, and propel the Group toward high-quality growth.



Image 33: TOC Business Model Innovation Lab for the Meat Supply Chain

✓ *Lean management training*

We 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 2024, we newly launched two lean management training camps, with 92 trainees, and carried out 10 weeks for improving business departments and breeding farms, representing a year-on-year increase of 67%, achieving the true implementation of 5S work at the grassroots level.

✓ *Financial training*

In 2024, the Group held a total of 8 financial training sessions aimed at improving daily financial operations and enhancing professional capabilities. The training covered areas including professional skills development, sharing of work methodologies, and lectures by expert instructors. Participants included the headquarters’ finance department and all financial staff, with a total of over 480 attendances.



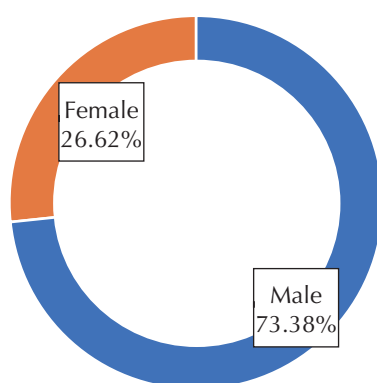
Image 34: The First Financial “Dawn” Training Session of Joycome

Environmental, Social and Governance Report

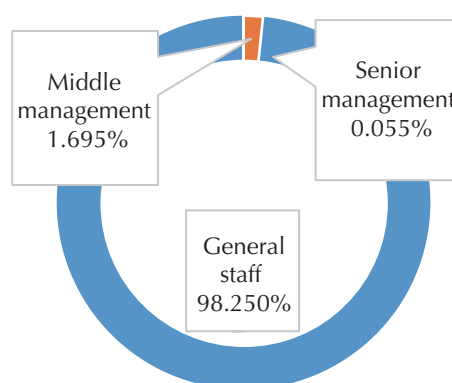
Training situation of the Group in 2024

Training sessions	14,600 sessions
Training participants	416,000 participants
Accumulated training hours	219,000 hours
Per capita training duration	20.16 hours
By gender	
Training hours of male employees	22.14 hours
Training hours of female employees	19.36 hours
By level	
Training hours of senior management	41.53 hours
Training hours of middle management	15.19 hours
Training hours of general staff	20.22 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,” the Group attaches great importance to the role of employee representative 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. During the year, the Group convened 11 employee representative conferences, handling 386 employee proposals.

With full participation in management at the grassroots level, we greatly stimulate their enthusiasm for participating in management through the solicitation of reasonable suggestions and effective proposals.

Employee care

The Group has formulated 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》 and business departments and grassroots entities formulated their own corresponding management methods with reference thereto to enhance the welfare management, aside from providing comprehensive health check-ups for employees to safeguard their well-being and health.

✓ *Caring for the lives of employees*

We have proactively addressed and properly resolved practical concerns of employees at the grassroots level, and continued to improve our employee care system, in a bid to comprehensively enhance their sense of happiness, accomplishment and security. In accordance with 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》 through briefings, document review, symposiums with employee representatives, and questionnaires, we have endeavored to solve the difficulties and problems at the grassroots level. We formulated and implemented a series of employee benefit programs for holidays and festivals and provided benefits to employees in need, granting warmth and care to every employee.

In 2024, the Group organized approximately 180 cultural and sports activities and established four interest groups in basketball, badminton, football, and swimming. With extensive and active participation from employees and cadres, over 200 activities were conducted throughout the year. Various employee activities were also organized by each business segment: The Suizhou Company of the Breeding Department organized the “Lucky Piggy” Cup Employee Basketball Tournament. The Changling Plant of the Fresh Food Department held the Kangli Cup Tug-of-War Competition. The Huanggang Factory of the Fresh Product Department and the Huanggang Disabled Persons’ Federation jointly launched the Spring Festival greetings to the company’s disabled employees. The Heshan Plant of the Meat Products Department organized family day activities.



Image 35: “Lucky Piggy” Cup Employee Basketball Tournament of Suizhou Company of Farming Department



Image 36: Family Day of Heshan Company of Meat Products Department

Environmental, Social and Governance Report

✓ *Caring for female employees*

The Group cares about the health and safeguard their special rights and interests of female employees, we actively held activities such as parent-child day. 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 2024, approximately 10 singles matchmaking events were conducted. We organized celebrations for our female employees on International Women's Day to give them holiday greetings and appreciation.



Image 37: International Women's Day Event of East China Region of Fresh Product Department

Part IV Brand Operation and Management

■ *Support to and cooperation with external brand partners*

We are 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 constantly pay attention to the needs and experiences of our consumers and conduct brand building and enhancement events. We actively promote the brand slogan of “Joycome, Love at First Bite” and a brand philosophy of safety and health by sponsoring a series of events including the 2024 Beijing Half Marathon, Beijing Marathon, Wuhan Marathon, and World Fried Pork in Scoop Competition, as well as by organizing events such as the Joycome OFP Family Fun Run and “Safe Journey of Children, Healthy Starts” - Joycome Aerospace Science Popularization Training Camp.

