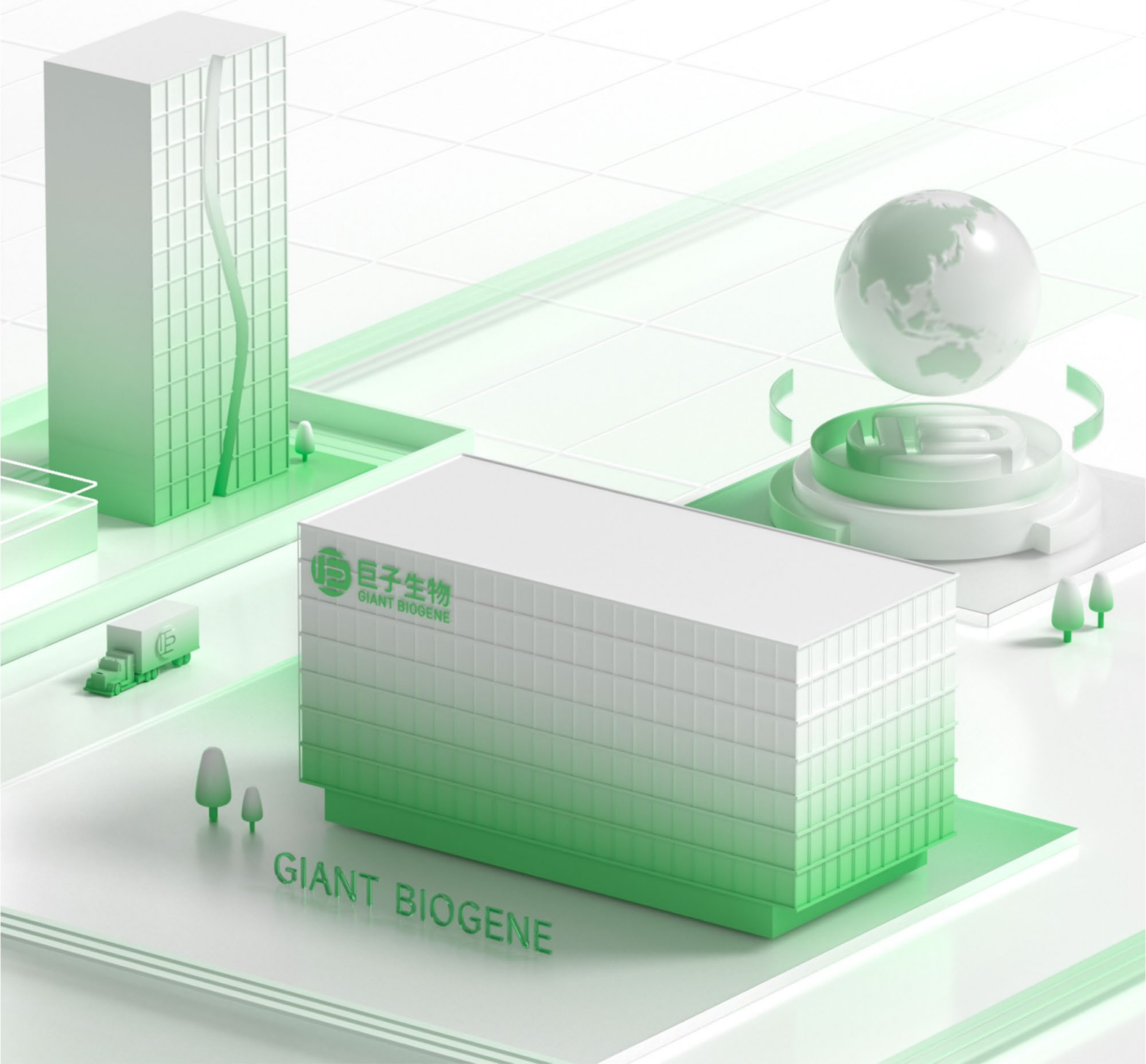


2024



ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

Giant Biogene Holding Co., Ltd
Stock Code: (02367.HK)



ABOUT THIS REPORT

Giant Biogene (the "Company") is pleased to present its 2024 Environmental, Social and Governance ("ESG") Report ("ESG Report"), aiming to truthfully disclose to all stakeholders the ESG governance structure, management systems, practical measures and performance of the Company, its subsidiaries and consolidated associated entities ("Giant Biogene", the "Group", "we")

SCOPE AND BOUNDARIES OF THE REPORT

This report covers the Group's ESG work from 1 January 2024 to 31 December 2024 (the "Reporting Period"), with some information backdated to prior years. The policies and data provided in this report cover the Company's head office and subsidiaries. The scope of the report is consistent with the 2024 annual report.

SOURCES OF INFORMATION AND ASSURANCE OF RELIABILITY

The data and cases disclosed in this report are mainly derived from the Company's statistical reports and related documents. The Board of Directors of the Company undertakes that this report does not contain any false statements or misleading representations, and is responsible for the truthfulness, accuracy and completeness of its contents.

BASIS OF PREPARATION

This report has been prepared in compliance with Appendix C2 (former Appendix 27) the Environmental, Social and Governance Reporting Guide of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") ("ESG Reporting Guide").

This report follows the reporting principles of materiality, quantitative and consistency, and has been prepared in accordance with the steps of identifying and ranking significant stakeholders and important ESG-related issues, determining the boundaries of the ESG report, collecting relevant materials and data, preparing the report based on such data and reviewing the data in the report.

| Materiality |

This report reports on ESG issues that have significant impact on investors and other stakeholders as determined by the Board of Directors of the Company. Please refer to sections "Communication with stakeholders" and "ESG materiality issues" for the identification process of ESG materiality issues of Giant Biogene in 2024 and its results.

| Quantitative |

This report discloses the relevant quantitative data, standards and methods used in statistics and calculations in the field of ESG, and provides textual explanations for quantitative data. Please refer to the corresponding sections of each chapter for quantitative ESG data of Giant Biogene in 2024.

| Consistency |

Unless otherwise stated, the Company will apply a consistent statistical method of disclosure for each reporting period.

REPORT LANGUAGE AND FORM

This report is available in both Chinese and English, and is available in electronic form for reference. For more information on the background, business development and sustainable development concept of Giant Biogene, please visit Giant Biogene's official investor relations website.

CONFIRMATION AND APPROVAL

This report was passed by the Board of Directors on 26 March 2024 upon confirmation by the management.

RESPONSE TO THIS REPORT

We value opinions of stakeholders. Do not hesitate to contact us via the following. Your feedback will help us further improve ESG report disclosure and enhance our ESG performance.

✉ E-mail: ir@xajuzi.com

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G I A N T
B I O G E N E

YAN Jianya

Giant Biogene Holding Co., Ltd
Chairman of the Board, Executive Director
and Chief Executive Officer

CHAIRMAN’S STATEMENT

Stay grounded and make steady progress towards far-reaching goals. In the tide of the times, no enterprise can move forward in isolation. We are well aware that the path to the sustainable development of an enterprise is not merely about focusing on economic value creation. Instead, it requires fulfilling responsibilities in the balance of environment, society, and governance, and working hand in hand with all parties to weave a future of mutual benefit and symbiosis. In 2024, we adhered to the mission of "Biotechnology Serving Beauty and Health", comprehensively and deeply integrated the ESG concept into the enterprise's development, and was honored to be listed among the "Top 100 of Wind China Listed Companies' ESG Best Practices in 2024". We also won accolades such as "Benchmark Enterprise for ESG Comprehensive Governance" and "Loving-heart Unit of Shaanxi Hope Project in the New Era", demonstrating our persistent pursuit of long-termism through practical actions.

Strengthen the foundation to solidify the cornerstone of sustainable development. We continuously improve ESG governance, establishing a three-tier ESG governance framework with the board of directors as the highest decision-making body. We clarify division of responsibilities, enhance collaborative execution, and continuously deepen the communication mechanism with stakeholders to promptly respond to diverse demands. We identify material ESG issues in light of industry characteristics and corporate strategies, and scientifically plan key work items based on these, advancing them in an orderly manner. We always adhere to the bottom line of compliance and integrity in business operations, setting up three lines of risk prevention mechanisms to build a "safety line" for the company's development. We uphold a "zero-tolerance" principle in business ethics management, and through regular training, cultural promotion and other measures, we strive to create an upright and clean corporate atmosphere.

Innovation at the Core, Driving Value Upgrade across the Entire Chain. We insist on integrating the concept of sustainability into every link of product research and development, production, and service. We continuously increase investment in research and development, steadily improving in technological innovation and product reputation, and have launched many high-quality products highly recognized by the market and consumers. We comprehensively improve the quality management system, further strengthen the general manager's responsibility system for quality management, add multiple quality management system certifications, win numerous national, provincial, and municipal quality awards. Through internal training, Quality Month, Safety Publicity Week and other activities, we create a quality-culture atmosphere. We attach great importance to supply chain management, striving to build a compliant, green, sustainable, and stable supply chain.

Integrity as the Foundation, Building a Worry-free Consumption Ecosystem. We have taken the initiative to launch the "Giant Biogene 315 Transparency Promise", providing scientific evidence for product efficacy and setting an example to promote self-discipline within the industry. We strictly implement responsible marketing, establish a content review mechanism to ensure the standardization of information dissemination. We continuously optimize the customer service process, effectively improve the quality of customer service, and create a consumer-satisfying experience with higher standards. We have launched the "Giant Biogene Shield" anti-counterfeiting mini-program, accurately tracing the authenticity of products to effectively protect the rights and interests of consumers.

Responsibility as the Sail, Jointly Promoting the Positive Development of the Industry. We have always been actively fulfilling social responsibilities through practical actions. We have been continuously engaged in public welfare undertakings such as knowledge popularization, charity donations, and volunteer services, giving back to all sectors of society. We actively play a leading role. By taking the lead in formulating group standards, hosting and participating in numerous academic activities, etc., we are committed to creating a standardized, professional, and sustainable industry ecosystem. We practice the concept of environmental protection. Through measures such as promoting product refills and recycling product empty bottles, we reduce the product carbon footprint. We care about the growth of our employees, continuously enrich the training system, improve employee welfare guarantees, and enhance employees' sense of belonging and happiness through diverse activities.

In the past year, every achievement we've made couldn't have been possible without the strong support from all parties. Here, we would like to extend our sincere gratitude to every shareholder, supplier, partner, and our vast number of consumers! We believe that true sustainability means allowing the warmth of biotechnology to transcend the boundaries of the laboratory, enabling harmonious co-existence among technological progress, people's livelihood needs, and ecological protection. Only by integrating the development of the enterprise into humanity's pursuit of a better life, advancing hand in hand with the times, and resonating in harmony with society, can we move forward further and more steadily. We are always committed to integrating the concept of sustainable development into the entire life cycle of the enterprise's development, bringing more excellent products and high-quality services to consumers, and making new contributions to the sustainable development of the economy, society, and environment.



ABOUT GIANT BIOGENE

Founded in 2000 and located in Xi'an High-tech Zone, Giant Biogene (02367:HK) is a high-tech enterprise focusing on "Technology-based Beauty", and a leader in bioactive ingredient-based professional skin treatment product industry in China. On 4 November 2022, the Company was successfully listed on the main board of the Hong Kong Stock Exchange, and has become "the first listed company in the field of recombinant collagen" in China. During the Reporting Period, Euromonitor International, a market research institution, certified the company as the "Global Leader in Recombinant Collagen". The Company utilizes proprietary synthetic biology technology to design, develop and produce recombinant collagen, rare ginsenosides and other bioactive ingredients. The Company focuses on the three major industries of functional skincare products, medical devices, functional foods and foods for special medical purposes, takes "biotechnology to empower beauty and health" as its mission, adheres to the relentless pursuit of innovative technologies and product R&D for natural beauty and health, and strives to bring technology from the laboratory to life, so as to become a leading enterprise in the field of beauty and health in China.

The Company utilizes proprietary synthetic biology technology platform to research and develop, and manufacture multiple types

of recombinant collagen and rare ginsenosides in-house. As of December 2024, it has 167 patents and patent applications. The Company was granted the first patent for its recombinant collagen technology in the industry in China, and won the Second Prize of National Technology Invention Award and China Patent Gold Award in 2013 and 2016, respectively. Giant Biogene has also become the first company in China to achieve mass production of recombinant collagen and apply it in the medical device industry. The Company has been awarded the "Top 100 Private Enterprises in Xi'an (西安市民营企业100强)" for many times, was approved as a "Post-doctoral Research Center (博士后工作站)" in 2015, "Academician and Expert Workstation in Xi'an (西安市院士专家工作站)" in 2018, "High-tech Enterprises (高新技术企业)" in 2020, "Post-doctoral Innovation Base (博士后创新基地)" in 2021, recognized as "Technological Innovation Demonstration Enterprise in Xi'an (西安市技术创新示范企业)" in 2021, "Quality Benchmarking Enterprise in Xi'an (西安市质量标杆企业)" in 2021, etc., and was admitted to the Science and Technology Innovation and Transformation Base of National Clinical Research Center for Dermatologic and Immunologic Diseases (国家皮肤与免疫疾病临床医学研究中心科创与转化基地) in 2021.

Deeply rooted in the collagen market, the Company is a leader in bioactive ingredient-based professional skin treatment product

industry in China. As of December 2024, the Company had a portfolio of over 140 SKUs across six major brands covering functional skincare, medical dressings and functional foods, namely Comfy, Collgene, Keyu, Leeyen, SKIGIN, and Shengan. The Company has won a number of honors such as "National Key New Product (国家重点新产品)", "Well-known Product in Shaanxi Province (陕西省名牌产品)", "Famous Trademark in Shaanxi Province (陕西省著名商标)", "Well-known Product in Xi'an (西安市名牌产品)", "Famous Trademark in Xi'an (西安市著名商标)", and has been recognized as the "Most Competitive Brand", the "Most Favorite Brand among Consumers (消费者最喜爱品牌)", the "Industry Pioneer Brand", etc.. In the field of medical devices, the Company has obtained a number of Class II medical device registration certificates, which demonstrate the significant clinical efficacy in promoting wound healing, relieving skin inflammation, assisting in the treatment of eczema, inhibiting the formation of scars and relieving allergic rhinitis.

In terms of marketing, the Company implements dual-pronged "medical institution + mass consumer" sales strategy. We had sold and distributed products to approximately 1,700 public hospitals, approximately 3,000 private hospitals and clinics, as well as approximately 130,000 pharmacy chain stores across China. Our mass market distribution covers individual consumers, cosmetic store

market distribution covers individual consumers, cosmetic store chains and supermarket chains such as Watsons, Afiona, The COLORIST, Ole', Hualian Group and Hema Fresh with approximately 6,000 stores in China.

During the Reporting Period, Comfy's first national brand flagship store opened at Chongqing MixC. Comfy' brand experience store settled in CDF Sanya International Duty - Free Complex, and Comfy became the first domestic beauty brand to enter Mannings in Hong Kong, committed to providing better experiences for a large number of offline consumers. As of the end of the reporting period, Comfy had opened approximately 18 stores in shopping malls in key cities such as Xi'an, Chongqing, Chengdu and Sanya. These stores include different types such as flagship stores and standard stores, and the brand continued to refine the operation of offline scenarios. Meanwhile, the Company carries out product marketing, promotion and brand building through e-commerce and social media platforms such as Tmall, JD.com and Douyin, realizing the strategic plan of multi-media and multi-level coverage of target consumer groups.

AWARDS AND HONORS



01 RESPONSIBLE GOVERNANCE AS FOUNDATION



CORPORATE GOVERNANCE

Giant Biogene adheres to a sustainable development strategy, and the Board of Directors, as the highest leadership body for ESG, is fully responsible for overseeing ESG matters. At the same time, the Board of Directors formulates the Company's ESG management policy and strategy in strict accordance with the relevant requirements under Appendix C2 of ESG Reporting Guide of the Main Board Listing Rules of Hong Kong Stock Exchange, and incorporates the latest regulatory requirements into the day-to-day ESG management.

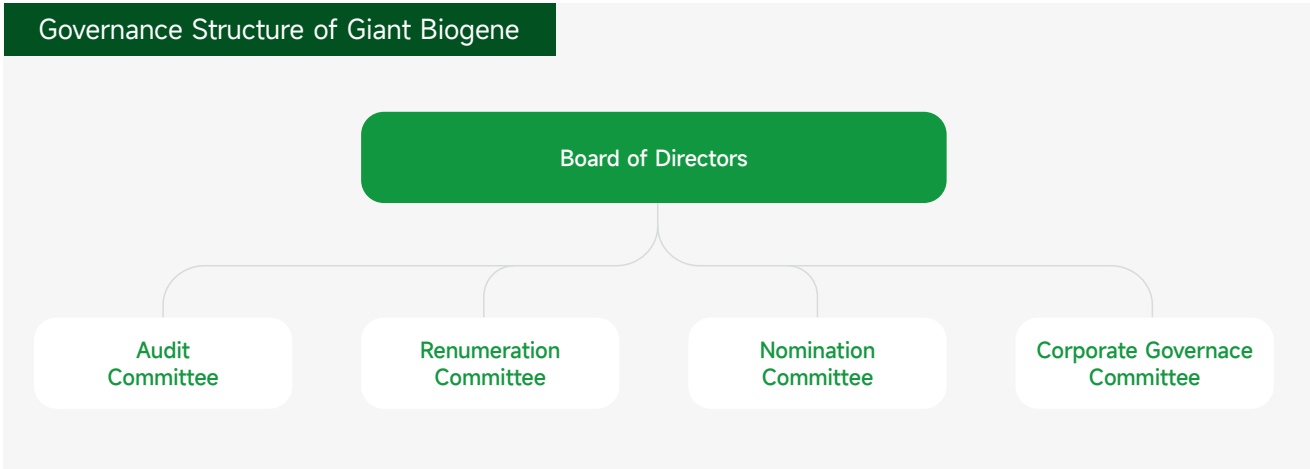
We actively engage in stakeholder's communication, participate in the identification of ESG issues, analysis and prioritization of ESG importance, and guide the ESG management and ESG information disclosure accordingly. During the Reporting Period, the Board of Directors assessed and determined the Company's environmental, climate and social risks and opportunities based on the development trends of the industry in which Giant Biogene operates and feedback from stakeholders.

In order to effectively conduct ESG work, the Board of Giant Biogene established a Corporate Governance Committee (the "Corporate Governance Committee") which is responsible for reporting to the Board on ESG-related matters regularly. We also set up ESG targets, covering ESG performance indicators such as three waste emissions, greenhouse gas emissions, energy use, quality and safety, etc. The Board of the Company regularly reviewed the progress of achieving ESG targets and considered it as part of the key performance indicators and provided relevant action suggestions in respect of the indicators for improvement.

Governance Structure of Giant Biogene

Giant Biogene has established a sound corporate governance structure to enhance the transparency, fairness and stability of the Company's operations and decision-making and protect the interests of shareholders and stakeholders.

The Board of Directors of Giant Biogene is responsible for the management, operation and strategic direction of the Company, makes major decisions for the development of the Company, and authorizes and supervises the management to carry out the day-to-day operation of the Company. The Board of Directors has four specialized committees, including the Audit Committee, the Remuneration Committee, the Nomination Committee and the Corporate Governance Committee.