Case: Joycome joins hands with the World Fried Pork in Scoop Competition, showing off its expertise in safe and healthy meat

From June 29th to 30th, the World Fried Pork in Scoop Competition sponsored by Joycome kicked off in Jilin City. The Group provided full support from the very beginning of the competition preparation. It provided the raw material of pork for the contestants to cook on site – 600 boxes of Joycome Flaxseed Pork Loin, with a total weight of 300 kgs. During the competition, our booth was overcrowded with long queues. The spectators enjoyed a feast in the Joycome tasting area, savoring dishes like fried pork chops and fried sausages made with Joycome Flaxseed Pork Loin, which received widespread praise.



Images 38-39: Joycome Joins Hands with the World Fried Pork in Scoop Competition

Case: OFP family fun run: hand in hand with family, enjoy every step of safety and health

On October 19th, Joycome brought a unique “Joycome OFP Family Fun Run” to families who love sports at Beijing Olympic Forest Park. Over 800 participants from more than 300 families experienced the charm of sports and the power of health together on the OFP track in the form of family unity.



Images 40-41: Joycome OFP Family Fun Run

Environmental, Social and Governance Report

Case: Communities and campuses enjoy Aerospace quality

On May 31st, the “Safe Journey of Children, Healthy Life Starts” Joycome Aerospace Science Popularization Training Camp was held at Yucai Yikang Primary School in Wuhan. Dozens of community representatives and over 200 students from Wuhan participated in on-site activities such as the “Science Laboratory” and Aerospace STEAM courses. More than 4,000 teachers and students watched together in classrooms via live broadcast. As a provider of meat products of aerospace quality, the Group adheres to the aerospace “zero error” standard, strictly controls the environment, feed, farming, breeding, and processing, insisting on “5 Safety Checkpoints, Self-Breeding for Good Quality”, and creates safer and healthier high-quality chilled pork products. Whether it is astronauts or children who need to consume high-quality meat, they will “Love at First Bite”.



Images 42-43: Joycome Aerospace Science Popularization Training Camp

Case: Helping to complete the Wuhan Marathon, Joycome joins hands with runners to lead the era of health

On March 24th, the “Cherry Blossom Season, Crossing the Rivers and Lakes” 2024 Wuhan Marathon officially kicked off. As the official sponsor of the 2024 Wuhan Marathon, the Group not only organized a unique brand running team to participate in the event, but also prepared a Joycome cheering squad, supply stations along the way, and a finish-line service area. The safer and healthier high-quality fat energy accompanied the runners across “One City, Two Rivers, Three Towns, Four Bridges, and Five Lakes”, helping them to complete the 2024 Wuhan Marathon safely, and conveying the concept of health for all to more families.



Images 44-45: Joycome Contributes to Wuhan Marathon

Case: Safeguards from Joycome make the National Team athletes' New Year's Eve dinner extraordinary

Joycome has become a “General Administration of Sport • Training Council National Team Athlete Preparation Support Product” since 2019, continually providing safe and healthy meat support for athletes. During the preparation period for the 2024 Paris Olympics, Joycome, together with the Training Council of the General Administration of Sport, presented the “Chinese New Year's Eve Dinner for National Team Athletes” on the Preliminary Eve of the Chinese New Year, helping the national athletes to realize their dreams in Paris. “Dongpo Pork for Chasing Dreams in Paris”, “Steamed Ribs for Reaching New Heights”, and “Knuckle Down in the Arena” - these three dishes, using Joycome chilled pork as the main ingredient and meticulously cooked by the head chef, not only tantalized the athletes' taste buds, but also carried good wishes that filled them with anticipation and motivation for the upcoming international competitions.



Images 46-47: Joycome Offers National Team athletes' New Year's Eve Dinner

Case: COFCO Joycome brand debuts at the CIFTIS

Maverick, a brand under COFCO Joycome, participated in the “Supply Chain and Business Services” themed exhibition at the 2024 China International Fair for Trade in Services (CIFTIS). Maverick debuted with a new image and packaging, showcasing a selection of its star products, including sausage and beef slice series, and held a beef slice tasting event, attracting many visitors and buyers to sample the products.



Images 48-49: Joycome Debuts at the CIFTIS

Environmental, Social and Governance Report

■ *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 and meat health, especially targeting vulnerable groups such as expectant and new mothers, children, teenagers, and disadvantaged populations.

In 2024, the Group established a brand management leading group and its office, elevating brand management to a strategic level, continuously deepening the transmission of consumer value and driving high-quality business development through professional and systematic brand operation mechanisms.

✓ *Brand operation*

We optimized the operating standards of the Joycome and Maverick meat brands, thereby creating a clear brand positioning and steadily promoting brand recognition in the long term. We enhance awareness of intellectual property right protection and set out detailed regulations on the brand VI guidelines, 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 in order to protect brand equity. 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” “cofcomeat”. We have registered 6 domain names, aiming to provide a “comprehensive protection” across the whole cyber world.

✓ *Product labeling and packaging*

For packaging, we strictly comply with legal standards and regulations, including the Food Safety Law of the People’s Republic of China and the General Standard for the Labeling of Prepackaged Foods (GB 7718), and have established and improved the label identification management system. Product label information includes: basic information (product name, specifications, production date, expiration date), ingredient information (detailed ingredient list, nutrition information), quality information (production license number, product standard code), traceability information (batch number), safety alert (allergen information, storage conditions), service information (manufacturer information, customer service contact information), providing consumers with transparent and convenient product information inquiry services to ensure food safety.

The Group has formulated 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》 to ensure Joycome products and revised labels meet legal, regulatory, and quality and food safety management system requirements, thus mitigating packaging compliance risks.

✓ *Intellectual property rights*

The Group attaches 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 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 intellectual property, The Group has established a special “intellectual property” section in the legal affairs management system. The Legal Department of the Group follows up and reviews 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

The Group always takes it as its responsibility to lead the standardized and orderly development of the industry, actively participates in the formulation and revision of industry standards, and actively participates in industry activities; we continue to actively pay attention to and help vulnerable groups, and have formulated a sound management system for external donations and carry out various public welfare activities.

■ *Participating in social welfare*

✓ *Improving the donation management system*

To standardize external donation management and fulfil our social responsibilities, the Group has formulated 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.

✓ *Benefiting farmers and supporting agriculture*

As a listed public company, COFCO Joycome pays close attention to and supports the cause of benefiting and supporting farmers, actively fulfils its social responsibilities, and continues to increase its investment in public welfare donations in 2024, with a total amount of RMB17.29 million.

We continuously promote employment assistance, actively communicate with local governments and human resources departments in the supported areas based on the employment needs of grassroots enterprises, leverage the advantages of industrial drive, and absorb social labour for full employment. The Chifeng company of the Breeding Department focuses on recruiting people from families with difficulties. In 2024, it recruited 27 people from registered and filed households with difficulties. Local employees accounted for 75% of the total number of employees, effectively driving local employment. The Henan company of the Breeding Department provided more than 270 jobs for local villages and towns through 12 breeding farms, 2 external sites, 1 biogas station, and 1 water treatment station, covering more than 50 surrounding villages and towns, accounting for 40% of the Company's employed workers, and providing workers with “suitable jobs at their doorsteps.” The Huanggang Plant of the Fresh Food Department actively provides jobs for people in need in surrounding areas, recruiting workers from 6 places, including Qichun County and Tuanfeng County near Huanggang City, to solve the employment problems of people in need.

We actively carry out consumption-based poverty alleviation, and encourage trade unions at all levels to make use of their capabilities by proactively purchasing agricultural products from supported areas for employee benefits, benefits to employees facing difficulties, canteens procurement, and activities such as “Sending Coolness and Warmth”. In 2024, the Group cumulatively purchased agricultural products of RMB19.3651 million. The canteens of various breeding farms and stations under the Chifeng company of the Breeding Department purchased rice, flour, oil, vegetables, fruits and other ingredients from supported areas, totalling RMB10.154 million throughout the year. The canteens of various breeding farm areas under the Zhangbei company of the Breeding Department purchased winter storage vegetables and various ingredients from Zhangbei and Huaian counties, totalling approximately RMB1.7 million. During the “Agricultural Promotion Week” event, the labour union of Jiangsu Company of the Breeding Department purchased 1,900 bottles of highland rapeseed honey from Menyuan county, totaling RMB66,500. These not only enriched the employees' living supplies but also injected strong momentum into the economic development of the supported areas.

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We contribute to the construction of livelihood projects, with grassroots enterprises actively fulfilling social responsibilities and continuously increasing investment in local livelihood projects. In 2024, the Jilin company of the Breeding Department donated RMB10 million to Changling County for local education, medical care, and public welfare. The Chifeng company of the Breeding Department supported local education assistance, living environment improvement, road construction, and other infrastructure projects, donating a total of RMB3 million to the Ongniud Banner Red Cross, Hailasu Town, Wudan Town, Wufendi Town, etc. The Wuhan, Suizhou, and Henan companies of the Breeding Department donated a total of RMB2.17 million to local environmental protection initiatives, improving the living environment for local residents.

The Group's practice titled "Developing an Integrated Planting-Breeding Ecological Chain to Broaden Pathways for Farmers to Increase Their Income" has been selected as an outstanding case of central SOE supporting rural revitalization by the Social Responsibility Bureau of SASAC, and it was included in the "Bluebook on Supporting Rural Vitalization by Central State-Owned Enterprises".