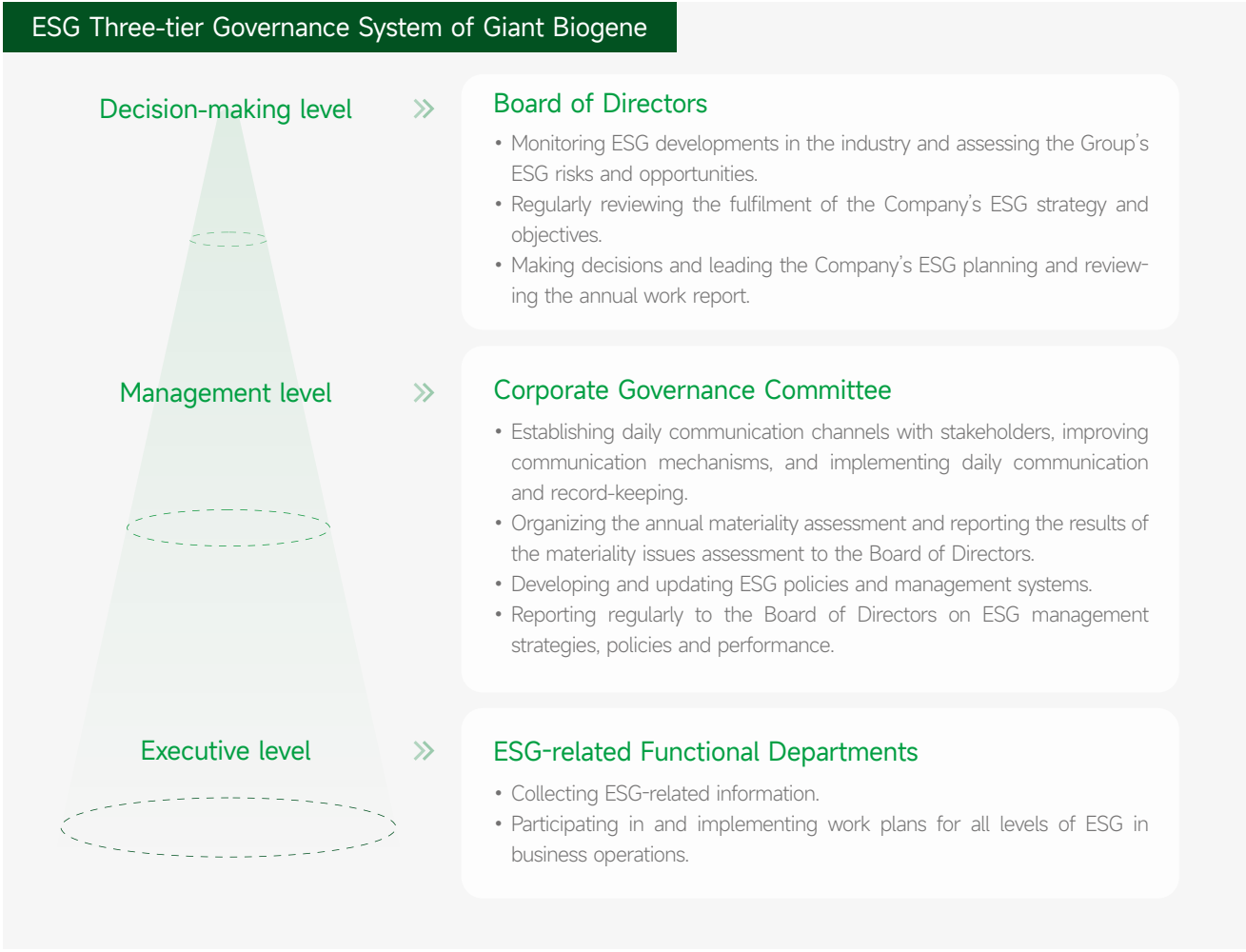


ESG GOVERNANCE

ESG Governance Structure

Giant Biogene is committed to bringing technology from the laboratory to life. Relying on core scientific technology, the Company continues to emphasize and implement the integration of sustainable development concepts in its daily operations, in an effort to become China's leading enterprise in the field of beauty and health and to bring pleasant experience and value contributions to stakeholders.

The Company has established a ESG governance structure that covers the entire group to ensure the smooth and efficient promotion of ESG management and the transmission and implementation of ESG concepts. The Board of Directors of the Company, at the decision-making level, is in charge of the Company's overall sustainable development work and formulates strategic plans and development goals. The Corporate Governance Committee is responsible for the deployment of specific ESG work, and regularly reviews and reports the same to the Board of Directors. ESG-related functional departments comprise the executive team responsible for the implementation of daily ESG work. The top-down three-tier structure ensures the effectiveness of the Company's ESG work and provides a strong foundation for the Company's long-term development.



Communication with Stakeholders

Giant Biogene attaches great importance to the expectations of stakeholders. Through maintaining regular communication with stakeholders, we collect opinions and suggestions from all parties to make timely adjustments and respond to the expectations and demands with responsible practices, which gains recognition, trust and support from all stakeholders.

We have established an effective communication approach to respond to stakeholders’ concerns and suggestions and incorporate them into the Group’s ESG governance and decision-making process.



ESTABLISH AN EFFECTIVE
COMMUNICATION MECHANISM



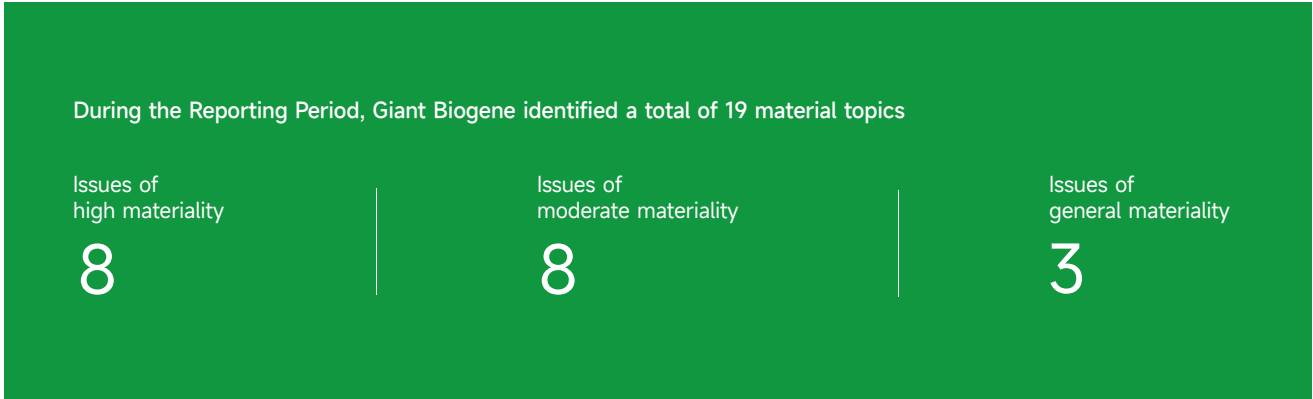
Stakeholders Identified	Issues Concerned	Communication and Response Methods
Government/Regulatory Bodies	<ul style="list-style-type: none">• Compliance operation• Business ethics• Emissions management• Energy use and resource management• Hazardous chemicals management• Risk management• Employee welfare and security	<ul style="list-style-type: none">• Policy directives• Work reports• Information submission• On-site inspection• Telephone communication
Shareholders and Investors	<ul style="list-style-type: none">• Compliance operation• Risk management• Business ethics• Climate change	<ul style="list-style-type: none">• General meetings of shareholders• Performance briefing sessions• Investor conferences• Research roadshows• Disclosure of information of the listed company• Telephone and email communication
Customers	<ul style="list-style-type: none">• Product quality and security• Data security and privacy protection• Customer services• Compliance operation• Responsible marketing	<ul style="list-style-type: none">• Customer visits• National customer service hotline• Customer satisfaction survey
Employees of the Group	<ul style="list-style-type: none">• Inclusion, equality and diversity• Employee welfare and security• Occupational health and safety• Employee training and development	<ul style="list-style-type: none">• Site visits• Employee activities• Employee satisfaction survey
Suppliers and Partners	<ul style="list-style-type: none">• Supply chain management• Product quality and safety• Intellectual property management• Business ethics	<ul style="list-style-type: none">• Tender meetings• Research visits• Communication and cooperation• Industry forums
Environment	<ul style="list-style-type: none">• Climate change• Hazardous chemicals management• Experimental ethics and morality• Emissions management	<ul style="list-style-type: none">• Implementing environmental policy• Environmental information disclosure
Members of the Community	<ul style="list-style-type: none">• Community benefit• Emissions management• Energy use and resource management	<ul style="list-style-type: none">• Community investment• Voluntary services• Community events

ESG Materiality Issues

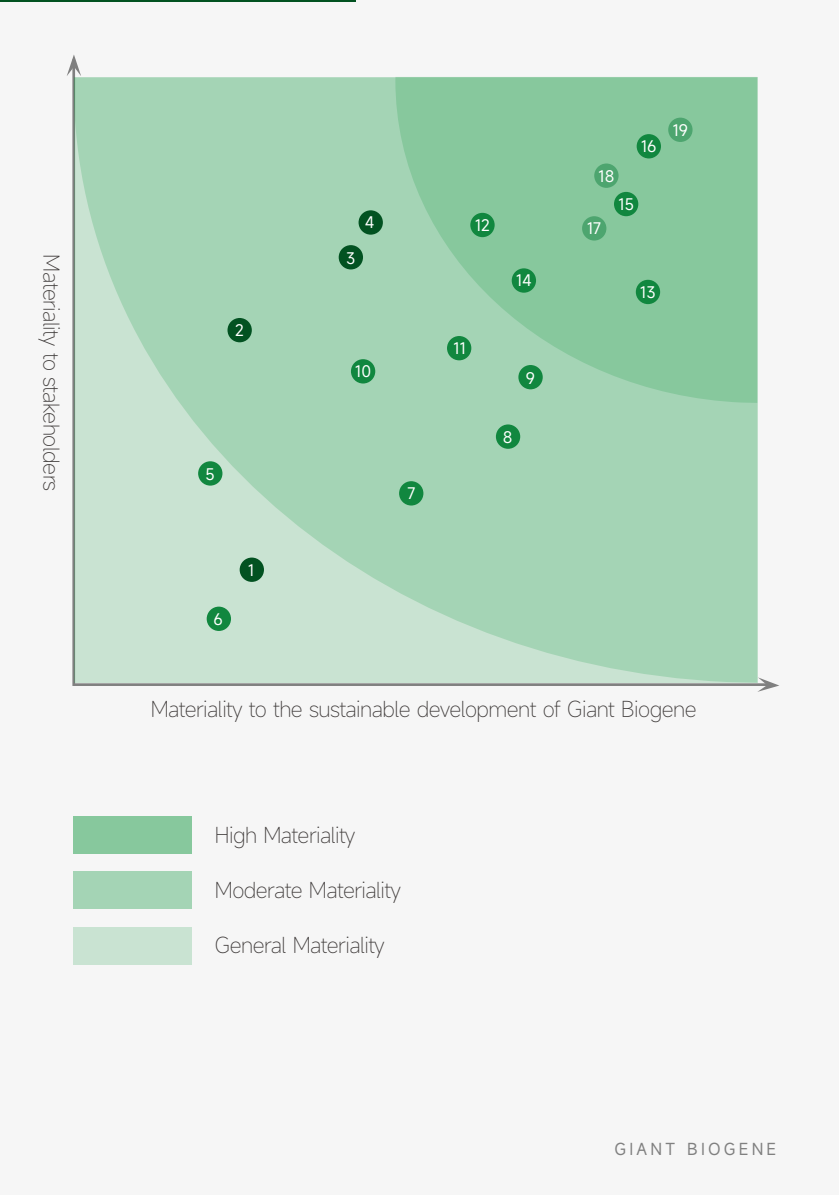
During the Reporting Period, Giant Biogene carried out the identification of materiality issues.

We listened to the views of various stakeholders, conducted internal interviews and comprehensive analysis with reference to guidelines of Hong Kong Stock Exchange and the disclosure of issues by peers.

In 2024, Giant Biogene identified a total of 19 material issues, including 8 issues of high materiality, 8 issues of moderate materiality, and 3 issues of general materiality.



Materiality Issue Matrix



- **Environmental issues**
 1. Hazardous chemicals management
 2. Climate change
 3. Energy use and resource management
 4. Emissions management
- **Social issues**
 5. Community benefit
 6. Experimental ethics and morality
 7. Supply chain management
 8. Intellectual property management
 9. Inclusion, equality and diversity
 10. Data security and privacy protection
 11. Occupational health and safety
 12. Employee welfare and security
 13. Responsible marketing
 14. Employee training and development
 15. Customer services
 16. Product quality and security
- **Governance issues**
 17. Business ethics
 18. Risk management
 19. Compliance operation

OPERATIONAL COMPLIANCE

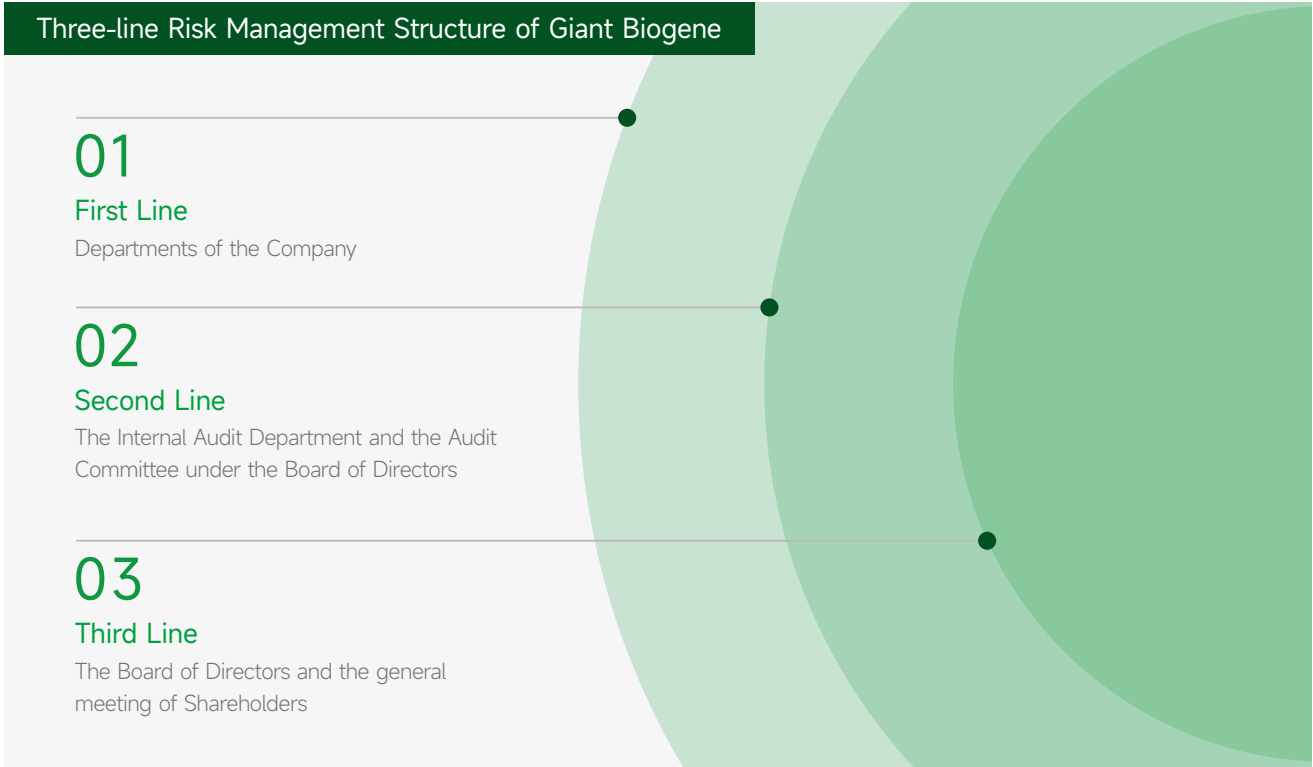
Risk Management

Giant Biogene lays emphasis on improving the Company’s ability to withstand risks, protecting the Company’s assets and interests as well as avoiding losses. We effectively manages various types of risks to improve the Company’s operational efficiency and competitiveness, thereby promoting the Company’s sustainable development.

Giant Biogene has currently established internal systems such as the Enterprise Risk Management System, Management of the Use of Seals, Capital Management System, Internal Control System and Compliance Management System, to build a sound enterprise risk management system. In addition, we have improved and optimized our internal control system in accordance with the requirements under the rules of the Stock Exchange.

In practice, we have established three lines of defense to deal with risks: the various departments of the Company as the first line of defense for risk management, the Internal Audit Department and the Audit Committee under the Board of Directors as the second line of defense for risk management, and the Board of Directors and the general meeting of Shareholders as the third line of defense for risk management.

During the Reporting Period, we carried out risk management in accordance with the requirements of relevant systems, paying particular attention to business decision-making, laws and regulations, financial safety, asset safety and other risks, and timely identify, judge and handle them. The relevant departments assessed risk factors in an all-round manner through daily work analysis, regular safety checklists and consequence analysis of key projects. The head of Internal Audit Department leads the team to carry out internal audits, identify and improve problems in internal control, and report to the Audit Committee.



Business Ethics Management

Giant Biogene is committed to practicing high standards of ethical integrity and anti-corruption business practices by adopting a zero-tolerance policy for corruption, strengthening the control of corrupt behaviors from both institutional and practical dimensions, and strictly prohibiting any form of bribery and corruption.

We strictly abides by the Company Law of the People’s Republic of China, the Criminal Law of the People’s Republic of China, the Anti-Unfair Competition Law of the People’s Republic of China, the Anti-Money Laundering Law of the People’s Republic of China, the Interim Provisions on the Prohibition of Commercial Bribery Opinions on Several Issues Concerning the Application of Law in Handling Criminal Cases of Commercial Bribery and other laws and regulations, and at the same time, we have established a code of conduct, such as the Anti-Corruption and Reporting System, to strengthen the construction of the management mechanism for anti-corruption and fraud. During the Reporting Period, the Company issued the Integrity and Self-Discipline System for Employees of Giant Biogene, strengthened employees’ professional ethics education, eliminated opportunistic mindsets, and strictly enforced disciplinary redlines. During the Reporting Period, the Group did not have any corruption and bribery related cases.

We have established a top-down anti-fraud management structure, whereby the Board of Directors and the Audit Committee are responsible for the improvement of relevant mechanisms, the ongoing oversight of anti-fraud efforts and the building of an anti-fraud culture; the management and the internal whistleblowing management leadership team is responsible for the optimization of sound internal control mechanisms and the promotion of treatment of anti-fraud and whistleblowing, whereas each center together with the human resources and administration department and the finance department are responsible for self-examination and self-correction that align with the implementation of anti-fraud work.

Employees will be punished according to the severity of fraud, including but not limited to verbal warning, written warning, pay back of the money, termination of labor contracts, administrative penalties and transfer to the judicial authorities for handling.

Anti-fraud Management Structure of Giant Biogene

01

Board of Directors

- Responsible for supervising management to establish a company-wide anti-fraud culture environment and a sound internal control system including fraud prevention, reporting and investigation and handling.
- Delegating authority to the Audit Committee of the Board to direct the Company's anti-fraud efforts.

02

Audit Committee

- The Audit Committee of the Board of Directors is the body primarily responsible for the Company's anti-fraud work and is responsible for the ongoing oversight of anti-fraud efforts.

03

Management Level

- Responsible for establishing sound internal control mechanisms including fraud prevention.
- Responsible for implementing controls to reduce the chances of fraud, taking appropriate and effective remedial actions against fraud and conducting self-assessment.

04

Internal Whistleblowing Management Leadership Team

- Responsible for the development, revision and implementation of the internal reporting system.
- Receiving internal operational defects or irregularities reported by employees and organizing the investigation and analysis of such acts and determining their nature.
- Discussing and studying remedial and corrective measures for operational defects or irregularities and reporting them to the Company.
- In accordance with the relevant rules and regulations of the Company, issuing opinions on the handling of persons responsible for operational defects or irregularities and reporting them to the Company.

05

The Head of Each Center

- The head of each center is the first person responsible for and the counterpart of anti-fraud work in each department and branch and subsidiary.
- Responsible for cooperating with and assisting the anti-fraud investigation team in its work.
- Responsible for self-examination and self-correction of corrupt practices in their departments.

06

Legal Department

- Reviewing cases and evidential materials referred by fraud investigation teams.
- Referring fraud cases that are eligible for filing to the judicial authorities.
- Initiating legal proceedings against those involved in the case.

07

Finance Department

- Referring fraud leads identified in their financial management activities to the internal whistleblowing management leadership team in a timely manner.
- Freeze all payments to those liable for fraud until the case is closed.
- Assisting in the recovery of financial compensation in fraud cases.

08

Human Resources Department

- Taking disciplinary action against all the fraudsters involved in fraud cases.
- Dealing with the labor relations, remuneration and salaries for labor of fraudsters.

Giant Biogene has set up various reporting channels, including official complaint mailboxes, telephones and email (complaint@xa-juzi.com). The internal whistleblowing management leadership team is responsible for managing relevant whistleblowing matters, including handling reports, conducting investigations, making dispositions, and archiving results.

The Anti-Corruption and Reporting System stipulates the procedures and timing requirements for handling reports of business ethics incidents, and emphasize on the protection of complainants and whistleblowers in assisting in the investigation process. During the Reporting Period, Giant Biogene did not receive any relevant reports or complaints.