Image 50: Joycome's Practice of Integration of Breeding and Planting Recognized by Social Responsibility Bureau of SASAC as an Outstanding Case of Central SOE Supporting Rural Revitalization

In 2024, COFCO Maverick Food Co., Ltd., a subsidiary of the Group, was awarded the "First Prize for Economic Contribution in 2024" by the Longkou Town Government of Heshan City, Guangdong Province, for its outstanding tax payment contributions; significant industrial driving effects; robust innovation-driven development; and other exceptional contributions to local economic development.



Image 51: Maverick Receives the "First Prize for Economic Contribution in 2024" by Local Government

Promoting industry development and achievements

Leading industry norms

The Group continuously pursues technological innovation, and organized expert teams to participate in the formulation and issuance of 1 national standard and 3 group standards, thereby enhancing its influence within the industry.

No.	Method	Level	Standard No.	Standard Name	Status
1	Participation	National standard	GB/T 23492-2022	General Quality for Bacon	Published
2	Participation	Group standard	T/CMATB 9013-2023	Clean Label Meat Products – General Requirements	Published
3	Participation	Group standard	T/CMATB 9007-2022	Pure Meat Sausage	Published
4	Participation	Group standard	T/CIQA 106 – 2024	Raw Beef Patty	Published

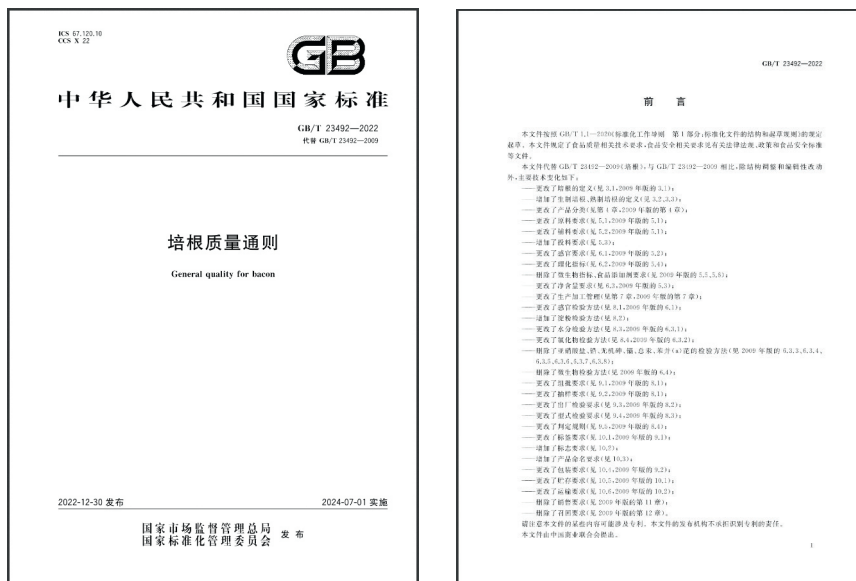


Image 52: General Quality for Bacon

- As the executive vice president of China Meat Association, Joycome actively participated in industry exchanges.
- As a standing Director of the National Swine Industry Association, China Animal Agriculture Association, Joycome actively participated in the industry exchange meetings of the China Animal Agriculture Association.
- While black pig products are the mainstream antibiotic-free certified products on the market, Joycome took the lead in developing antibiotic-free flaxseed boxed products, becoming the first large-scale enterprise to obtain antibiotic-free product certification.
- COFCO Meat Investment Co., Ltd. and COFCO Joycome (Hubei) Co., Ltd. were awarded the honorary title of “2024 Advanced Enterprise in China’s Meat and Food Industry” by the China Meat Association.

Environmental, Social and Governance Report

■ *Supply chain and tendering management*

✓ *Development of a supervision and management system*

In 2024, the procurement supervision system running through the grassroots level was completed. The responsibilities of the Bidding and Procurement Management Committee and the Bidding and Procurement Management Office were further clarified and divided. A separate Bidding and Procurement Management Office was set up as a gatekeeper for bidding and procurement supervision. It contributes to the lawful and compliant bidding and procurement business.

In 2024, the Group set up a telephone and email address for bidding and procurement supervision, and announced the telephone number and scope of complaints reporting in the bidding and procurement documents. At the same time, the telephone number and email address of the Bidding and Procurement Office for business reporting have been set up and announced, effectively avoiding the risk of violations and integrity risks in the bidding and procurement process.

Joycome has formulated and issued the “COFCO Joycome Bidding Agency Management Rules” (《中糧家佳康招標代理管理細則》), “Management Measures for Bid Supervision Expert Database of COFCO Joycome” (《中糧家佳康監標專家庫管理辦法》), “Management Measures for Procurement Acceptance of COFCO Joycome” (《中糧家佳康採購驗收管理辦法》) and other systems to strengthen the management of bidding agency, bidding site and procurement acceptance; two management systems, namely “Veterinary Drug Supplier Access Management System” (《獸藥供應商准入管理制度》) and “Veterinary Drug Complaint Management System” (《獸藥投訴管理制度》) have been added to further improve the procurement of breeding drugs and vaccines.