During the Reporting Period
Relevant whistleblowing reports and complaints received of Giant Biogene

0case

Report Processing Process of Giant Biogene

STEP 1

A whistleblowing report is first reviewed by the director of the internal whistleblowing management leadership office team.

»

STEP 2

Office meetings are held to discuss and analyze the whistleblowing report and determine the nature of the situation.

»

STEP 3

The relevant authority is mandated to investigate and find out the situation within a limited period of time.

»

STEP 4

Handling of persons involved in reported incidents and implementation of corrective measures.

We attach importance to the formation of an anti-corruption culture and the dissemination of anti-corruption awareness, and have conducted relevant internal training and educational activities.

During the Reporting Period, we provided anti-corruption training to the Board of Directors and our employees through our orientation programme, covering more than 1,700 staff with a 100% training coverage rate. In daily life, we strengthen the study of integrity and self-discipline knowledge through means such as meeting propaganda and Feishu message.

During the Reporting Period
We provided anti-corruption training to the Board of Directors and our employees

Cover

1,700+persons

Coverage rate of

100%

02 INNOVATIVE R&D FOR SUPERIOR QUALITY



*The picture was generated by AI.

QUALITY MANAGEMENT

With our development philosophy of "Sincerity, Goodwill, Excellence and Innovation", Giant Biogene is committed to the application of biotechnology in beauty and health field, providing more and better experience to consumers. We have established a complete product quality management system to ensure product quality and safeguard the rights and interests of consumers through systematic daily quality management and internal quality and safety culture construction. We place great importance on product research and development, for which we have established a scientific research and development system, built a research and development team with extensive experience and focused on intellectual property protection. We continue to enhance our supply chain management, and are committed to supply chain compliance and its green sustainability for mutual development with suppliers.

Quality Management System

Giant Biogene attaches great importance to product quality management and has always regarded product quality and safety as one of the cornerstones of enterprise development. According to our different product types, we apply and comply with different laws and regulations.

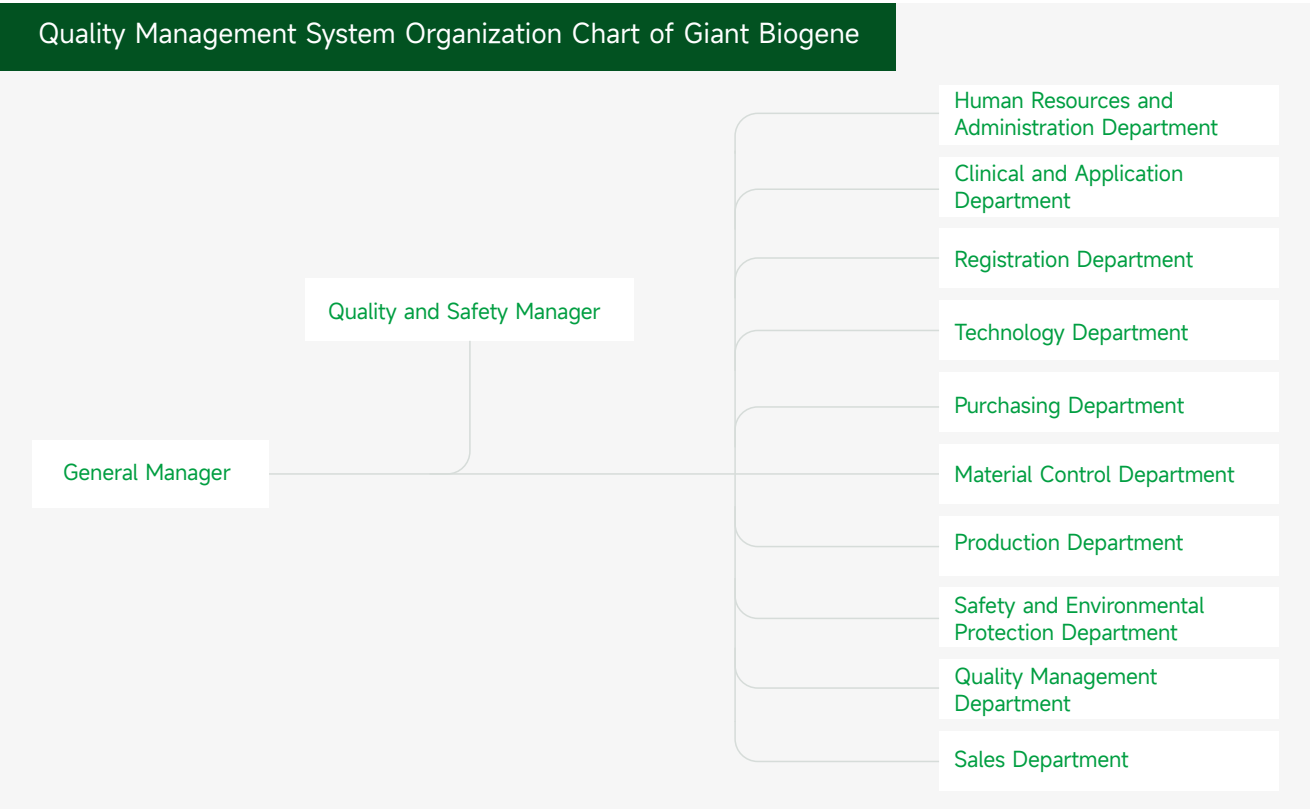
Product Category	Applicable Laws and Regulations
Cosmetics	<ul style="list-style-type: none">Regulations on the Supervision and Administration of Cosmetics.Measures for the Supervision and Administration of Cosmetics Production and Operation.Good Manufacturing Practice for Cosmetics Production.
Food	<ul style="list-style-type: none">Food Safety Law.Regulations for the Implementation of the Food Safety Law.Good Manufacturing Practice for Health Food.Measures for the Administration of Food Production Licensing.
Medical Devices	<ul style="list-style-type: none">Regulations on the Supervision and Administration of Medical Devices.Measures for the Supervision and Administration of Medical Device Production.Good Manufacturing Practice for Medical Device Production.



In accordance with national regulatory requirements, during the Reporting Period, the Company newly implemented a number of relevant regulations, including the "Measures for the Inspection and Administration of Cosmetics", "Technical Guidelines for the Compatibility Test and Evaluation of Cosmetics and Packaging Materials", "Technical Guidelines for the Stability Test and Evaluation of Cosmetics", "Technical Guidelines for the Preservative Challenge Test and Evaluation of Cosmetics", "Law of the People's Republic of China on Medical Device Administration (Draft for Soliciting Opinions)", etc., further strengthening the Company's quality and safety management in the fields of medical devices and cosmetics.

During the Reporting Period, on the basis of maintaining the normal operation of the medical device quality management system (ISO 13485), the Good Manufacturing Practice Guidelines for Cosmetics (ISO 22716), the US FDA - CFSAN Good Manufacturing Practice for Cosmetics, and the food system quality management system (FSSC 22000), in terms of specific quality - related policies: In the cosmetics sector, 22 new documents were added in 2024, including management documents such as the "Regulations for the Preservative Challenge Test of Cosmetics" and the "Regulations for the Production Management of Wax - based Unit Products". In the medical device sector, 36 new documents were added in 2024, including management documents such as the "Regulations for the Management of Material and Product Transfer" and the "Regulations for the Management of Unique Device Identification (UDI) of Medical Devices".

The Company has established a complete quality management system. The general manager is responsible for quality management, involving the Quality Management Department, Technology Department, Procurement Department, Production Department, Material Control Department, Safety and Environmental Protection Department, Human Resources and Administration Department, Sales Department, Registration Department, Finance Department, and Clinical Approval Department. The positions and responsibilities of each department have been clearly defined. The quality management system covers all aspects such as design and development, raw material and auxiliary material management, product production, and sales, achieving all - around control to ensure product safety and traceability.



The Company consistently places significant emphasis on quality system certification.

During the Reporting Period, while maintaining the operation of quality management systems related to medical devices (ISO13485), cosmetics (ISO22716), and food (FSSC22000), it also ensured the continuous operation and annual surveillance audits of the environmental management system (ISO 14001), occupational health and safety management system (GBT 45001), energy management system (EnMS), and quality management system (ISO 9001). Relying on these systems, the Company continuously optimizes its management model and enhances operational efficiency.

Quality Management System Certifications of Giant Biogene



The Company continuously conducts internal reviews of the quality management system and addresses the identified issues.

During the Reporting Period, a total of 6 internal reviews were organized for the quality system (2 for cosmetics, 2 for medical devices, and 2 for food). The overall quality management system of the Company operates effectively. The main identified issues were omissions in data filling and inconsistent formats.

All relevant issues have been rectified after verification. The Company attaches importance to the maintenance of system documents, supplements the output of all product R&D specifications, which achieves full coverage of technical department documents. By identifying and solving problems through system inspections, the level of the quality management is improved. At the same time, it enhances the quality control awareness of all employees, which helps to ensure the long-term, healthy, and effective operation of the quality management system.

During the Reporting Period
Internal reviews were organized for the quality system

cosmetics	medical devices	food
2 times	2 times	2 times



Quality Management Actions

Giant Biogene has established a complete set of product quality management work processes.

Through the whole - process control in daily work, such as supplier evaluation, acceptance, production QA (Quality Assurance) and QC (Quality Control), sample retention and observation, it ensures that product quality and safety meet the standards and protects the rights and interests of consumers. In addition, Giant Biogene achieves the systematic improvement of quality management work through measures such as customer complaint handling, quality analysis meetings, customer satisfaction surveys, quality internal audits, and management evaluations.

Daily Production Quality Management Process

STEP 1 Supplier Evaluation

- Qualification Review: Conduct strict reviews of production qualifications, business licenses, quality system certifications, etc., to ensure that suppliers are legal and compliant.
- On - site Inspection: Conduct on - site inspections of the production site in accordance with the audit plan, understand production equipment, technological processes, quality control measures, etc., and evaluate the production and quality assurance capabilities.
- Regular Evaluation: Comprehensively evaluate suppliers based on aspects such as supply quality, delivery time, and service level. For suppliers with poor performance, take measures like rectification, reducing the purchase quantity, or terminating the cooperation.

STEP 2 Material Inspection and Acceptance

- Document Verification: Verify and check the quality inspection reports, product certificates, delivery notes and other accompanying documents to ensure that these documents are complete and accurate.
- Appearance Inspection: Inspect the packaging, labels, and appearance of materials to check if the packaging is intact and the labels are clear.
- Quantity Verification: Check whether the quantity of the received materials is consistent with that on the delivery note.
- Sampling Inspection: Sample according to the sampling rules and send the samples to the laboratory for testing of physical and chemical as well as microbial indicators. Only products that pass the test can be put into storage.

STEP 3 Production Process Monitoring

- Pre - production Preparation Inspection: Inspect the environment, equipment, and personnel hygiene in the production workshop to ensure that the production environment meets the requirements.
- Production Process Patrol Inspection: Regularly inspect all parts of the production line to check whether the operations are compliant, whether the process parameters meet the standards, and whether the equipment is operating normally. Correct any non - compliant and abnormal situations in a timely manner.
- Monitoring of Critical Control Points: Focus on monitoring key control points such as the amount of raw material addition, insulation temperature, time, and the sterilization process.
- Clean - up Inspection: After the production of each batch of products is completed, check whether the equipment, containers, and production area in the workshop are clean to prevent cross - contamination.

STEP 4 Product Inspection

- Implementation of Inspection Items: Conduct a comprehensive inspection of sampled products in accordance with the internal control quality standards to ensure that the products meet the quality criteria.
- Inspection Records and Reports: Carefully record the inspection data results, fill out the inspection report, which will serve as the basis for product release after being reviewed.
- Retained Sample Management: Establish a sample - retention management procedure. Retain samples for each batch of products, conduct regular sample - retention observations, and fill in the records.
- Disposal of Non - conforming Products: If the inspection fails, promptly notify the relevant departments, label and isolate non - conforming products, analyze the causes, conduct a review, and take corrective measures such as reworking or destroying non - conforming products.

Systematic Work of Quality Management

Step	Specific Content
Quality Analysis Meeting	We have established a Customer Feedback and Complaint Control Procedure. For customer complaints and daily abnormal situations, quality analysis meetings are organized weekly and monthly to analyze and solve various quality problems, formulate corrective/preventive measures, and implement improvements. The Quality Assurance (QA) department follows up on these regularly.
Customer Satisfaction Survey	A satisfaction survey plan is formulated annually to conduct satisfaction surveys on products. The results are then fed back to relevant departments for improvement.
Quality Internal Audit	An Internal Audit Control Procedure has been established. Two internal audits are organized each year to inspect all aspects of various departments, including the implementation of documents, production processes, hygiene, training, warehouses, sales, etc. Non - conformities are identified based on the inspection results, and corrective/preventive measures are formulated. The Quality Management Department follows up on the verification of improvements and the actual operating effectiveness after improvement to ensure the continuous improvement of management levels.
Management Review	A Management Review Control Procedure has been established. Inputs such as annual quality analysis meetings, product qualification rates, internal audit results, and external inspection results are used. One management review is organized each year to report on the work of the year and summarize existing problems. Work plans and improvement goals for the coming year are formulated to continuously enhance product quality.

Giant Biogene has formulated a complete inspection and review system for product and quality safety and continuously implements it to ensure the quality of products leaving the factory.

Step	Specific Content
Quality Monitoring	Monitor the first product of each batch and the production process. Conduct a comprehensive inspection of sampled products in accordance with the company's internal quality standards to ensure that products meet the quality requirements.
Handling of Non - conforming Products	Identify and isolate non - conforming raw materials, packaging materials, etc. discovered during the procurement and production processes. Organize relevant personnel to analyze and evaluate the causes of non - conformity, take corrective actions, and deal with non - conforming products through rework, destruction, etc., to prevent non - conforming products from entering the market.

In daily operations, the Company regularly conducts product safety accident emergency response mechanisms and emergency drills to test the work processes in emergency situations, identify risk points, and improve the efficiency and effectiveness of responding to unexpected incidents.

During the Reporting Period, the Company carried out one food safety emergency and food safety protection drill, as well as one training and implementation activity for emergency response drill regarding water, power, and gas outages. No quality and safety incidents occurred in the Company during the Reporting Period.

During the Reporting Period

Food safety emergency and food safety protection drill

1time

Water outage, power cut and gas outage emergency plan drill training and drill practice

1time

Quality and safety incidents

0case

To enhance the emergency response capacity for product quality and safety incidents and improve the comprehensive management of product quality and safety, the Company has formulated a relatively complete product recall system and continuously optimized the product recall system to ensure a rapid response when product quality defects occur or there is a potential risk to human health.

During the Reporting Period, the Company conducted simulated recall drills for cosmetics, medical devices, and food respectively, and formed recall summary reports. For example, during routine sample retention observation, a printing error in the product label information was discovered. The entire product process was traced both forward and backward, with a product traceability rate of 100%. Thanks to the Company's excellent quality management work, no product recall incidents occurred during the Reporting Period.

During the Reporting Period
Product recall incidents

0case

Product Recall Mechanism of Giant Biogene

Recall Targets

- Cosmetics: Products with quality defects or other issues that may endanger human health.
- Medical Devices: Defective medical device products of a certain category, model, or batch that have been marketed and sold by medical device manufacturers, following the specified procedures.
- Food: Unsafe food products.

Recall Scenarios

- Complaints and Reports: Situations where the public complains or reports that the company's products have quality and safety hazards.
- Internal Self - inspection: The Company discovers, through internal inspections and self - checks, that the delivered products have quality and safety hazard risks.
- External Supervision: The supervision and management department discovers that the Company's products have quality and safety hazards during the process of supervision and random inspections.
- Emergency Situations: Other changes (including technology, regulations, industry rules, and unexpected incidents) that affect the quality or safety of the delivered products.

Recall Process

- The Quality Management Department issues the "Recall Announcement".
- The Sales Department and the Material Control Department trace the sales and outbound records based on the "Recall Plan", verify the regions where the products to be recalled are located, relevant contacts, contact methods, etc., determine the remedial measures to be taken by the company, and inform relevant parties to take safety precautions for the products to be recalled. Then, according to the quantity and weight of the products to be recalled, prepare the corresponding warehousing and transportation facilities.

Chemical Safety

Domestic and foreign laws, regulations and conventions followed by Giant Biogene in chemical safety: "Production Safety Law of the People's Republic of China", "Regulations on the Safety Management of Hazardous Chemicals", "Convention Concerning the Safe Use of Chemicals at Work", "GB/T 13690 General Rules for Classification and Hazard Communication of Chemicals".

Measures for ensuring chemical safety at different stages of Giant Biogene's products:

Step	Specific Content
Research and development stage	Strictly abide by regulations such as the "Chemical Safety Technical Specifications". Do not use any banned ingredients, reduce the use of controversial ingredients, and actively seek new materials for substitution or reduction.
Procurement stage	Plan the procurement of chemicals according to actual needs, conduct strict safety assessments of chemicals, reduce the abuse and waste of chemicals, and ensure that raw materials do not involve banned ingredients.
Storage management	Store chemicals in categories according to their types and properties. Appoint dedicated personnel for management and install alarm devices for monitoring. Establish a registration, verification and inventory system for the entry and exit of hazardous chemicals to ensure the legal use of hazardous chemicals.
Emergency management	Establish an emergency leading group. In case of hazardous chemical leakage and other accidents, it can carry out rapid and effective handling to minimize the impact of chemical safety issues.



Quality Culture Construction

Building a quality culture is of great significance for enterprises. It can improve product quality, enhance competitiveness, increase employee satisfaction and performance, reduce costs and risks, promote organizational change and innovation, as well as shape the corporate image and brand value. We believe that a good quality culture is fundamental to the long - term high - quality development of an enterprise.

To enhance employees' awareness and level of product quality, we start a series of trainings on quality safety and production safety from the moment new employees join the company.

Employees in the production system need to participate in new employee training and pre - job training (including theoretical exams and practical operations). Only after completing the training and passing the assessment can they obtain work permits and start working.

In daily work, the Company regularly organizes relevant trainings to promote the quality culture. The training content includes standard training, regulatory training, management procedure training, skills training, professional ethics training, etc. The training combines methods such as examinations and on - site questioning to create a good atmosphere where all employees attach importance to quality.

Every week, the Company regularly organizes on - site equipment skills practical guidance training or internal team training for workshop personnel by workshop directors or equipment operators, focusing on different equipment and theoretical knowledge. This not only improves employees' individual operating skills more quickly and is conducive to the personal growth of workshop employees, but also meets the workshop's demand for equipment operators.

During the Reporting Period, we completed a total of 50 new employee on - boarding safety training sessions, covering 1,758 employees, with a passing rate of 100% for the on - boarding training. We also carried out more than a hundred internal trainings at the company and department levels, promoting the healthy development of the Company's quality culture.





In addition, during the Reporting Period, we organized a wide variety of activities to comprehensively build the company's quality culture.

GIANT BIOGENE

01

Quality Month activities: Through video promotion, skills competitions, and poster publicity, we publicized regulatory knowledge across various industries, advocated for the quality culture, further enhanced the quality awareness of all employees, and improved their quality - related capabilities.



02

We organized QC (Quality Control) group activities and competitions. During the Reporting Period, we held multiple QC group activities to increase the emphasis on QC work.



03

We launched the Cosmetics Safety Publicity Week and the Medical Device Safety Publicity Week for all employees of the Company. By creating popular science posters, we disseminated knowledge about the safe use of cosmetics and medical devices to all employees, answered common questions about medical devices for them, enhanced employees' awareness of the safe use of cosmetics and medical devices, as well as the rational use of medical devices. This created a favorable atmosphere, fully stimulated employees' enthusiasm for participation, formed an interactive communication model, and centralized educational and promotional activities.



Giant Biogene has won numerous national, provincial, and municipal awards in terms of quality and safety, demonstrating the Company's remarkable achievements in quality management.

During the Reporting Period, in the "Product and Service Quality Integrity Commitment" activity held by the China Association for Quality Inspection on the "3.15" International Consumer Rights Day in 2024, Giant Biogene stood out among numerous enterprises with its advanced technology, excellent quality, and good reputation. We won several honors such as "National Demonstration Enterprise for Product and Service Quality Integrity", "National Quality - Leading Brand in the Recombinant Collagen Industry", and "National Product with Guaranteed Quality and Reputation for Consumers". In addition, in September 2024, we were awarded the "Nomination Award of the 10th Shaanxi Quality Award".



PRODUCT R&D

The Company has always been committed to continuous research and development, constantly developing new products to enhance consumers' experience. We are well aware that consumers' needs are constantly evolving. Therefore, we actively invest resources in technological innovation and product upgrading to meet consumers' growing expectations.

R&D System Establishment

We have established a complete product R&D process to ensure the efficient and high - quality launch of new products. This process covers the entire process from market research, product design to testing and release, with full interaction among all processes.

Product R&D Procedure of Giant Biogene		
	G I A N T B I O G E N E	
01 Project Initiation	<ul style="list-style-type: none">Self - analysisMarket researchSelection of competitive productsTrial use of competitive products	<ul style="list-style-type: none">Product designDiscussion and reviewConfirmation of complianceDetermination of project initiation
02 Input of Design and Development	<ul style="list-style-type: none">Confirmation of packagingConfirmation of raw materialsConfirmation of efficacy design	<ul style="list-style-type: none">Confirmation of safetyFormula designConfirmation of production and inspection, etc.
03 Planned Trial Use and Improvement	<ul style="list-style-type: none">Trial use and confirmation of the basic systemConfirmation of safetyConfirmation of effectivenessConfirmation of repeatability	<ul style="list-style-type: none">Internal and external testingScope testingRepetition of the above steps, etc.
04 Output of Design and Development	<ul style="list-style-type: none">Output of product formulationsOutput of processesOutput of inspection methods	<ul style="list-style-type: none">Output of designOutput of processesOutput of various information required for production and inspection
05 Transformation and Verification of Design and Development	<ul style="list-style-type: none">Trial productionSelf - constructionFiling inspection	<ul style="list-style-type: none">Efficacy evaluationSafety evaluation, etc.
06 Confirmation of Design and Development	<ul style="list-style-type: none">Scale - up productionEvaluation and confirmation that the product design and development meet the requirementsLifelong monitoring of the product's safety, effectiveness, and stability.	

We have a professional and experienced R&D team. The team members have diverse backgrounds, covering different disciplines such as biochemistry, molecular biology, biotechnology, biological science, bioengineering, fermentation engineering, and applied chemistry. Led by the chief scientist, the team includes the chief technology officer, technical R&D personnel, product R&D personnel, professional laboratory technicians, scientific communication officers, etc. In the fields of basic research, applied basic research, product development, and scientific communication in the market, they apply their professional knowledge and skills to promote research and development work, making outstanding contributions to the company's medium - and long - term development.

By the end of the Reporting Period, our R&D team consisted of 186 people, accounting for 10.6% of the total number of employees in the company.

We attach great importance to the capacity building and comprehensive development of our R&D teams, offering systematic training and opportunities for capacity enhancement.

- We regularly conduct internal business training covering a wide range of topics, including but not limited to work processes and professional skills.
- We actively participate in industry - related exhibitions such as API^[1], PCHI^[2], and CDA^[3] to keep abreast of industry trends and new technologies.
- We have arranged our teams to attend numerous paid external business trainings, such as those on cosmetic safety assessment and medical device process technology improvement.
- We engage in technical communication with teams from other leading enterprises in the industry.



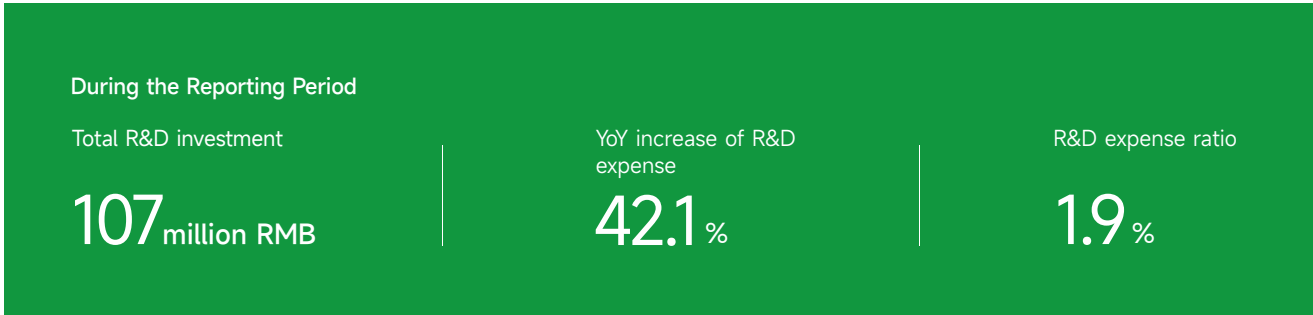
For the innovative achievements of R&D team members, the Company also provides a variety of incentive measures. The Company encourages R&D personnel to carry out patent applications related to technological R&D as the main inventors. The number of authorized patents serves as a key criterion for their job - grade promotion, professional title assessment, and personal honor applications. At the same time, cross - departmental project awards, such as the "Product Boundless Innovation Award", are set up to reward members of various departments involved in excellent product development projects.

During the Reporting Period, certificates of merit and economic rewards were granted to teams and individuals with outstanding contributions. Meanwhile, opportunities such as applying for professional titles like engineer certification are provided to outstanding employees, assisting them in stepping onto larger platforms, obtaining more opportunities, and making greater progress.

[1] Active Pharmaceutical Ingredient China
[2] Personal Care and Homecare Ingredients
[3] China Dermatologist Association

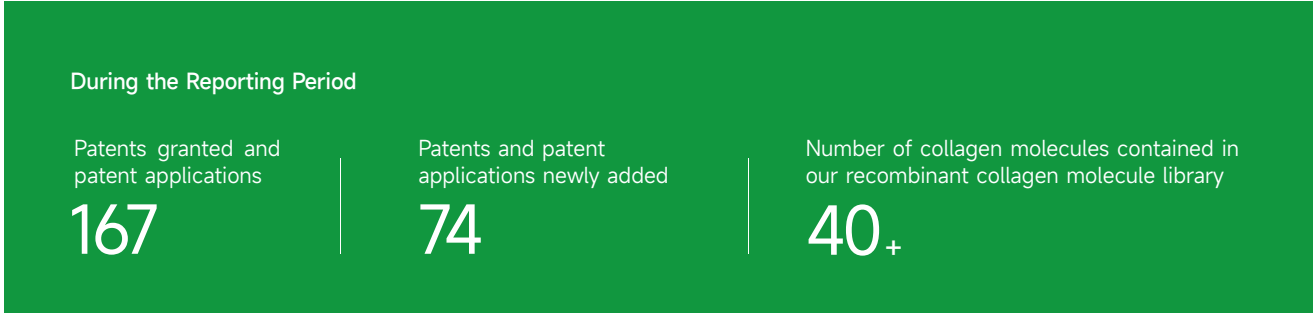
Innovative Results

During the Reporting Period, our total R&D investment reached 107 million RMB, a year - on - year increase of 42.1%, with R&D expenses ratio of 1.9%.



Remarkable R&D achievements have been made. By the end of the Reporting Period, we had accumulated over 120 cosmetic filings and more than 30 Class II medical device registration certificates. For the R&D pipeline, we have 188 projects under research. We continue to promote the clinical application for the R&D of 4 skin rejuvenation products, and also continuously carry out R&D work on products in the field of serious medical treatment.

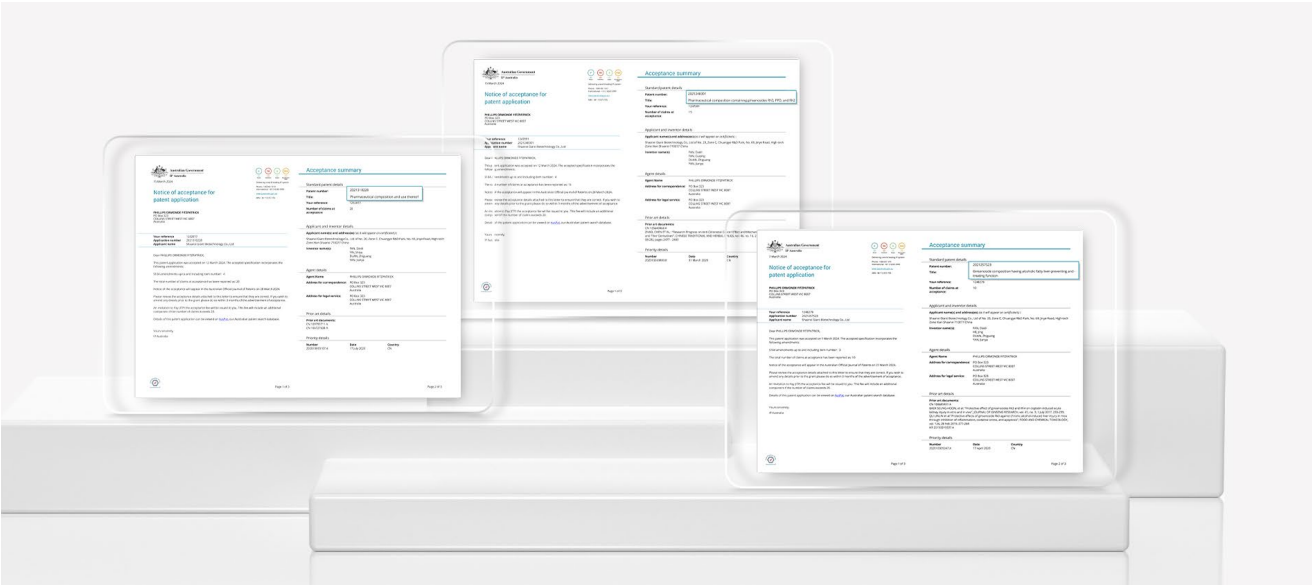
By the end of the Reporting Period, the Company had 167 patents authorized or under application, with 74 newly added during the Reporting Period. Our recombinant collagen molecule library already contains more than 40 collagen molecules, maintaining a leading position in the industry in terms of quantity.



The Company continuously participates in the drafting and formulation of industry standards and group standards at different levels, leading the healthy, scientific, standardized, and high - quality development of the industry. In September 2024, the group standard "Ginsenosides for Cosmetic Raw Materials" led by the Company was officially released. This standard is the first group standard for ginsenoside raw materials in the Chinese cosmetics industry. It not only provides a standard basis for the scientific use of ginsenosides in cosmetics but also offers theoretical support for the safety, stability, and effectiveness of related products.

In October 2024, the group standard "Fermented Ginseng Powder" led by the Company was officially issued. As the first group standard in the field of fermented ginseng powder, this standard stipulates the technical requirements and test methods of fermented ginseng powder. It can accurately quantify the content of key components in fermented ginseng products, providing a scientific basis for product quality identification. It also serves as an important normative guidance document for producers, managers, testing institutions, consumers, etc. Moreover, it injects a shot in the arm into the diversified and high - quality development of the market, setting a new benchmark.

In the future, we will continue to stay firm in our direction, invest in research and development, promote technological advancement, and develop more high - quality products to serve the vast number of consumers.



Intellectual Property Protection

We highly value intellectual property protection and are dedicated to establishing a standardized system of institutional frameworks for intellectual property protection work, as well as fostering a cultural environment that safeguards intellectual property. We strictly adhere to laws and regulations such as the Trademark Law of the People's Republic of China and the Patent Law of the People's Republic of China, and have formulated a series of procedural systems to ensure the standardized management of intellectual property.

During the Reporting Period, we have been closely monitoring updates to relevant national laws, regulations, and policies, integrating the latest policy requirements into the Company's institutional system for intellectual property protection work, and establishing and improving strategies for intellectual property management and protection:

- 01

The Company has established a modern enterprise operation mechanism. In accordance with the newly - promulgated "Requirements for the Compliance Management System of Enterprise Intellectual Property" in 2024, it has established a compliance management system that suits the company's current development, formed an intellectual property management system with clear responsibilities and mutual constraints, established the company's intellectual property organizational structure, and clarified and granted the responsibilities and authorities of each department regarding intellectual property work. This ensures the implementation of the Company's intellectual property strategic guidelines and goals. The Company also closely cooperates with third - party cooperation units to guarantee the stability of professional intellectual property talents. In terms of management processes, the Company has newly added an intellectual property risk management procedure for early warning of intellectual property protection.
- 02

The Company has established a complete strategic implementation plan for the cultivation, transformation, and protection of intellectual property. Relying on its proprietary technological R&D achievements, the Company collaborates with intellectual property service institutions to carry out activities such as patent mining, patent cultivation, patent operation, and achievement transformation under the intellectual property strategy. Currently, the Company's independently developed products have a relatively high market share in the domestic market. The advantages of national support policies provide good opportunities and platforms for the company's subsequent development.
- 03

The Company has a solid foundation for the development of intellectual property and competitive advantages. The Company's products and technologies have independent intellectual property rights. The management attaches great importance to intellectual property work and provides key support in terms of resource investment and mechanism construction. The Company is equipped with complete software and hardware facilities, integrates high - quality R&D and related resources, and forms a good innovation ecosystem. Relying on its strong strength in economy, technology, assets, etc., the Company continuously consolidates its brand advantages, providing a solid support for the in - depth development of intellectual property work.

Giant Biogene has established an intellectual property management system that covers the entire industrial chain process, and realizes risk prevention and control and rights protection through multi - dimensional measures:

Intellectual Property Protection System of Giant Biogene

01 Upstream Supplier Management

- Admission Review: Rigorously screen suppliers and assess the legality of their intellectual property.
- Agreement Restriction: Sign protection clauses to clearly define the rights and obligations of both parties and prevent technology leakage.

02 Downstream Supplier Management

- Whole - process Control: Product managers supervise all steps from R&D to sales throughout the process.
- Pre - launch Risk Control: Conduct multi - dimensional risk avoidance through patent searches, infringement assessments, and design adjustments before product launch.
- Market Rights Protection: Monitor infringements in real - time and jointly safeguard rights with suppliers by combining legal means.

03 Technical and Institutional Guarantees

- Full - process Traceability: Apply the "one product, one code" technology to achieve anti - counterfeiting throughout the production and circulation chain.
- Intellectual Property Layout: Register trademarks and apply for patents in a timely manner to improve the intellectual property protection network.
- Compliance Review: Set up a special department to review content covering regulations, intellectual property, and legal compliance.

04 Industry Co - construction

- Standard Setting: Take the lead in formulating industry standards for recombinant collagen in the pharmaceutical/cosmetics fields.
- Ecological Collaboration: Promote industry standardization and enhance the overall level of intellectual property protection.

During the Reporting Period, the Company conducted a total of 8 intellectual - property - related trainings, namely "Basic Knowledge of Intellectual Property Training", "Special Training on Patent Writing Skills and Patent Application", "All - around Protection Strategies for Intellectual Property", "Comprehensive Analysis of Giant Biogene's Trademark Brands", "Innovative Development and Intellectual Property Strategies for High - quality Small and Medium - sized Enterprises", "Patent Search and Patent Cultivation", "Analysis of Patent Combinations, Patent Pools and Patent Application Skills", and "Guidance on Avoiding Conflicts with Prior Rights in Trademark Registration and Use". All departments involved in intellectual property were covered, with the cumulative number of trainees reaching approximately over a hundred.



During the Reporting Period, the following progress and achievements were made in patent work:

Type	Data
Intellectual property disputes that were adjudicated in 2024	5
Number of newly added patent applications in 2024	85
Number of newly added patents in 2024	17
Number of patents as of 31 December 2024	73
Number of trademarks as of 31 December 2024	719

SUPPLY CHAIN MANAGEMENT

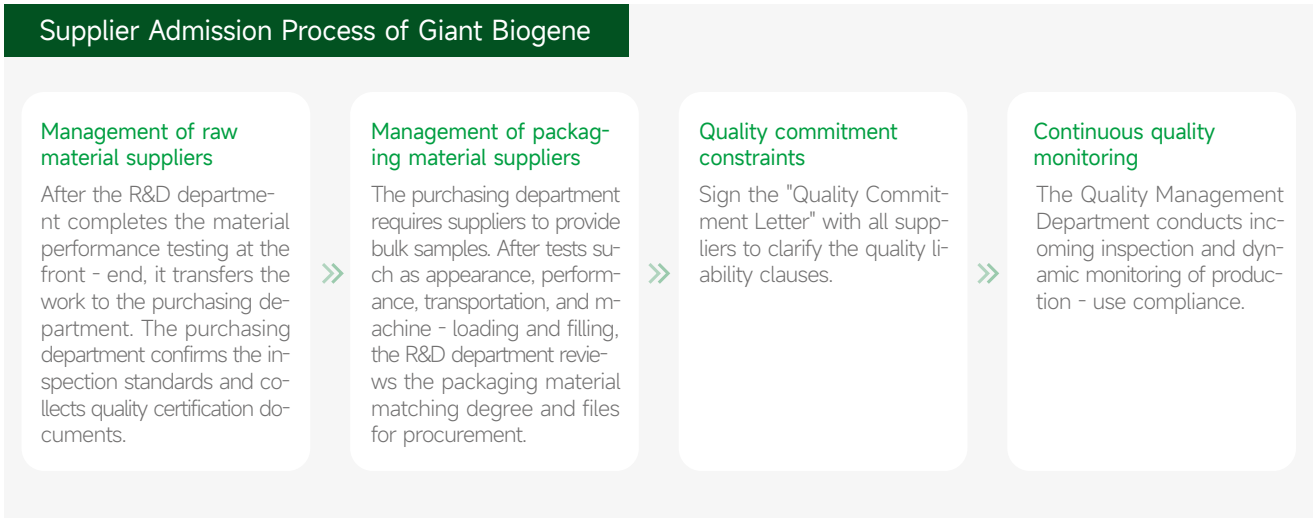
Supplier Management

We strictly abide by relevant laws and regulations such as the "Good Manufacturing Practice for Cosmetics Production", "Measures for the Administration of Cosmetics Labels", "Guidelines for Supplier Audits of Cosmetic Raw Material Manufacturers", "Guidelines for Supplier Audits of Medical Device Manufacturers", "YY/T 0287 - 2017 Application Guidelines for Medical Device Production Management Systems", "Food Safety Law", "ISO/TS 22002 - 1:2009 - Prerequisite Programs on Food Safety", GB/T 42061 - 2022 "Medical Devices - Quality Management Systems - Requirements for Regulatory Purposes", etc., and attach importance to the rigor, compliance, systematization, and standardization of procurement work.

During the Reporting Period, we revised procurement - related policy documents, refined the management granularity and performance requirements for suppliers and procurement work, including the "Procurement Control Procedures", "Supplier Evaluation Management Regulations", "Material Procurement Management Regulations", etc. In the "Supplier Evaluation Management Regulations", the management requirements for Category A (raw materials, inner packaging materials), Category B (paper boxes, labels), and Category C (cartons, foam boards) were improved, and the work requirement of statistical analysis of unqualified incoming materials from suppliers was added. At the same time, it is planned to include the onsite assessment of the upstream suppliers of the company's direct suppliers in the assessment plan, and strengthen the quality assessment of suppliers.

During the Reporting Period, in actual work, the Company signed annual framework purchase and sales contracts with some suppliers. The contract content has stricter requirements for supply quality, and the handling methods for unqualified situations in incoming materials and the production process have been added. Quality agreements were signed with suppliers to clarify the quality standard requirements for materials.

We have established strict supplier admission standards, requiring suppliers to sign quality commitment letters and provide relevant qualification certification materials. When selecting suppliers, the Company gives priority to qualified enterprises (such as those with environmental management certifications, FSC - Forest Stewardship Council certifications, etc.). During the Reporting Period, new inspections were carried out on the production scale, supply capacity, and technical capabilities of production - type suppliers to screen out those that can meet the Company's requirements.



We conduct annual inspections and evaluations of suppliers in accordance with the "Supplier Evaluation Management Procedures". Suppliers are classified into first - level suppliers, second - level suppliers, and third - level suppliers based on the scores of performance appraisals, and then managed accordingly.

We have always attached great importance to the management, investigation, and evaluation of suppliers. During the Reporting Period, we audited 278 suppliers by sending them the "Supplier Quality System Inspection Form" for correspondence audit, and conducted onsite audits of 11 raw material and packaging material suppliers. Through a strict review process, we evaluated suppliers from multiple dimensions such as qualifications, supply capacity, and technical capabilities to ensure the quality and stability of the upstream supply chain, laying a solid foundation for the steady development of the Company's business. During the Reporting Period, 82 new suppliers were added, among which 7 had FSC certification and green factory certification.