Joycome seriously deals with those who fail to perform their duties in the bidding and procurement work, and demotes and transfers those who fail to perform their duties in the previous bidding and procurement business.

✓ *Supplier selection*

The Group upholds the principle of “all that should be centralized should be centralized, all that can be tendered should be tendered” and promotes centralized procurement.

In 2024, we updated the supplier management system, specifying requirements related to supplier access criteria, cycles, methods and content of evaluation, and selection criteria, and implemented tiered management for relevant suppliers.

We pay attention to the green performance of suppliers in terms of customary practices related to hiring them. In terms of access, we require relevant suppliers to provide green production certification during the bidding process, and grant additional scoring and priority consideration to suppliers submitting qualification certificates such as environmental management system certification during bidding.

The Group’s International Business Department maintains a high degree of rigor and responsibility in supplier selection, upholding stringent food safety and quality standards. We ensure that the introduced suppliers and their products not only meet market demands, but also strictly comply with the “List of Meat Eligible for Export to China from Countries or Regions that Meet the Requirements of Assessment and Review” (《符合評估審查要求的國家或地區輸往中國肉類產品名錄》) officially issued by the General Administration of Customs.

✓ *Annual assessment and evaluation of suppliers*

The Group carries out annual supplier evaluation and assessment in the principles of openness, fairness, impartiality, scientific rigor, and rationality. Supplier requalification is conducted based on contract performance, supply quality, cost-effectiveness, and after-sales service. In 2024, the Group revised the detailed scoring guidelines for supplier evaluation criteria based on actual raw materials procurement business, and implemented dynamic management of suppliers according to assessment results, thereby promptly removing unqualified suppliers, thus continuously optimizing the supplier mix.

✓ *Supplier quality and safety management*

We prioritize supplier quality and safety management by establishing quality and safety evaluation criteria for all supplier categories, clarifying specific requirements covering access thresholds, basic qualifications, restriction criteria and other aspects. Suppliers are required to execute quality and safety commitment agreements with clearly defined admission and exit standards, enabling tiered and category-based management of suppliers.

✓ *Green procurement*

We consistently strengthen environmental protection and corporate responsibility management for suppliers. Shortlisted suppliers are required to comply with environmental protection laws and regulations throughout raw material procurement, production, processing, and product-related service, while assuming environmental and social responsibilities across the entire workflow to promote green development across the industrial chain. To prevent environmental contamination, suppliers must provide transport hazard assessment certificates, utilize specialized transport vehicles and protocols for hazardous materials, ensuring fully green procurement practices throughout the cycle.

Environmental, Social and Governance Report

✓ Identifying environmental and social risks in the supply chain

In 2024, the Group held over 50 strategy meetings each on soybean meal, grain, and by-products, respectively. We conducted discussions in conjunction with factors such as weather conditions in major raw material production areas, market conditions, and guiding policies to enhance supply stability and mitigate social risks.

In 2024, we issued 49 weekly strategy reports for various product categories, convened 52 bulk commodity market analysis meetings, completed 119 daily bulk commodity reports, regularly submitted a total of 122 weekly and monthly reports on the domestic and international pig industry to the Group, and conducted research on corn and wheat in North and Northeast China, precisely identifying and mitigating environmental and social risks in the supply chain.

The major suppliers and customers that the Group’s International Business Department collaborates with, including JBS, Marfrig, Harvest Road, Tyson, and McDonald’s, are all members of the GRSB (Global Roundtable for Sustainable Beef), actively promoting the sustainable development of beef in the supply chain. Among the downstream customers of the International Business Department, some have already included the zero deforestation program into their supplier code of conduct, while others are also considering the inclusion of the same into their supplier code of conduct.

✓ Electronic procurement platform

The Group’s supply chain was made more efficient, transparent, fair, and environmentally friendly through the electronic procurement platform. In 2024, we continued to optimize the electronic procurement platform, connecting the information flow among the procurement platform, contract management system, ERP system, expense control and reimbursement system, and treasury system, forming a closed-loop management system covering the entire process from supplier access, request for quotation, contract approval, goods receipt to payment to corporate account, thereby improving procurement efficiency and promoting open, transparent, and compliant procurement practices.