During the Reporting Period, the Company added various considerations regarding environmental and social responsibilities in the supplier evaluation and review, as follows:

- Environmental aspects:** In the supplier evaluation and review, preference was given to suppliers with similar environmental management measures and goals. Suppliers who paid attention to ecological protection in raw material procurement, production, and other processes, and could reduce resource dependence and environmental damage were favored, for example, those using environmentally friendly clean energy in production.
- Social aspects:** In the supplier evaluation, we examined aspects such as suppliers' working conditions, employee benefits, and human rights protection to ensure that suppliers complied with relevant laws and regulations, safeguarded the legitimate rights and interests of employees, and had a good social reputation. In addition, we paid attention to the suppliers' participation and contributions in public welfare undertakings, etc., and selected suppliers with a sense of social responsibility who actively gave back to society.

Region of Suppliers	2023	2024
East China	88	138
South China	51	68
Central China	8	8
North China	17	22
Northwest China	30	37
Southwest China	1	3
Northeast China	1	2
Total	196	278

As of the end of the Reporting Period

Number of suppliers of Giant Biogene

278

Supplier Cooperation

During the Reporting Period, we communicated with suppliers through various forms to enhance mutual understanding and improve the efficiency and quality of cooperation.



We invited strategic cooperation suppliers to visit and learn onsite, and communicated with them about quality issues from time to time. Local suppliers came to the site for communication and learning. We discussed the quality of deliveries together and shared excellent cases, achieving common learning and progress.



Centering on the two themes of new product promotion and quality communication, we held more than 40 on-site communication meetings in total. Through the new product promotion session, we accurately grasped the cutting-edge industry trends, providing timely and effective decision-making basis for product strategy optimization. The quality communication session focused on the collaborative improvement of quality standards, effectively strengthening the quality control throughout the whole process.



We participated in exhibitions such as the 2024 CIE Beauty Innovation Exhibition, China Beauty Expo, Hangzhou Beauty Expo, Xi'an API Exhibition, and Shanghai CHINAPLAS, and carried out in-depth communication with suppliers to continuously promote business development and industry cooperation. During the Reporting Period, we newly participated in "Shanghai CHINAPLAS", learning about the performance characteristics of rubber and plastic materials, gaining insights into the green, intelligent, and sustainable development trends of the rubber and plastic industry, understanding the impact of policies and regulations on the industry, and learning how enterprises make strategic layouts and technological innovations in environmental protection, intelligence, etc. to adapt to the development trend of the industry.

Sustainable Supply Chains

We attach great importance to the sustainable development of the supply chain.

In terms of integrity management

- Framework agreements are signed with cooperating suppliers to clearly define quality requirements, intellectual property rights, integrity requirements, etc.
- A "Letter of Commitment on Integrity and Anti-Bribery" is signed with each supplier.
- Anti-corruption training and information notification are carried out with suppliers. A total of 5 anti-corruption training sessions were held during the Reporting Period.
- A bribery reporting email box is set up internally.
- The publicity and education for procurement staff are strengthened in daily departmental communication and meetings. For example, anti-corruption and integrity are emphasized in weekly regular meetings and monthly departmental meetings. Relevant videos and national regulations on anti-corruption are publicized in the department's work communication group, especially during festivals.

In terms of quality management

- Palm oil suppliers are required to hold RSPO (Roundtable on Sustainable Palm Oil) certification.
- When selecting suppliers, those with environmental certifications such as green and low-carbon factory certifications will be given priority.
- Quality requirements such as adding heavy metal testing items are included in the procurement agreements signed with suppliers.
- Preference is given to the use of ocean-friendly raw materials and packaging materials, as well as raw materials from the Palm Oil Alliance, to ensure sustainable development.

We attach great importance to ensuring the stability of the supply chain:

- The Company signs cooperation contracts with local advantageous enterprises and actively conducts local procurement.
- An emergency management mechanism has been established. In response to potential emergencies such as raw material shortages, natural disasters, and policy changes, detailed and operational emergency plans have been formulated. Partnerships have been established with multiple alternative suppliers. In the event of supply problems with the main supplier, the supply channel can be quickly switched to ensure that the supply chain can resume normal operation rapidly, minimizing the impact of unexpected situations on the Company's production and operation.

03 SERVICE FIRST AND PROTECTING THE RIGHTS AND INTERESTS OF CUSTOMERS



*The picture was generated by AI.

CUSTOMER SERVICES

We serve our customers wholeheartedly. The Company has established a User Service Department, which is responsible for handling and providing feedback on user complaints, accepting user orders, establishing contact with customers through various e-commerce platforms, resolving user issues, collecting and feedbacking user problems and suggestions, and tracking users' experiences. We aim to enhance the brand image through service. By providing sincere, patient, and efficient service, we hope to listen to the voices of every customer and continuously improve the user experience.

For various types of customers, we have established an all-round and diversified communication channels.

Categories	Communication Channels
Dealer customers	In the offline channels, we mainly use methods such as WeChat, phone calls, and on-site visits to understand their demands. We organize dealer conferences for core personnel semi-annually and annually to gain insights into their needs. Meanwhile, we also invite the top 10 customers to return for in-depth communication and reports, aiming to understand their problems, plans, and negotiate solutions.
Medical terminal customers	We communicate face-to-face about market demands, product applications, and new product R&D directions through academic conferences, department-level training sessions, and salon meetings.
Consumers	We use official WeChat official accounts, enterprise WeChat, and 400-hotlines to understand and handle customer complaints and suggestions. Once the business department receives a customer complaint, it will promptly contact the local dealers and terminals to understand the situation. At the same time, it will coordinate with relevant departments of the Company, such as production, quality, and finance, to handle the issue.

We regularly conduct a variety of customer satisfaction surveys to gather customer feedback, identify areas for improvement, and lay the foundation for the continuous optimization of customer service. The satisfaction is mainly investigated from three aspects: products, service quality, and logistics experience.



The survey methods include distributing product satisfaction questionnaires, conducting satisfaction follow-up calls to complaining customers, and collecting star ratings of products, logistics, and services on platforms. In 2024, the overall satisfaction score was above 94%.

In 2024, the overall satisfaction score was above

94 %

We continuously optimize work processes and content to improve customer satisfaction. We regularly conduct horizontal competitor research and learning based on different business stages, keep up with the times, improve service levels, and optimize service processes.

During the Reporting Period, we received a total of 358 customer complaints. During the Reporting Period, we further refined the work content in multiple dimensions before and after sales. For pre - sales positions, the focus is on improving response speed and service enthusiasm to enhance user satisfaction. For after - sales positions, we established a special negative feedback information channel, promptly interacted with relevant departments, and continuously optimized customer satisfaction. The following optimizations were made:

01

Enhance Response Speed

Shorten the response time from 12 hours to within 8 hours, achieving a 30% increase in response speed.

02

Information Organization and Analysis

Categorize complaint types, conduct regular analysis, and find the best solutions to problems.

03

Regular Training

Improve the ability and level of complaint handling through regular training.

04

Apply Intelligent Work

Utilize intelligent software to enable front - line staff to conveniently and timely get review and feedback of the complaints. Monitor through the software to ensure 100% receipt of complaints and timely follow - up and resolution.

05

Improve the Assessment System

Establish a special assessment system for the complaint - handling team and complaint - responsible persons. Make comprehensive evaluations based on user satisfaction, handling efficiency, handling quality, etc., with rewards and punishments.

06

Deeply Master Product Knowledge

Regularly invite product managers to conduct product knowledge training, enabling customer service staff to deeply understand the characteristics, functions, usage methods, materials, etc. of the products sold. Arrange for customer service staff to participate in product trials to better introduce and recommend products to users and improve service quality.

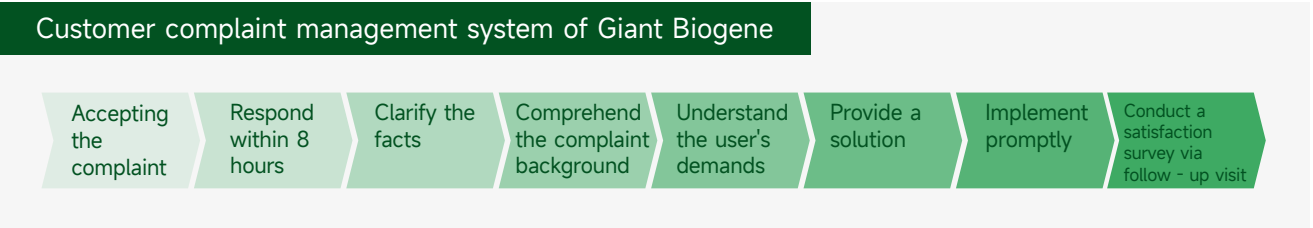
07

Share Excellent Cases

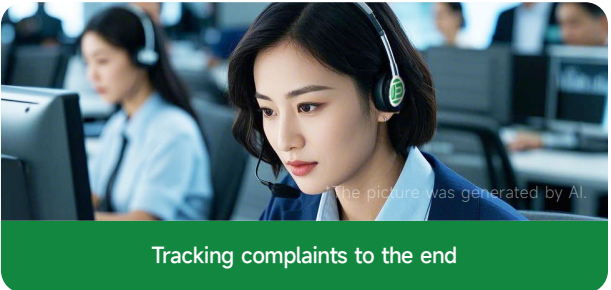
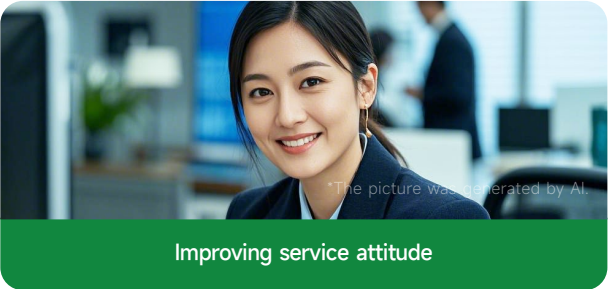
Analyze excellent cases among all employees twice a week. Enhance the service awareness of all employees through the influence of outstanding employees and provide more heartfelt services.

Completion of Key Tasks:	
Store Indicators	In 2024, all annual targets for customer service quality were achieved, and the store experience score exceeded that of over 99% of peers.
Service Indicators	In 2024, the average satisfaction rate of the store was 95.23%.
Complaint Rate	Compared with 2023, the annual complaint rate decreased by 23.3% in 2024, and the settlement rate was 100%.
Processing Efficiency	In 2024, the average response time of customer service was 23 seconds, 6 seconds shorter than that in 2023.
Talent Development	In 2024, several customer service managers were trained. Both management capabilities and business professionalism were enhanced for the department's management team, which in turn empowered the customer service team and improved user service satisfaction.

We have established a complete customer complaint management procedure, with a full - fledged acceptance process for customer complaints:



For different customer complaint issues, we identify the main contradictions from the problems, refine the pre - work processes, and propose resolution mechanisms for most customer complaint problems. These include improving service attitude, enhancing service efficiency, strengthening terminal training, and following up on complaints until they are resolved. We have put forward systematic countermeasures to reduce and efficiently address most customer complaint problems.



RESPONSIBLE MARKETING

We strictly abide by laws and regulations related to responsible marketing, including the "Advertising Law of the People's Republic of China", the "Interim Measures for the Review and Administration of Advertisements for Drugs, Medical Devices, Health Foods, and Formula Foods for Special Medical Purposes", the "Standards for the Review and Release of Medical Device Advertisements", the "Regulations on the Supervision and Administration of Cosmetics", and the "Measures for the Administration of Cosmetics Labels", etc.

During the Reporting Period, no disputes, complaints, reports, or litigation cases related to market promotion and label use occurred in the Company. We have formulated a strict content review system, connecting to each business outlet and reviewing all materials for external publicity to ensure that all materials go through strict content review.

Content Review System of Giant Biogene

01

Offline materials

Provide timely feedback on offline materials; for offline information updates, promptly notify the offline team for synchronization.

02

Online materials

- Adopt a unified update mechanism.
- Invite partners, legal advisors, etc. to screen commodity information for risks.
- The Brand Department irregularly provides feedback on errors and risks regarding platform pages.

03

Partners

The pre - event review coverage rate is 100%, and the post - event review coverage rate is also 100%.

During the Reporting Period, we continued to improve the "Treasure Chest" database, significantly enhancing the efficiency of product information review:

Steps	Specific Content
Integration of basic information	We systematically sorted out basic information such as product efficacy, nicknames, and selling points, ensuring the accuracy, uniformity, security, and easy accessibility of the information. This provides convenience for internal staff to quickly access standardized materials, effectively improving the efficiency of work processes.
Iterative optimization of functions	Through continuous iterative upgrades, we lowered the usage threshold, enabling both internal and external personnel to obtain the required information in a timely manner without additional training or frequent communication. This further strengthened the usability and practicality of the database.
Dynamic content maintenance	We established a regular content review mechanism. ① Missing information is regularly supplemented every week. ② New product entries are added in real - time. ③ Field content is updated dynamically according to review specifications. We jointly formed an efficient collaborative content maintenance system with the Product Department.
Section sorting and process clarification	We re - divided sections according to the enterprise and each brand dimension, filled in and updated the content, formulated a standardized review process SOP, and simultaneously built high - quality content material libraries for the enterprise and brands, promoting the standard-ization and systematization of database management.

We regularly carry out various forms of responsible marketing training to enhance the knowledge level and work capabilities of relevant internal teams, fostering a cultural atmosphere that values responsible marketing, material review, and external communication, thus achieving "full - staff compliance and end - to - end controllability".

Giant Biogene regularly conducts various forms of responsible marketing training

- The legal department conducts monthly legal knowledge training, covering case analysis, advertisement review, etc.
- External legal advisors are invited to conduct legal knowledge training.
- Whenever the internal audit group's review norms are updated, training and communication are promptly carried out.
- We analyze and summarize issues related to review work orders, incorporate public opinion - related factors into the Standard Operating Procedure (SOP) for public opinion management, and conduct relevant training to ensure the accuracy of interactions with consumers.
- Collect major violation cases nationwide and convert them into internal teaching materials from time to time.

During the Reporting Period, the Company's remarkable initiatives in responsible marketing are as follows:

Empty Bottle Recycling Program

Through marketing campaigns, consumers were guided and encouraged to participate in the environmental protection actions of the Comfy brand. In April 2024, the "Empty Bottle Recycling Program" was launched to promote environmental protection efforts. In total, 81,399 single-use empty tubes and 2,176 empty bottles were recycled through this activity, achieving a cumulative carbon reduction of approximately 373,288 grams for the planet.

Take the initiative to assume the responsibility of industry pioneer

To create a reassuring and trustworthy consumption environment, the Company, taking on the responsibility of an industry pioneer, made relevant commitments regarding its recombinant collagen products with an open, fair, honest, and rigorous attitude. It clearly marked and introduced the ingredients on product packaging and official self-media platforms, provided scientific evidence for product efficacy, and refrained from exaggerated or false promotion.

Plastic-reducing and replaceable inner design

In the design of new products, a new plastic-reducing and replaceable inner-core design was adopted. The plastic usage was reduced by approximately 90% (data obtained by comparing with the plastic usage of full-sized products), thus conveying the concept of environmental protection.

PRIVACY PROTECTION

We are committed to safeguarding the data privacy of consumers and have adopted stringent security measures to protect consumer data, including data encryption, access control, and employee training.

On public-domain platforms, our cooperative e-commerce partners have encrypted customer information. We abide by platform rules and relevant practices regarding consumer privacy protection and do not obtain consumer privacy data.

In internal operations, the Company has newly formulated the "Data Security System and Norms" to strengthen the security management of data information and firmly defend the privacy and security of customers.



De-identification technology

We use de-identification technology to process and encrypt consumers' health data, experimental data, consumption records, etc., to avoid directly associating personal identities with the data and protect user privacy.



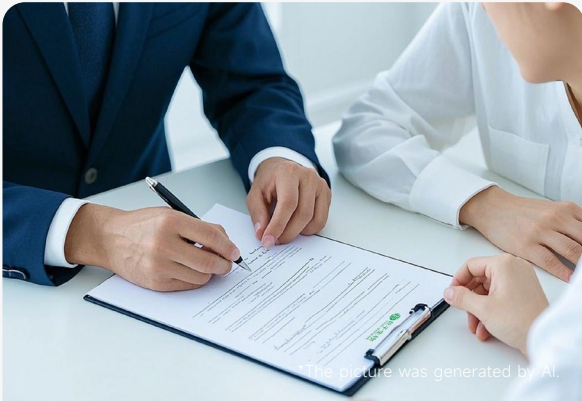
A strict access control mechanism and permission management system

Internally, through a strict access control mechanism and permission management system, we ensure that only authorized personnel can access sensitive data.



An information protection organization

We have established an information protection organization in the e-commerce center to safeguard the security of the database.



Confidentiality agreements

Members of the data center team sign confidentiality agreements upon joining the company and are reminded of their data confidentiality obligations in daily work.

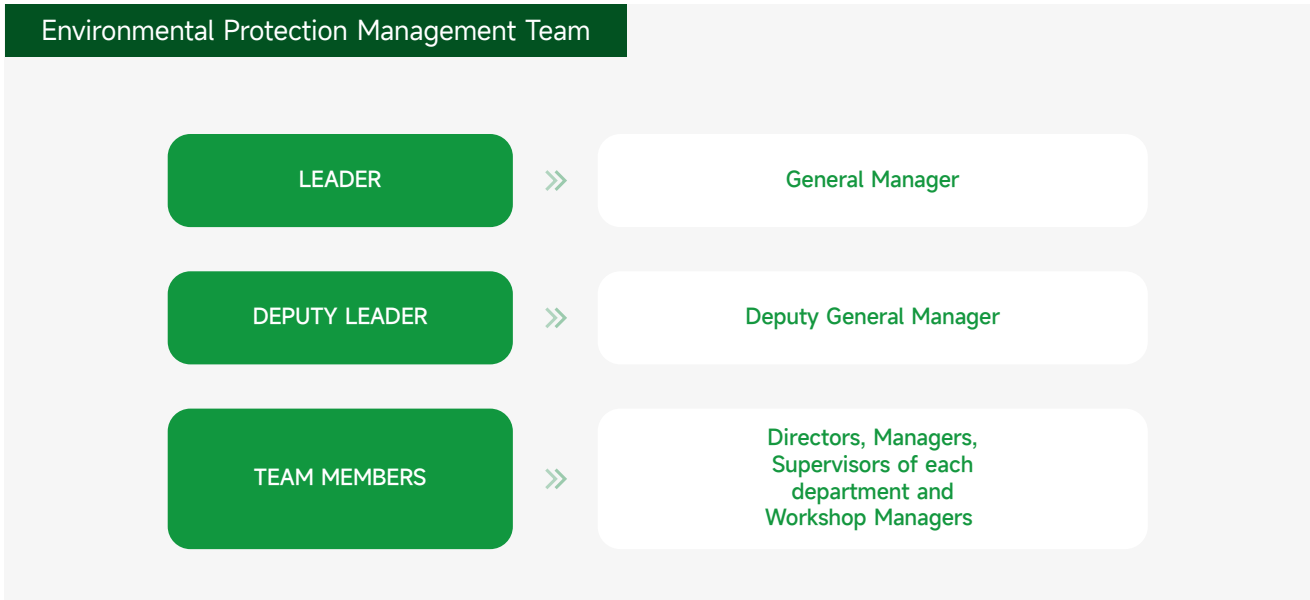
04 GREEN OPERATION FOR SUSTAINABLE DEVELOPMENT



ENVIRONMENTAL MANAGEMENT

Giant Biogene complies with laws and regulations such as the "Environmental Protection Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Water Pollution", the "Air Pollution Prevention and Control Law of the People's Republic of China", the "Solid Waste Pollution Environment Prevention and Control Law of the People's Republic of China", and the "Noise Pollution Prevention and Control Law of the People's Republic of China". It conducts the construction of the Company's environmental management system and the establishment of relevant systems, and promotes internal management work in dimensions such as energy management, resource management, three - waste emissions, carbon emissions, and climate risks. During the Reporting Period, the Company newly formulated systems such as the "Emergency Plan for Sudden Environmental Incidents" and the "Environmental Protection Responsibility System", as well as approximately 20 specific operating specifications, further improving the institutional guarantee for environmental management - related work.

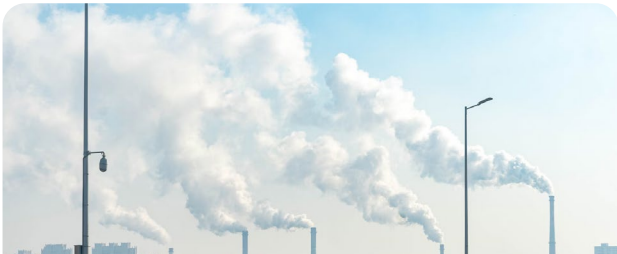
During the Reporting Period, the Company established the "Environmental Protection Responsibility System" and set up an environmental protection management team. The general manager of the Company serves as the team leader, the deputy general manager serves as the deputy team leader, and directors, managers, supervisors of various departments, and workshop directors serve as team members.



The general manager of the Company serves as the team leader, the deputy general manager serves as the deputy team leader, and directors, managers, supervisors of various departments, and workshop directors serve as team members. The main responsibilities of the environmental protection management team are to uniformly lead the Company's environmental protection work, formulate and implement environmental protection management systems, regularly inspect, summarize, and evaluate environmental protection work, and participate in the investigation and handling of various environmental accidents of the Company.

In March 2024, Guolian Quality Inspection carried out an external annual audit of the environmental management system. The onsite audit lasted for two days, and the audit result showed that the Company's environmental management system was operating well. In April 2024, the Company passed the onsite annual audit of the environmental management systems of GB/T 24001 - 2016 and ISO 14001:2015, demonstrating that the Company's environmental management system is more standardized and effective. In the future, annual inspection - related work will be continuously carried out.

The Company refers to the "Environmental, Social and Governance Reporting Guide" of the Stock Exchange of Hong Kong and draws on excellent domestic management practices to formulate four major environmental management objectives, and continuously implements and enforces relevant work in its operations.



Emission Reduction

A range of carbon reduction initiatives to reduce carbon emissions from the Company's production and offices.



Solid Waste Reduction

Improving the Company's three waste policies, enhancing the efficiency of the use of raw materials, reducing solid waste emissions through recycling and other means, and continuing to reduce the intensity of solid waste emissions.



Water Use Efficiency

Refining the Company's water conservation system, increasing the investment in and application of water-saving technologies, and improving water efficiency in production and office areas.



Energy Use Efficiency

Strengthening energy-consuming management, adopting appliances with low energy consumption and reducing energy consumption intensity in production and office areas.

Under the guidance of the four major environmental objectives, during the Reporting Period, no environmental pollution incidents occurred in the Company, no environmental administrative penalties were received, the emissions of waste gas and wastewater were compliant, and the disposal of waste was compliant.

During the Reporting Period
Environmental pollution incidents or environmental administrative penalties

0 case

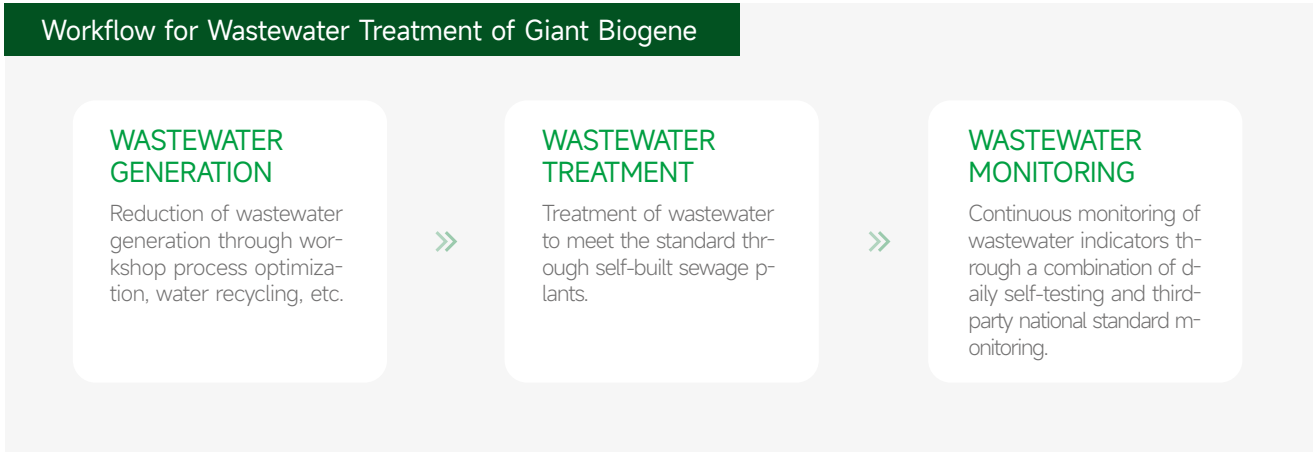
EMISSIONS MANAGEMENT

We have formulated a relatively comprehensive and complete set of internal policies and systems related to emissions management, including the "Environmental Protection System", the "Pollutant Emission and Environmental Protection Statistics Work Management System", the "Environmental Protection Archives Management System", the "Operation Management System for Environmental Protection Facilities", and the "Environmental Protection Inspection Management System". These systems are used for the standardized management of daily emissions, supervision and inspection, and data monitoring to ensure that the Company's emission work is legal and compliant and to strive to reduce the impact on the environment.

Wastewater Management

In the field of wastewater management, the Company complies with relevant laws and regulations such as the "Law of the People's Republic of China on the Prevention and Control of Water Pollution", the "Integrated Wastewater Discharge Standard", and the "Quality Standard for Wastewater Discharged into Urban Sewer Systems". It has also formulated internal rules and regulations such as the "Wastewater Treatment Management System" and the "Sewage Discharge Management Regulations" to make the management of emissions more standardized and systematic.

During the Reporting Period, the wastewater discharged by the Company mainly includes domestic wastewater and production wastewater. The workflow for wastewater treatment is as follows. Attention is paid to emission reduction throughout the entire process of generation and treatment. The Company conducts daily self-inspections and regular third-party tests for wastewater monitoring to ensure that wastewater treatment work complies with regulations and reduces the impact on the environment. During the Reporting Period, 100% of the Company's three-waste (waste gas, waste water, and solid waste) emissions met the standards.



During the Reporting Period, the indicators related to the Company's wastewater discharge are as follows:

Name of Indicator	Total Quantity	Unit
Total wastewater discharge	14,303.20	tonnes
COD discharge	4.07	tonnes
Ammonia and nitrogen discharge	0.41	tonnes

Waste Gas Management

Giant Biogene complies with relevant national laws and regulations such as the "Air Pollution Prevention and Control Law of the People's Republic of China" and the "Emission Standards for Air Pollutants from Boilers". Internally, it has established relevant systems like the "Waste Gas Treatment Management System". It uses a variety of equipment to achieve waste gas reduction and compliant emissions, and continuously monitors the amount of waste gas generated to enhance the Company's control and management capabilities over waste gas.

During the Reporting Period, the main types of waste gas emitted by the Company include non-methane total hydrocarbons, sulfur dioxide, particulate matter, cooking fumes, odors, nitrogen oxides, etc., which is consistent with that in 2023. The Company hires a qualified third-party to regularly monitor the Company's waste gas emission indicators. For the monitoring frequencies of different waste gas indicators, please refer to the following table:

Name of Indicator	Name of Standard	Frequency of Monitoring
Sulfur dioxide	HJ57-2017	Monitoring annually
Particulate matter	HJ836-2017	Monitoring annually
Darkness of smoke	HJ1287-2023	Monitoring annually
Cooking fumes	HJ1077-2019	Monitoring annually
Odors	HJ1262-2022	Monitoring semi-annually
Non-methane total hydrocarbons	HJ604-2017	Monitoring semi-annually
Nitrogen oxides	HJ693-2014	Monitoring monthly

During the Reporting Period, the Company continuously improved relevant work processes in the production process to reduce waste gas emissions and mitigate environmental impacts. For example, during the welding process, the Company used low - dust and low - toxicity welding electrodes, and adopted automatic welding and gas - shielded welding techniques.



During the Reporting Period, the main waste gas emission data of the Company are as follows:


Name of Indicator	Total Quantity	Unit
Oxynitride	0.737	tonnes
Oxysulfide	0.093	tonnes
Dust	0.015	tonnes
Suspension particles	0.093	tonnes

Waste Management

The Company complies with waste management - related laws and regulations such as the "Solid Waste Pollution Environment Prevention and Control Law of the People's Republic of China", and has formulated the "Solid Waste Management System", which includes a series of hazardous waste management policies and systems such as the "Administrative Measures for the Transfer of Hazardous Wastes", the "Pollution Control Standards for the Storage of Hazardous Wastes", and the "Technical Specifications for the Setting of Hazardous Waste Identification Labels".


During the Reporting Period, the types of solid waste discharged by the Company include general solid waste (domestic waste and general industrial solid waste) and hazardous waste, which is consistent with that in 2023. The processing workflows for different types of waste are as follows.

Normal Solid Waste



- Reusable waste will be recycled.
- Non-recyclable waste will be delivered to qualified third parties for transport and disposal.

Hazardous waste



- Entrusted to a third party with a corresponding hazardous waste management license.
- Handed over to a unit qualified to transport and transfer hazardous waste by road, and issued a hazardous waste transfer list.
- Execute the transfer of hazardous waste and dispose of it in accordance with the requirements on the hazardous waste transfer list.

During the Reporting Period, the data on the total amount and density of the Company's waste emissions are as follows:

Name of Indicator	Total Quantity	Unit
Total volume of hazardous wastes	82.68	tonnes
Intensity of hazardous wastes	0.015	tonnes/million revenue
Total volume of non-hazardous wastes	333.77	tonnes
Intensity of non-hazardous wastes	0.060	tonnes/million revenue

RESOURCE MANAGEMENT

Energy Management

Giant Biogene complies with relevant laws and regulations such as the "Energy Conservation Law of the People's Republic of China", the "Renewable Energy Law of the People's Republic of China", and the "Circular Economy Promotion Law of the People's Republic of China", and has formulated internal policies and systems related to energy management, including the "Energy - saving Target Responsibility System", the "Energy Management Regulations", and the "Energy Utilization Situation Analysis System". During the Reporting Period, the "Energy Comprehensive Utilization Management Control Procedure" was newly added.

During the Reporting Period, the types of energy consumed by Giant Biogene include natural gas, diesel, gasoline, purchased electricity, and solar energy. We have strengthened energy use efficiency, reduced energy consumption, and cut emissions through a number of measures.

Energy Management Measures of Giant Biogene

Case | Boiler Reconstruction

To meet production needs, during the Reporting Period, the Company reconstructed and upgraded the original old boiler. The newly - upgraded boiler improves the sufficiency of natural gas combustion. Not only does it enhance the heating efficiency and save natural gas consumption, but the installed heat exchange station can also reduce the heat loss of steam.

Meanwhile, following the system implemented in 2023, operators of the hot - water boiler are required to set the start - stop temperature of the hot - water boiler according to the weather forecast. Different parameters are set at different times of the day to save energy.

Before starting the hot - water boiler, a systematic maintenance is carried out to prevent any phenomena of leakage, seepage, dripping, or running water.

Case | Energy Conservation in Production Workshop

During the Reporting Period, to achieve the goal of energy conservation and emission reduction, each production workshop is required to report in advance the time periods and estimated usage amounts of compressed air and steam needed according to the next day's production plan. This enables operators to arrange the working hours of the compressed air machines and steam boilers of the next day based on the daily demand forms collected, thus avoiding energy waste during non - production periods.

Case | Wastewater Reduction

The condensed water collected from the heat exchange station and the condensate water from the steam manifold are recycled to the softened water tank of the steam boiler as the inlet water of the steam boiler. All the condensed water generated by the heat exchange station is recycled, which increases the number of water circulation times and saves water resources.

During the Reporting Period, we continuously strengthened the training and promotion of energy - saving work, and advocated the formation of an energy - saving culture within the company. During the Reporting Period, the Safety and Environment Department of the Company took the lead in conducting one energy - saving knowledge training session for all departments. The Production Department used the morning meeting briefing session to carry out daily training for all employees in the production workshop, emphasizing the conservation of compressed air and steam. The number of participants exceeded 500.



During the Reporting Period, the data on various energy consumption and greenhouse gas emissions of Giant Biogene are as follows:

Name of Indicator	Unit	2024
Natural gas	cubic meters	826,138.21
Diesel, gasoline	liters	39,804.99
Purchased electricity	ten thousand kwh	1,316.09
Self-generated solar energy	ten thousand kwh	0
Total direct energy consumption	tonnes of standard coal	953.36
Total direct energy consumption intensity	tonnes of standard coal/ million revenue	0.17
Total indirect energy consumption	tonnes of standard coal	1,617.47
Total indirect energy consumption intensity	tonnes of standard coal/ million revenue	0.29
Total integrated energy consumption	tonnes of standard coal	2,570.83
Total integrated energy consumption intensity	tonnes of standard coal/ million revenue	0.46
Name of Indicator	Unit	2024
Scope 1 greenhouse gas emissions	tonnes of carbon dioxide equivalent	1,880.79
Scope 2 greenhouse gas emissions	tonnes of carbon dioxide equivalent	7,505.63
Total greenhouse gas emissions	tonnes of carbon dioxide equivalent	9,386.42
Greenhouse gas emission intensity	tonnes of carbon dioxide equivalent/ million revenue	1.69

Energy consumption is calculated according to the General principles for Calculation of Total Production Energy Consumption (GB/T 2589—2020). The calculation of Scope 1 emissions adopts the low calorific values of gasoline and diesel as specified in the 2005 China Greenhouse Gas Inventory Study, which are 44.8 GJ/t and 43.33 GJ/t, respectively. Additionally, the carbon content per unit of energy for gasoline and diesel, derived from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories and the Provincial Greenhouse Gas Inventory Guidelines (Trial), is 0.0189 tC/GJ and 0.0202 tC/GJ, respectively. Furthermore, a carbon oxidation efficiency of 98% for both gasoline and diesel is applied, as outlined in the Provincial Greenhouse Gas Inventory Guidelines (Trial). Scope 2 emissions are calculated using the average emission factor for China's national power grid in 2022, which is 0.5703 t CO₂/MWh. The data was published by the Ministry of Ecology and Environment in the Notice on the Management of Greenhouse Gas Emission Reporting for Enterprises in the Power Generation Industry in 2023-2025.

Use of Resources

Giant Biogene upholds the concepts of water resource protection and water conservation, strictly complies with the requirements of laws and regulations such as the "Water Law of the People's Republic of China" and the "Law of the People's Republic of China on the Prevention and Control of Water Pollution", formulates relevant management policies in light of its own operational conditions, and takes targeted measures in the production and office environments to improve water resource utilization efficiency.

During the Reporting Period, the Company's main source of water intake is municipal water supply. The water consumption of the Group is as follows:

Name of Indicator	Total Volume/Intensity	Unit
Total water consumption	205,881	cubic meters
Intensity of water consumption	37.17	cubic meters/ million revenue

Water Saving In The Office

Strengthen equipment maintenance:

Regularly inspect water supply equipment such as water pipes, faucets, and water meters. Timely detect and repair water leakage points to prevent hidden waste of water resources. Meanwhile, carry out regular maintenance of water - using equipment to ensure its normal operation and improve water - use efficiency.

Reasonably control water usage:

During cleaning tasks like floor cleaning and window - door wiping, avoid long - term high - volume flushing. Instead, adopt methods such as wiping with a damp cloth and using small amounts of water multiple times. Post water - saving reminder signs in the restrooms to remind employees to turn off the faucets in a timely manner and prevent continuous running water.

Optimize water - saving irrigation:

Implement scientific irrigation in line with seasonal and weather changes. Prioritize the use of sprinkler irrigation, micro - irrigation, or drip - irrigation technologies. Promote the utilization of rainwater resources to effectively reduce water consumption.

Training and Advocation

Employee training and awareness - raising activities on the theme of water conservation carried out in 2024

- One training session was conducted during the Reporting Period.
 - Training theme: Energy - saving and water - conservation knowledge training.
- Training format: Internal training.
 - The training covered all departments.

Employee Awareness Cultivation

- Conduct publicity campaigns: Through internal communication platforms like Feishu and training sessions, promote to employees the importance and methods of water conservation, thus enhancing their awareness of water - saving.
- Establish an incentive mechanism: Commend and reward departments and individuals that practice water conservation, such as issuing certificates of honor and providing material rewards. Criticize and punish water - wasting behaviors, creating a favorable atmosphere for water conservation.



Water Saving In Production

01

Chilled water circulation system for the process

Chilled water circulation system for the process, using purified water intermediate water circulation, without impurities and scaling, and has better water quality, lower water temperature, improved heat exchange rate and equipment utilization rate, reduced equipment corrosion rate, which greatly reduces the use of industrial circulating water. Since the implementation of the project, 292 tonnes of water can be saved each day theoretically and 87,600 tonnes of water can be saved each year theoretically.



02

Enclosed cooling towers

The cooling water saving circulation system for the process adopts enclosed cooling tower. As it enables fully closed circulation cooling, no debris can enter the cooling pipeline system, which avoids the occurrence of pipeline blockage, and can be directly used in the cooling of water, oil, alcohol, quenching liquid, brine and chemical liquid and other media, with no loss of media and has a stable composition. It also adopts the air cooling, evaporation and heat absorption dual cooling method, and has high cooling efficiency. With this system, 196 tonnes of water can be saved each day theoretically and 58,800 tonnes of water can be saved each year theoretically.



03

Equipment CIP circulation cleaning pumps

The conventional process used for cleaning the inside of the production pipe is to drain while feeding water, which has a lower water utilization rate. By cleaning with CIP, the injected water can be recycled, reducing the amount of water injected and thus realizing water saving.



04

Cooling circulation system

The cooling circulation system mainly recycles the condensate produced by the combined air conditioner shelf surface cooler and heating coil of the air handling units, and the fan coil of the central air-conditioners for the use at the boiler water softening system. With this system, 40 tonnes of water can be saved each day theoretically and 12,000 tonnes of water resources can be recycled each year theoretically.



Use of Packaging Materials

In terms of packaging material usage, Giant Biogene adheres to the concepts of recycle, reuse, and reduce, simplifies and makes packaging materials more environmentally friendly to achieve green packaging and transportation.

Through these measures, the Company not only saves costs but also demonstrates a positive attitude towards environmental protection and promotes the sustainable use of resources. During the Reporting Period, in addition to the measures already implemented in 2023, two important initiatives have been added: the promotion of product refills and the recycling of empty product bottles:

Savings initiatives	Description	Objectives and Benefits
Recycling of empty product bottles	An activity of recycling empty product bottles was launched on the official WeChat subscription account. Incentives such as exchanging empty bottles for products were adopted to encourage people to recycle used products.	A total of 81,399 single - use empty tubes and 2,176 empty bottles were recycled, which cumulatively reduced carbon emissions on the earth by approximately 373,288 grams.
Promotion of product refills	Multiple products are available in refill form. After the original product is used up, the refill can be put into the original package and continue to be used.	The use of refills reduces the consumption of plastic casings for products. This not only lowers the product's environmental carbon footprint but also improves cost - effectiveness.

The table presents a comparison between the projected recycling targets and the actual recycling achievements in 2024. As can be seen from the data, for all items, the actual quantity recycled exceeded the projected targets, demonstrating the efficient execution and positive outcomes of the recycling efforts.

Target material	Expected recycling quantity	Actual recycling quantity
EPS boards	30,000sets	36,815sets
Carton	80,000sets	89,109sets
EPE foam	30,000sets	39,168sets

During the Reporting Period, the main types of inner packaging materials we used included plastic bottles, aluminum - foil bags, and glass bottles, while the main types of outer packaging materials included paper boxes and cartons. The usage of all packaging materials by Giant Biogene in this year is as follows:

Name of Indicator	Unit	2024
Metals	tonnes	1,441.2
Papers	tonnes	5,289.1
Plastics	tonnes	3,476.9
Fabrics	tonnes	1,771.9
Intensity of packaging materials	tonnes/million revenue	2.16

COPING WITH CLIMATE CHANGE

In order to actively address the global climate change issue, Giant Biogene has incorporated climate change response into its corporate environmental management scope. Referring to the framework recommendations issued by the Task Force on Climate - related Financial Disclosures (TCFD), it has initially carried out the work of identifying climate change risks.