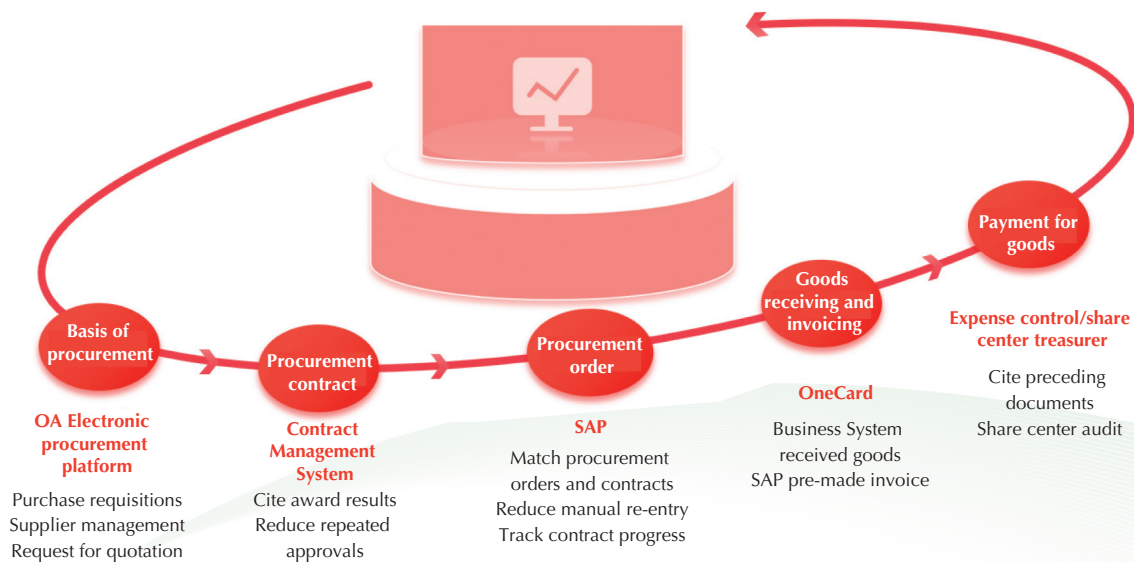


Image 53: Joycome Electronic Procurement Platform

We have signed a “Supplier Quality Assurance Certificate” with all suppliers of feedstuff and a “Commitment on Quality and Safety of Feed Truck Transportation, Prevention and Control of African Swine Fever” with all suppliers involved in logistics and distribution.

Suppliers in mainland China (number)	3,469
Suppliers in Hong Kong, Macau and Taiwan and other overseas suppliers (number)	62

Part VI Ethical Conduct

The Group attaches great importance to the prevention and control of integrity risks and continuously improves its system for preventing and combating corruption. In 2024, the Group developed and improved the “COFCO Joycome Briber ‘Blacklist’ Management Measures (Trial)” 《中糧家佳康行賄人“黑名單”管理辦法(試行)》, to prevent bribery and other dishonest behaviors from the source, advocate “transparent cooperation”, and create an honest and fair business environment. In addition, for key areas, personnel, and links, we also revised and improved systems such as the “COFCO Joycome Bidding and Procurement Management Measures” 《中糧家佳康招標採購管理辦法》, “COFCO Joycome Asset Evaluation Management Measures” 《中糧家佳康資產評估管理辦法》, “COFCO Joycome System for the Recusal of Immediate Family Members and Other Specific Related Persons” 《中糧家佳康近親屬及其他特定關係人回避制度》, and “COFCO Joycome Management Measures for Tasting Products, Samples and Free Goods (2024 Revised Edition)” 《中糧家佳康品鑑品、樣品及免品管理辦法(2024修訂版)》 to promote ethical conduct among management personnel.

The Group actively strengthens the system of checks and balances and supervision over the exercise of power by establishing a coordinated supervisory system involving discipline inspection, finance, auditing, legal, and human resources departments to resolutely eliminate the breeding ground for corruption. We also focus on key areas and links, such as engineering construction, conducting special inspections to identify integrity risks, promote rectification, and enhance governance. We persist in expanding supervisory channels. We issued the “Notice on Setting up Warning Signs for the Letter of Commitment to Integrity and Self-Discipline” 《關於設置<廉潔自律告知書>警示牌的通知》, set up a total of 203 integrity warning signs at the office locations and sites (factories) of subordinate grassroots units, announced the phone number and address for reporting letters and visits, and actively expanded market-oriented supervision methods.

The Group strengthens warning and education for all employees, organizes and convenes warning and education conferences, and carries out categorized warning and education activities for management personnel in engineering, procurement, sales, and other departments at different levels and categories. We conducted over 90 such activities throughout the year, achieving full coverage of persons holding key positions.

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ESG Key Performance Indicators Table – Governance

Indicator	Unit	2024
Production volume	10 thousand heads	356
Feed production	10 thousand tons	195
Slaughtering volume	10 thousand heads	235
Meat product processing volume	ton	21,446
Board of Directors	person	7
Independent Directors	person	3
Proportion of independent Directors	%	43
Female Directors	person	1
Proportion of female Directors	%	14.3
R&D investment expenses	RMB'0,000	5,233.89
R&D expenditure as a percentage of revenue	%	0.32
Awarded utility model patents	item	4
Undertake or participate in national key special projects	item	2
Provincial science and technology progress award	item	2
Lean management – improvement proposals	item	69,061
Lean management – creating benefits	RMB'0,000	5,928
Customer complaints received	case	183
Complaint closure rate	%	100
Product recall incidents	case	0
Inspection pass rate of imported goods arriving at the port	%	100
Work safety investment	RMB'0,000	5,574.3