Giant Biogene has formulated comprehensive emergency response plans for extreme weather conditions, including the "Emergency Response Plan for Flood Control, Rainstorm Prevention" and the "Emergency Response Plan for Freeze - proofing", to ensure the continuity of the company's operations and the safety of employees. Before the arrival of the summer rainstorm season, the Company actively organizes personnel to conduct a comprehensive cleaning of the rainwater wells in the factory area and the external rainwater pipe network. At the same time, it prepares an adequate number of flood - control sandbags and strengthens inspections of key areas to prevent potential flood and waterlogging risks. Before the arrival of the severe cold weather in winter, the Company conducts a detailed insulation inspection of the pipelines outside the factory area to ensure that the pipelines are not affected by low temperatures. In snowy weather, salt is promptly spread on the ground to accelerate the melting of snow, and the electric tracing technology is used to insulate important pipelines, thus ensuring the normal progress of production and daily life and effectively responding to the challenges brought by severe weather.

During the Reporting Period, to address the challenges of climate change, the Company systematically upgraded its climate risk management system based on the above - mentioned plans, with a focus on promoting the following optimizations:

Upgrade of the emergency management framework	Strengthening of facility protection	Refinement of employee safety guarantees	Closed - loop climate risk prevention and control
Clarify the division of responsibilities among various departments in extreme weather, and improve the emergency command, response, security, and logistics cooperation mechanisms to ensure an efficient and orderly response to emergencies.	Develop protection procedures for key facilities such as warehouses against strong winds and heavy rains, and refine operation standards for equipment reinforcement, covering, etc., to reduce the risk of damage caused by extreme weather.	Optimize the emergency shelter plan for extreme weather, clarify evacuation routes and emergency shelters, and improve the self - rescue capabilities of all employees through regular drills.	Establish a dynamic meteorological data monitoring system to provide real - time early warnings of extreme weather; Conduct climate risk assessments across the entire production, transportation, and warehousing chain to quantify the potential impact scope and level.

05 TALENT PROTECTION AND CREATING EXCELLENT WORKPLACE



*The picture was generated by AI.

EMPLOYMENT

Labor Rights and Interests

Giant Biogene has always been committed to compliant employment. In addition to abiding by relevant national laws and regulations, the Company has also formulated a series of internal management procedures, such as the "Employee Recruitment Management Procedure" and the "Labor Contract Management Procedure". During the Reporting Period, the Company continuously optimized these procedures to better meet the Company's development needs and the market environment.

Regarding the "Employee Recruitment Management Procedure", apart from strictly prohibiting the employment of child labor and forced labor, and stipulating that the minimum age for recruited employees should be 18 years old, Giant Biogene has improved the recruitment process, enhancing recruitment efficiency and the quality of candidates. For example, the Company has added links for assessing candidates' capabilities and adaptability to ensure that the recruited talents truly meet the Company's requirements. At the same time, Giant Biogene has strengthened the background checks on candidates to prevent misbehavior and child labor issues. If suspected violations such as the employment of child labor or forced labor are discovered, the Company will immediately initiate internal investigation procedure, properly take subsequent improvement measures, and improve the relevant work procedures.



As for the "Labor Contract Management Procedure", Giant Biogene has updated and improved the content and terms of labor contracts. In the new procedure, the Company has added clauses for protecting employees' rights and interests, including but not limited to regulations on working hours, rest and leave, and social insurance. In addition, Giant Biogene has optimized the procedures for the termination and dissolution of labor contracts to reduce unnecessary disputes and legal risks.



In addition to the above - mentioned procedures, Giant Biogene has also updated and optimized other relevant policies and systems to adapt to market changes and the Company's development needs. These systems cover various aspects such as employee management, financial management, and marketing. Through the update and optimization of these systems, Giant Biogene aims to enhance the Company's competitiveness and sustainable development capabilities.

Anti-Discrimination

Giant Biogene firmly opposes all forms of discrimination and unfair competition. It resolutely eliminates any behavior that restricts career choices due to factors such as gender, educational background, age, health condition, and religious belief, and firmly combats discriminatory practices. Through a series of management measures, publicity, and advocacy, the Company has deeply ingrained the concept of opposing discrimination in the hearts of employees and implemented it in practice.

Staff Diversity

Giant Biogene values employee diversity and adheres to the principle of building a diversified talent echelon in recruitment. In 2024, guided by the talent recruitment concept of attracting a wide range of talents, we focused on recruitment goals and attracted a large number of outstanding talents who identify with our company's values through campus recruitment and social recruitment.

Campus Recruitment

To build a solid talent foundation, during the Reporting Period, we launched a campus recruitment plan and successfully held over 20 campus recruitment activities, which extensively covered various types of institutions, ensuring diversity and comprehensiveness in talent selection. In total, we had in - depth communication with over a thousand candidates and successfully recruited more than a hundred outstanding talents, covering multiple core departments such as R&D, functional, and production departments.



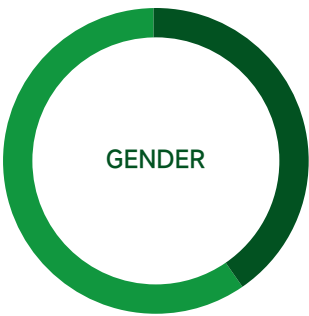
During the Reporting Period, the Company cooperated with Shaanxi Polytechnic Institute and Shaanxi Post and Telecommunication College to carry out customer service projects and new media projects respectively.

Social Recruitment

In addition to campus recruitment, Giant Biogene also selects the talents it needs from two aspects: job - related capabilities and qualities, as well as the Company's core values, through channels such as recruitment websites, on - site job fairs organized by the Xi'an Talent Center, and internal referrals. Moreover, the Company has optimized its recruitment process. After receiving recruitment requests, instead of implementing them blindly, we conduct in - depth weekly communication with department heads on talent profiling to ensure accurate and rapid recruitment of suitable candidates. During the Reporting Period, nearly 2,000 people were successfully recruited through social recruitment.



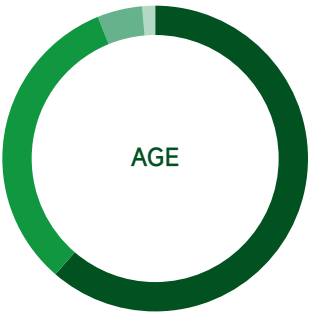
As of the end of the Reporting Period, Giant Biogene had a total of 1,758 employees. The number of employees classified by gender, region, age, and employment type is shown in the following figure:



Number of employees by gender (headcounts)	unit	2024
• Male Staff	person	726
• Female staff	person	1,032



Number of staff by region (headcounts)	unit	2024
• North-west region	person	1,678
• Other regions	person	80



Number of staff by age (headcounts)	unit	2024
• Aged 30 and below	person	1,105
• Aged 31-40	person	550
• Aged 41-50	person	86
• Aged 51 and above	person	17



Number of staff by employment category (headcounts)	unit	2024
• Full-time staff	person	1,758
• Part-time staff	person	0

RIGHTS AND BENEFITS

Remuneration and Benefits

Giant Biogene expresses gratitude for the dedication of every employee. It has established a salary, performance assessment, and management approach that effectively motivates employees, stimulates their work enthusiasm, and creates a positive incentive mechanism for a win - win situation between employees and the company.

Remuneration Management

GIANT BIOGENE

Compensation System

We have established a comprehensive and flexible compensation system to support and promote the Company's talent strategy. This system is regularly adjusted according to the Company's development needs and employees' expectations. It aims to attract top - notch talents, retain existing employees, and stimulate their work enthusiasm through a competitive compensation incentive mechanism, thereby enhancing the Company's talent competitiveness.

Compensation Sequences

We have designed 15 compensation sequences, comprehensively covering all - process positions from research and development to production and then to sales. Each position has 11 to 16 salary grades. According to the employees' levels, we further divide them into three salary bands: junior, intermediate, and senior, ensuring that each employee's compensation matches their abilities and contributions, achieving full - staff coverage.

Salary Accounting

To adapt to the rapid growth of the number of employees, we have introduced information - based tools to handle salary accounting, ensuring highly accurate salary payments. In addition, during the Reporting Period, the Company optimized the "Employee Growth System", which is a systematic framework. It elaborately plans the salary adjustment process for employees from recruitment, regularization to promotion, and clearly defines the employees' career development paths and promotion channels. This system not only standardizes processes but also provides clear and executable guidance for employees' salary adjustments and career development, ensuring the common growth of the Company and its employees.

Performance Assessment

In order to improve organizational efficiency, stimulate innovation, and ensure the fairness of compensation and performance, we have adopted OKR (Objectives and Key Results) as a performance management tool. Based on different business levels, we have implemented a dual assessment system of OKR and KPI (Key Performance Indicators).

Moreover, we closely align individual assessment goals with the Company's long - term strategy and annual business plan to ensure that employees' work directions are consistent with the Company's overall objectives. At the same time, we encourage employees to actively participate in the implementation of departmental and company strategic plans from the bottom up. In this way, we enhance employees' engagement in performance management, stimulate their enthusiasm, making them more willing to take on tasks proactively and jointly promote the realization of the Company's goals.

Employee Benefits

We fully recognizes that the well - being of employees is the key to the success of the enterprise. Therefore, we constantly strive to provide employees with a comprehensive and rich benefits program.

During traditional festivals and special commemorative days, we prepare products independently developed by the Company and exquisite gifts for employees to express our gratitude for their hard work, making them feel the warm care of the company.

Health is at the core of employee benefits. We arrange annual physical examinations for all employees to ensure their well - being is properly taken care of. In addition, we have launched housing and car - purchase benefit plans. By providing low - interest loans and other measures, we help employees achieve a stable life and ease their financial burden.

To offer employees a space to relax, we have set up an employee coffee shop. It not only serves a variety of high - quality coffees and teas but also creates a comfortable environment where employees can enjoy a moment of tranquility during breaks from their intense work.

For employees with children, we have specifically established a mother - and - baby room, providing a private and convenient environment for them to take care of their babies during work intervals. Meanwhile, we don't forget to care for retired employees. Through the retirement office, we provide them with continuous care and support.

We firmly believe that these meticulous employee benefit policies can not only enhance employees' satisfaction and loyalty but also promote the common growth of employees and the Company, driving the sustainable and stable development of the enterprise.



Employee Benefits

Giant Biogene adheres to the people - oriented concept and conducts employee care from multiple dimensions. Through efficient employee communication, diverse employee benefits, and rich employee activities, Giant Biogene conveys its care and warmth to employees, continuously enhancing employees' sense of belonging and satisfaction.

Employee Communication

During the Reporting Period, based on the existing "Employee Mental Health Management Procedures", the Human Resources and Administration Department of Giant Biogene meticulously organized a total of 150 symposiums and nearly 1,000 man-times.

Organizing Symposiums

The Company divides each batch of newly - recruited employees into different care groups, with each group being overseen by a manager. Regular group or one - on - one symposiums are held monthly to communicate with each new employee about their daily work, etc., enabling new employees to quickly integrate into the company culture. During the Reporting Period, more than 50 care groups were formed.

After each symposium, the Human Resources and Administration Department would classify and organize the collected problems and form detailed documents. We ensured that within three working days after a problem was raised, there was a clear solution and feedback for each problem, and the existing problems were promptly improved and resolved. To ensure the continuous and effective operation of this mechanism, the Human Resources and Administration Department has specifically formulated the "Employee Symposium Management Mechanism". This mechanism provides employees with a platform to communicate directly with the Company's management and the human resources department. It strengthens internal communication, enables employees' genuine voices to be heard, and effectively channels their emotions.

Through this symposium model, employees' willingness to take the initiative to communicate and feedback problems has significantly increased. We have also meticulously optimized and improved in response to the problems and suggestions they put forward, thus significantly enhancing the overall job satisfaction of employees.

During the Reporting Period, Giant Biogene implemented a series of innovative measures to build diversified communication channels for employees.

Service Desk The Company successfully established intelligent service desks for human resources, administration, finance, etc. These desks can automatically answer common questions from employees through a knowledge base, reducing repetitive communication. At the same time, the platform is used to uniformly push information such as holiday greetings and company announcements, improving service efficiency.

Employee Suggestion Box In addition, the Company set up employee suggestion boxes to encourage employees to put forward suggestions. The management reviews and responds to these suggestions regularly, enhancing employees' sense of participation and belonging.

Satisfaction Survey Through the annual employee satisfaction survey and the monthly kitchen satisfaction survey, the Company promptly understands and improves issues that employees care about, increasing employees' work enthusiasm and satisfaction.

These measures not only facilitate effective communication between employees and the management but also inject vitality into the Company's sustainable development.

Employee Benefits

Statutory benefits

- Social insurance
- Housing provident fund
- Statutory holidays

Female employee care

- Organize warm greetings for female staff on the 8 March Women's Day to express our care to them on such festival
- Set up a baby care room

Holiday and birthday benefits

- Holiday gift packs and holiday greetings for staff during every festive occasions
- Organize activities on staff birthdays and distribute birthday gifts

Additional benefits

- Provide housing and car purchase benefits for employees
- Organize annual physical examinations for all employees
- Establish retirement office to regularly care for retired employees
- Set up employee cafe

Employee Care

During the Reporting Period, our company deeply implemented a series of employee care activities, aiming to enhance team cohesion and improve employees' sense of belonging and satisfaction. The monthly group birthday parties brought warm celebration moments to employees whose birthdays fell in that month. Exquisite cakes and company - customized gifts made every employee feel the warmth of home. In addition, we held sports activities such as basketball and football games, which not only helped employees keep fit but also strengthened communication and cooperation among them.

To further promote the spirit of teamwork, we specially planned the "Employee Growth Camp". Through team - building games and activities, employees could build closer connections in a relaxed and pleasant atmosphere. The coffee - tasting salons provide employees with an opportunity to relax, learn about coffee culture, and enjoy a quality life.

These rich and diverse activities not only enriched employees' spare - time lives but also demonstrated the Company's emphasis on employees' well - being. We believe that through these meticulous care measures, we can effectively improve employees' happiness and loyalty, jointly promoting the Company's sustainable development and prosperity.



In order to effectively reduce the employee turnover rate, the Company has adopted a series of innovative measures:

Small - scale caring sharing sessions	Strengthen communication with new employees, especially interns, by holding small - scale caring sharing sessions to ensure that every employee can feel the Company's humanistic care.
Optimize the talent structure	Raise the educational requirements for employees, optimize the talent structure, and enhance the overall quality of talents.
Analyze the reasons for employee turnover	Regularly analyze the reasons for employee turnover and communicate common reasons for leaving with job applicants at the initial stage of recruitment to reduce future turnover.
Precise recruitment strategy	Implement a precise recruitment strategy and closely cooperate with department heads to ensure that the most suitable talents are recruited.

These comprehensive measures not only improve employee satisfaction but also significantly reduce the turnover rate, demonstrating the Company's proactive efforts in talent management and retention. During the Reporting Period, the employee turnover rate of our company was 31%. The employee turnover rates divided by different groups are as follows:

Category	Groups	Turnover Rate
Employee turnover rate by gender	Male	33%
	Female	31%
Employee turnover rate by age	Employees aged 30 and below	34%
	31-40 years old	30%
	41-50 years old	19%
	Employees aged 51 and above	0
Employee turnover rate by region	Northwest region	33%
	Other regions	28%

SAFE AND HEALTHY

Giant Biogene upholds the responsibility of creating a safe and healthy working environment for all employees. We are committed to strengthening and implementing the main responsibility for work safety, building a healthy, safe, peaceful and stable working environment, and strictly safeguarding the health and safety of every employee.

Production Safety Management

Highlights of Safety Production During the Reporting Period:

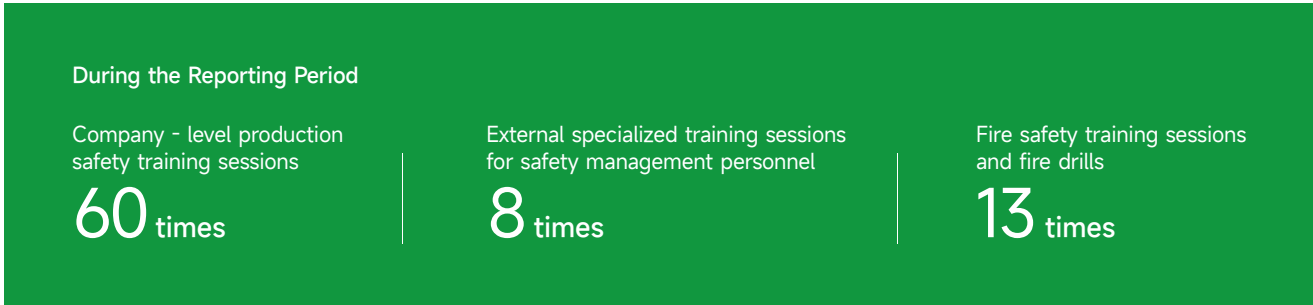
Category of Objectives	Highlights
Fatalities and serious injuries	0 (No accident)
Major fire (explosion) accidents	0 (No accident)
Major equipment safety incidents	0 (No accident)
Major safety responsibility incidents	0 (No accident)
Employee safety education and training rate	100% (Full coverage)
Rectification rate of potential safety accidents	100% (Overall rectification)

During this Reporting Period, the Company systematically reduced safety risks by strengthening the implementation of systems and refining the control of production and operation processes. Moreover, it optimized work processes and emergency response plans in a targeted manner, promoting a comprehensive upgrade of the safety management system.

- All employees signed the Work Safety Target Responsibility Letter, enabling the hierarchical quantification of safety responsibilities to specific posts and individuals.
- Implement special work safety plans for high - risk departments, create safety responsibility lists for management personnel, and enhance their awareness of fulfilling duties.
- Set up a hierarchical safety inspection mechanism: special pre - holiday inspections + monthly comprehensive safety hazard inspections + weekly gas inspections + 24 - hour fire prevention patrols.
- Build a "dual - track system of in - house training and external training": conduct 8 external specialized training sessions for safety management personnel, and establish a safety training system covering 10 categories including production safety, fire protection, and hazardous chemicals, which is carried out 60 times a year to reach all employees.
- Carry out 13 multi - scenario practical emergency drills, covering 8 key risk scenarios such as fires, hazardous chemical leaks, and confined spaces.

- Implement a plan to strengthen the qualifications of special equipment operators, and organize special external training for those obtaining new certificates and undergoing re - certification.
- Establish a seasonal safety prevention mechanism: In summer, carry out flood - control pipeline dredging, material stockpiling, and inspections of key areas; in winter, conduct full - scale anti - freezing inspections and hazard handling.
- Establish a normalized management mechanism for the annual inspection of special equipment, and complete the declaration for statutory inspections with a 100% fulfillment rate.
- Systematically revise safety and environmental protection system documents to dynamically align standards with regulations.

During the Reporting Period, the Company held numerous internal and external training sessions related to work safety. Throughout the year, 60 company - level production safety training sessions were organized, including 8 external specialized training sessions for safety management personnel, 13 fire safety training sessions and fire drills, as well as training on special equipment, special operations, hazardous chemicals, natural gas safety, confined spaces, environmental protection, hazardous waste, and occupational health. Additionally, thanks to the Company's digital construction, 40 new weekly training and publicity sessions using Feishu's safety and environmental protection mini - announcements were added.



During the Reporting Period, our production work proceeded smoothly, with no major safety accidents occurring throughout the year. The certification rate for special operation personnel reached 100%, and the safety production training rate reached 100%. Our group has not had any fatalities caused by work-related injuries in the past three years. During the Reporting Period, 147 working days were lost due to work-related injuries.

Practice in safe production and operation of Giant Biogene



Enhanced the safety in production awareness of all employees.



Improved the emergency response capacity for safety incidents.