ESG Key Performance Indicators Table – Environment

Indicator	Unit	2024
Punishments by governments at the county level and above, and media exposure environmental incidents	case	0
Total energy consumption	tons of standard coal	10.99
Energy consumption intensity	tons of standard coal/ RMB'0,000 revenue	0.0591
Proportion of diesel consumption	%	3.8
Proportion of electricity consumption	%	35.6
Proportion of natural gas consumption	%	44.8
Proportion of raw coal consumption	%	9.4
Proportion of other energy sources consumption	%	6.4
Biogas production volume	10,000 m ³	2,500
Installed capacity of biogas generators	MWh	4.85
Biogas power generation	10,000 KWh	342
Installed capacity for photovoltaic power generation	MWh	6
Photovoltaic power generation	10,000 KWh	430
Carbon reduction from photovoltaic power generation	ton	1,700
Total water consumption	10,000 m ³	1,618.23
Water consumption intensity	m ³ /RMB'0,000 revenue	8.7
Total amount of wastewater discharge	10,000 tons	96
COD emission intensity	ton/RMB100,000,000 revenue	0.2435
Ammonia nitrogen emission intensity	ton/RMB100,000,000 revenue	0.0262
Non-hazardous waste	10,000 tons	2.34
Discharge intensity of non-hazardous waste	ton/RMB'0,000 revenue	0.013

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Indicator	Unit	2024
Hazardous waste	ton	115.19
Discharge intensity of hazardous waste	kg/RMB'0,000 revenue	0.062
Exhaust gas emissions	100 million m ³	5.19
Utilization rate of livestock manure resources	%	100
Laying agriculture-supporting pipelines	1,000 m	320
including improved land	10,000 mu	5
Expenditure saving and increase in income for farmers due to resource utilization of manure	RMB'0,000	2,000
GHG emissions	10,000 tons	32.28
Scope 1 GHG emissions	10,000 tons	12.27
Scope 2 GHG emissions	10,000 tons	20.01
GHG emissions intensity	ton/RMB'0,000 revenue	0.1735
Use of packaging materials and consumables	ton	6,372.2
Efficiency of packaging materials and consumables usage	kg/RMB'0,000 revenue	3.425
Environmental protection trainings	session	180
Coverage of environmental protection trainings	attendance	30,434
Environmental emergency drill	session	123
Number of participants in emergency drills	attendance	5,880
Environmental investment in the year	RMB'00 million	1.5

ESG Key Performance Indicators Table – Social

Indicator	Unit	2024
Total number of employees	person	13,006
Number of part-time employees	person	0
Number of male employees	person	9,356
Proportion of male employees	%	71.9
Number of female employees	person	3,650
Proportion of female employees	%	28.1
Number of employees aged 29 and below	person	3,317
Number of employees aged between 30 and 49	person	7,932
Number of employees aged 50 and above	person	1,757
Labour contract signing rate	%	100
Social insurance coverage rate	%	100
Employee turnover rate	%	44.26
Male employee turnover rate	%	43.1
Female employee turnover rate	%	39.95
Child labour incidents	case	0
Forced labour incidents	case	0
Training sessions	10 thousand session	1.46
Number of training participants	10 thousand attendance	41.6
Training hours per employee	hour	20.16
Number of work-related fatalities	person	0
Rate of work-related fatalities	%	0
Congress of workers	times	11
Processing employee proposals	item	386
Amount of charitable donations	RMB'0,000	1,729
Suppliers in Mainland China	nos	3,469
Suppliers in overseas and Hong Kong, Macau and Taiwan regions	nos	62

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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 Resources	<p>Environmental Protection Management System</p> <p>Regulations on Management of Energy Conservation and Ecological Environmental Protection of COFCO Joycome</p> <p>Environmental Pollution Incident Emergency Response Plan of COFCO Joycome</p> <p>Notice on the Establishment of Carbon Peaking Task Force of COFCO Joycome</p> <p>Carbon Peak Action Plan of COFCO Joycome Foods Limited</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> <p>Working Guidance for Peaking Carbon Emissions and Achieving 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 Labour 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>Labour Law of the People's Republic of China</p> <p>Labour 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</p> <p>Management Methods for Occupational Health of COFCO Meat</p> <p>Management System for Labour Protection Equipment</p> <p>Measures for Management of Contractor Safety of COFCO Joycome (2024 Revision)</p> <p>Measures for Management of Quality Safety Organization and Responsibility System of COFCO Joycome</p>	<p>Labour Law of the People's Republic of China</p> <p>Labour 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	Management Methods for Personnel Recruitment of COFCO Joycome Employee Manual	Universal Declaration of Human Rights International Covenants of Human Rights Labour Law of the People's Republic of China Labour 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 Integrity and Self-Discipline Code of Conduct for Procurement Personnel of COFCO Joycome Measures for Bidding and Procurement Management of COFCO Joycome (2024 Revised Edition) Measures for Management of Bid Supervision Expert Pool of COFCO Joycome Procurement Inspection Management Measures of COFCO Joycome Measures for Management of Procurement of Veterinary Drug of COFCO Joycome (2024 Revised Edition) Measures for Management of Centralized Procurement of COFCO Joycome (2024 Revised Edition) Details Rules for Bidding Agency of COFCO Joycome Guidelines for Non-bidding Procurement of COFCO Joycome	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	<p>COFCO Joycome Provisions on Prohibiting Executives, Their Spouses, Children, and Other Specific Related Persons from Engaging in Unauthorized Business Operations</p> <p>COFCO Joycome Opinions on Strengthening Market Supervision in Key Areas and Critical Processes</p> <p>COFCO Joycome Briber 'Blacklist' Management Measures (Trial)</p> <p>COFCO Joycome Management Measures for Tasting Products, Samples and Free Goods (2024 Revised Edition)</p> <p>Measures for Reporting Critical Developments in Party Conduct and Integrity Building and Anti-Corruption Work of COFCO Joycome (Trial)</p> <p>Party Conduct and Integrity Building Oversight Responsibilities Work Checklist of Grassroots Enterprises (Profit Centers)</p>	<p>Civil Code of the People's Republic of China</p> <p>Oversight Law of the People's Republic of China</p> <p>Criminal Law of the People's Republic of China</p> <p>Anti-monopoly Law of the People's Republic of China</p> <p>Anti-Money Laundering Law of the People's Republic of China</p> <p>Anti-Unfair Competition Law of the People's Republic of China</p>
B8 Community Investment		
Governance	<p>Management Measures for Connected Transactions of COFCO Joycome</p> <p>COFCO Joycome Contract Management Policy (2023 Revision)</p> <p>Management Measures for Seals of COFCO Joycome (2023 Revision)</p> <p>Management Measures for Lawsuit Archives of COFCO Joycome</p> <p>COFCO Joycome Legal Dispute Case Management Implementation Rules</p> <p>COFCO Joycome External Legal Service Provider Management Policy</p> <p>General Rules for Legal Compliance Management of COFCO Meat Investments Co., Ltd. (Trial)</p> <p>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</p> <p>Board of Directors Authorization for Decision-Making Plan of COFCO Joycome (2024 Revised Edition)</p> <p>Administrative Measures of COFCO Joycome for Traveling Abroad for Private Purposes (2024 Revised Edition)</p> <p>COFCO Joycome System for the Recusal of Immediate Family Members and Other Specific Related Persons (2024 Revised Edition)</p> <p>Investment Audit Management Measures of COFCO Joycome (2024 Revised Edition)</p> <p>Treasury Management System of COFCO Joycome (2024 Revised Edition)</p> <p>Measures for Management of Leaders of COFCO Joycome</p>	<p>Civil Code of the People's Republic of China</p> <p>Criminal Law of the People's Republic of China</p> <p>Oversight Law of the People's Republic of China</p> <p>Company Law of the People's Republic of China</p>

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ESG aspects	Internal	External
	<p>Measures for Appraisal and Evaluation of Leadership Teams and Leaders of the First-tiered Entities of COFCO Joycome (Revision)</p> <p>Measures for Management of Disposal of Assets of COFCO Joycome</p> <p>Measures for Management of Technology Innovation of COFCO Joycome (2024 Revised Edition)</p> <p>Measures for Management of Rules and Regulations of Headquarters of COFCO Joycome (Trial)</p> <p>Investor Relations Management System of COFCO Joycome Foods Limited</p> <p>Guidelines for Future Closing Operations of COFCO Joycome (Trial)</p> <p>General Rules for Legal Compliance of COFCO Joycome (2024 Revised Edition)</p> <p>Detailed Rules of Implementation of Chief Compliance Officer of COFCO Joycome</p> <p>Detailed Rules for Implementation of Compliance Officer of COFCO Joycome</p> <p>Measures for Management of Market Risks of Commodities of COFCO Joycome (2024 Revised Edition)</p> <p>Measures for Management of Swine Breeding and Genetics Professionals of COFCO Joycome</p> <p>Measures for Management of Excellence and Exemplary Performance Evaluation of COFCO Joycome</p> <p>Code of Conduct for Office Information Security of COFCO Joycome</p> <p>Reporting System of Major Operation Risks of COFCO Joycome (2024 Revised Edition)</p> <p>COFCO Joycome Asset Evaluation Management Measures (2024 Revised Edition)</p> <p>Master Plan for Cyber and Information Systems Security Strategy of COFCO Joycome</p> <p>Guiding Opinions on Strengthening and Improving the Development of Regional Leadership Teams of the Breeding Department of COFCO Joycome</p>	

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
	A1.3	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)—Green Development
	A2.2	Environmental (E)—Green Development
	A2.3	Environmental (E)—Green Development
	A2.4	Environmental (E)—Green Development
	A2.5	Environmental (E)—Green Development
A3 Environment and Natural Resources	General disclosure	Environmental (E)—Develop Environmental Management System
	A3.1	Environmental (E)—Environmental Protection
B1 Employment	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