Support for The Health of Employees

Giant Biogene has always been concerned about the health and safety of its employees. We strictly abide by laws and regulations such as the "Work Safety Law of the People's Republic of China", the "Fire Protection Law of the People's Republic of China", the "Law of the People's Republic of China on Prevention and Control of Occupational Diseases", the "Regulations on Occupational Health Management in Workplaces", and the "Special Provisions on the Protection of Female Employees".Meanwhile, during the Reporting Period, we have added and improved a series of internal rules and regulations, including the "Management System for Occupational Disease Hazards and Rescue", the "Occupational Health Emergency Plan", the "Performance Appraisal Management System for Occupational Disease Prevention and Control", the "Regulations on the Safety Management and Use of Gas Cylinders", the "Safety Responsibility System for Hazardous Chemical Posts", the "Emergency Plan for Hazardous Chemical Accidents", and the "Double - Person and Double - Lock Management System for Hazardous Chemicals", to further strengthen safety management and enhance emergency response capabilities.Examples of updated rules and regulations:

Name of systems	Updated content	Purpose of improvement
Management System of Liability for Prevention and Control of Occupational Disease Hazards	Clarify the responsibilities and obligations of managers at all levels and employees in the prevention and control of occupational disease hazards, and strengthen the implementation of responsibilities.	Ensure that personnel at all levels can fully recognize the importance of occupational disease prevention and control, and actively participate in prevention and control work.
Management System for Declaration of Occupational Disease Hazard Projects	Online declaration and electronic management have been added to simplify the declaration process and improve work efficiency.	Declare occupational disease hazard projects in a timely and accurate manner to ensure compliance with laws and regulations.
Management System for Occupational Disease Prevention and Protection Supplies	Regular inspections and maintenance of protective equipment have been strengthened to ensure its effectiveness.	Safeguard employees' occupational health and prevent the occurrence of occupational diseases.

During the Reporting Period, the Company organized 2 occupational health training sessions, and the number of occupational diseases in the Company was 0.

- During the Reporting Period, the investments and measures taken to ensure employees' health are as follows:
- Training on the Law on Prevention and Control of Occupational Diseases and environmental protection knowledge.
 - Procurement and distribution of personal labor protection supplies, and establishment of a ledger.
 - Conducting a current situation assessment of occupational - hazard of workplaces.
 - Detection of occupational - hazard factors in the working environment.
 - Organizing employees to undergo occupational health check - ups.
 - Regularly carrying out third - party environmental monitoring.
 - Conducting drills related to occupational hazards.
 - Setting up emergency medicine kits to ensure that employees can receive timely treatment in case of colds, heat strokes, etc.

TRAINING AND DEVELOPMENT

Employee Training

Category	Unit	Data
Trained employees as a percentage of total employees	%	100
Total hours of training received by employees	hour	40,022.5
The percentage of senior managers in the company participating in training	%	0.28
The percentage of middle-level managers in the company participating in training	%	3.64
The percentage of basic-level staff in the company participating in training	%	96.08
The percentage of female employees participating in training	%	58.7
The percentage of male employees participating in training	%	41.3
The total number of training hours for senior managers in the company	hour	100
The total number of training hours for middle-level managers in the company	hour	1,920
The total number of hours trained among basic-level staff in the company	hour	38,002.5
The total number of training hours of female employees participating in training	hour	23,494.5
The total number of training hours for male employees participating in training	hour	16,528
Per capita training hours for senior managers of the company	hour	20
Per capita training hours for middle-level managers in the company	hour	30
Per capita training hours among basic-level staff in the company	hour	22.5
Per capita training hours for female employees participating in training	hour	22.8
Per capita training hours for male employees participating in training	hour	22.8

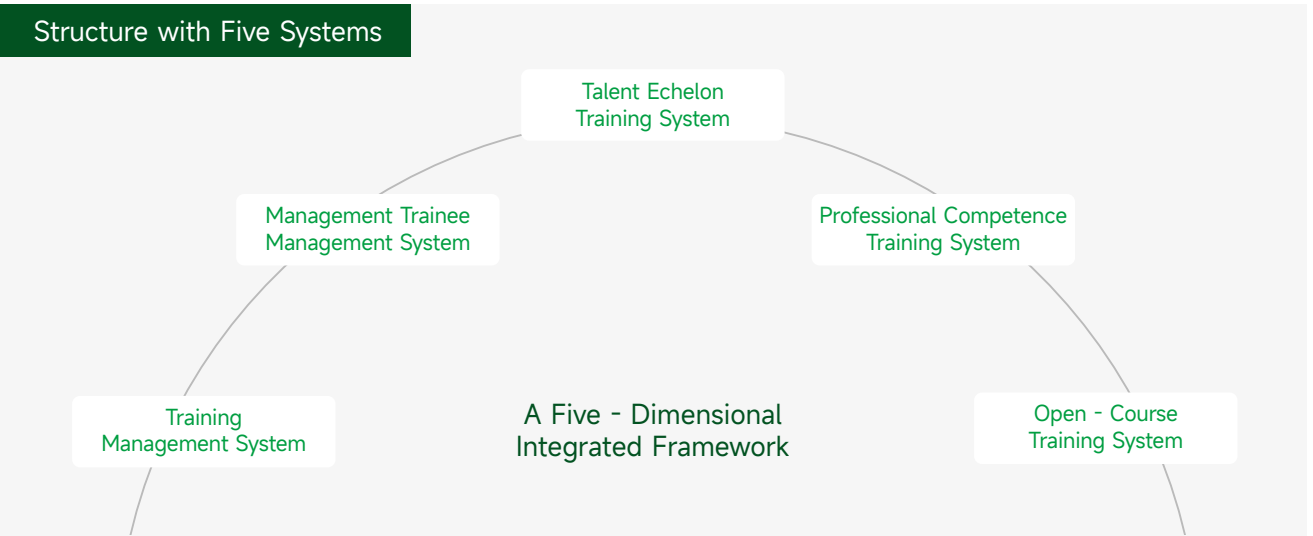
Giant Biogene attaches great importance to the cultivation and development of its employees, believing that the development of employees is the key to the company's growth. We have established a comprehensive talent training system, mapped out smooth career development paths, actively encouraged employees to obtain relevant professional certifications, and supported every employee in continuously enhancing their capabilities.

We have established unobstructed career development paths for every employee, facilitating talent development in aspects such as recruitment, retention, and cultivation. During the Reporting Period, with regard to expanding internal employees' career development channels, the Company continuously optimized internal systems such as the "Reserve Manager Training Program", the "Reserve Director Training Program", the "Giant Biogene New Employee Training and Management Measures", and the "Continuing Education Program for Incumbents". By giving full play to the corporate culture characteristic that the company is "a school", we have continuously carried out internal training, laying a foundation for the company's sustainable development.

We continuously strengthen the cultivation and development of internal talents, fully support employees in internal job rotation and job transfer, and provide employees with diversified career development paths.

Our company supports employees in upgrading their academic qualifications and obtaining professional certifications. Regarding employees' learning and growth, the Company continuously implements the "Continuing Education Program for Incumbents", encourages and supports employees to obtain professional qualification certificates, participate in continuing education, and pursue degree courses, and provide policy support and issue incentive allowances.

The construction of the company's training system takes building an efficient talent supply chain as the core and is based on the employee quality evaluation system and the professional behavior evaluation system. To achieve this goal, we have constructed a five - dimensional integrated framework:



Professional competence training system

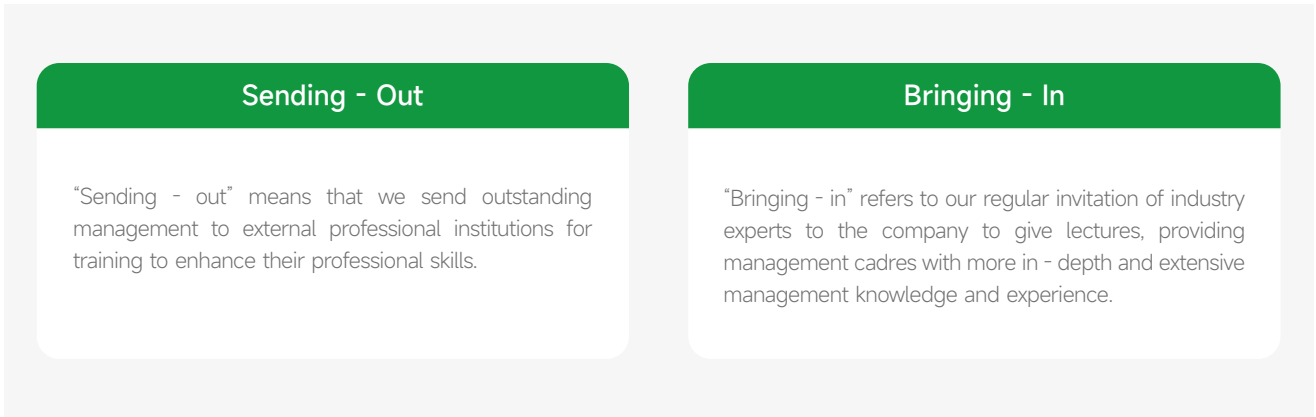


Talent echelon training



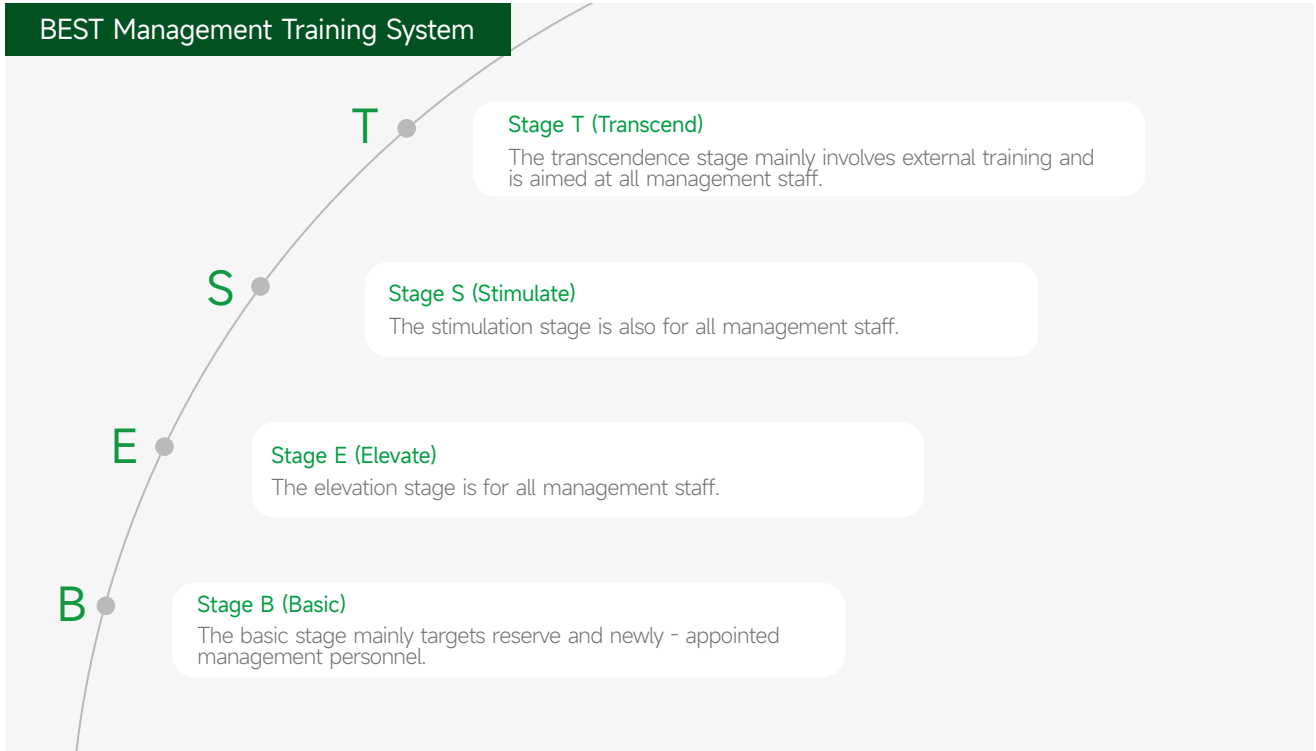
Open course training

In the training system for management cadres, we have continuously implemented the "Successor Plan" and the "A/B Role Training Program". Through the learning strategies of "sending out and bringing in", we are committed to improving the quality and broadening the horizons of management cadres.



To further broaden the knowledge and horizons of management cadres, we adopt a job - rotation system for potential management cadres. By arranging them to rotate among different departments, they can gain more extensive experience and deepen their understanding of various business areas, thus improving their management capabilities.

In addition, during the Reporting Period, we continuously optimized the "BEST Management Training System", aiming to comprehensively enhance the management's capabilities in aspects such as basic management, professional awareness, management skills, and communication skills.



For young cadres, we will provide them with opportunities to engage with the market and independently undertake work projects. They will build teams from scratch and temper their business capabilities, execution capabilities, and collaborative abilities through market practice.

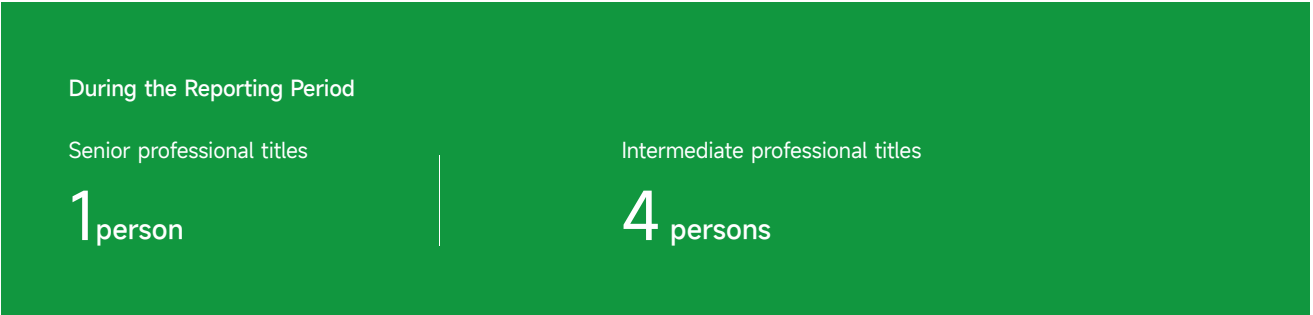
Through this series of training and development programs, we are committed to building a high - quality and visionary management team, laying a solid foundation for the Company's sustainable development.

Employee Development

During the Reporting Period, Giant Biogene continued to attach great importance to the growth and career development of its employees. It formulated and implemented the "Employee Growth System", which provided clear guidance for employees' career planning and promotion channels.

The Company promoted the "Continuing Education Program for Working Personnel", encouraging and supporting employees to enhance their professional standards and skills. Employees can continuously strengthen their capabilities by obtaining professional qualification certificates, promoting their professional titles, and participating in continuing education. To this end, the Company provided policy support and subsidy policies to motivate employees to continue contributing to the Company after obtaining higher professional titles and academic qualifications.

In the past year, Giant Biogene has achieved remarkable results: one person successfully applied for a senior professional title, and four people applied for intermediate professional titles, providing solid talent support for the Company's sustainable development.



The Company has also implemented internal job adjustments. For management positions, we prioritize internal job competitions. During the Reporting Period, we promoted many internal key employees, providing them with corresponding development space.

This strategy can stimulate employees' enthusiasm. Relying on their internal experience, these promoted employees can quickly adapt to their new positions, reducing the risks and costs of adaptation, strengthening cultural identification and the construction of talent echelons. At the same time, it enhances the organizational cohesion and competitiveness. Through these measures, Giant Biogene has demonstrated its commitment to the comprehensive development of employees, laying a solid foundation for building a learning - oriented organization and enhancing the Company's competitiveness.

06 GIVING BACK TO COMMUNITY AND DEMONSTRATING RESPONSIBILITY



SOCIAL WELFARE

Giant Biogene is well aware that as a creator and beneficiary of social value, an enterprise needs to actively practice the core socialist values and have the courage to assume social responsibilities.

To enhance the Company's credibility, we actively respond to the calls of government departments, communities, and non - governmental organizations, and have been actively engaged in the front - line of public welfare all year round. We carry out a number of public - welfare activities in various fields such as knowledge popularization, charity donations, and volunteer services.

During the Reporting Period, our total donation exceeded more than 14 million RMB.

During the Reporting Period
Our total donation exceeded more than

14 million RMB.



Public Welfare and Charity

Case | Ignite the Fire of Love, Protect the Light of Teachers

On Teachers' Day in 2024, Giant Biogene, through the Shaanxi Charity Federation, donated self - developed skincare products worth 9.07 million RMB to the education system in Shaanxi. These products reached more than 14,000 teachers in Lantian County, Yanliang District universities.

The campaign, themed "Ignite the Fire of Love, Protect the Light of Teachers", held donation ceremonies in multiple schools. It specifically addressed the skin health issues of teachers caused by long - term exposure to outdoor and dusty environments, while also paying tribute to the dedication of educators in their positions.

The representative from Northwest University affirmed the continuous investment of the alumni - run enterprise in educational public welfare during the ceremony and emphasized the social value of the linkage between schools and enterprises. The representative from Giant Biogene stated that, relying on the mission of "Biotechnology Serving Beauty and Health", the Company will continue to fulfill its social responsibilities through public - welfare projects such as educational support and rural revitalization.



Case | Pay Tribute to Guardians, Continue the Love for Tibet - Aid

In August 2024, the Communist Youth League Shaanxi Provincial Committee and other parties, jointly with Giant Biogene, held a donation ceremony for the "Pay Tribute to Guardians, Continue the Love for Tibet - Aid" public - welfare campaign in Xi'an. On the occasion of the 30th anniversary of Shaanxi's counterpart assistance to Tibet, Giant Biogene donated supplies worth 166,000 RMB to the Shaanxi medical and educational personnel and cadres assisting Tibet in Ngari Prefecture. This is Giant Biogene's re-involvement in the Tibet - aid public - welfare initiative, aiming to show care for those aiding Tibet and support the Tibet-aid work.

Giant Biogene has long been fulfilling its social responsibilities and will carry out more public - welfare projects in the future to spread love and hope and demonstrate the value of the enterprise.



Case | "5·25 National Skin - Care Day" Public-welfare Campaign

In May 2024, Giant Biogene, in collaboration with the Chinese Medical Doctor Association and its Dermatologists Branch, launched the 18th "5·25 National Skin - Care Day" public - welfare campaign with the theme of "Beautiful China, Skin First".

As an enterprise that has participated in this public - welfare activity for 9 consecutive years, Giant Biogene invited authoritative experts to provide professional answers to common questions such as sensitive skin care and post - cosmetic - procedure repair. It also carried out science popularization exhibitions, lectures, and product experience activities through chain pharmacies, advocating the concept of scientific skin care.



INDUSTRY DEVELOPMENT

We actively participate in industry activities, creating opportunities for communication and learning through industry alliances and summits. We connect with peers, authoritative experts and scholars, professional leaders, and emerging industry leaders. This not only enables Giant Biogene to continuously delve into core technologies but also enhances the Company's industry influence and broadens public awareness.

Case | Promote industry standardization

As a leading company in the field of bioactive ingredients, Giant Biogene actively promotes the formulation and implementation of industry standards to facilitate the standardization and high - quality development of the industry.

In response to the national standardization strategy and to accelerate the pace of industry innovation and development, during the Reporting Period, two group standards led by Giant Biogene, namely "Fermented Ginseng Powder" and "Ginsenoside as Raw Material for Cosmetics", were officially released.

These two standards are the first group standards in the field of fermented ginseng powder and the field of ginsenoside raw materials in the cosmetics industry respectively. They fill the gaps in relevant standards, provide a benchmark for industry technological innovation and quality upgrading, and lead the high - quality development of the bioactive raw material industry.



Case | Actively participate in industry activities

Giant Biogene has played an active role in promoting industry communication and facilitating industry development. During the Reporting Period, Giant Biogene participated in over a hundred industry meetings, and attended important conferences including The 29th Annual Meeting of Chinese Society of Dermatology (CSD2024) and the 19th Annual Meeting of China Dermatologist Association (2024CDA).

Giant Biogene was invited to participate in the Annual Meeting of Chinese Burn Association 2024 (CBA2024). It showcased its Kehen brand and held a special satellite meeting. In terms of burn treatment, the recombinant collagen developed by us has significant effects at all stages of burns and scalds, such as hemostasis, promoting wound healing, repairing skin structure, and assisting in scar repair. Giant Biogene's research on recombinant collagen has propelled the development of the life science field. Its products have provided better treatment solutions for burn patients and made important contributions to the global medical and health cause.



Appendix I Index of Appendix C2 of the Hong Kong Stock Exchange
ESG Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)

Environmental			Indexes
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	4.2 Emissions Management
	A1.1	The types of emissions and respective emissions data	4.2 Emissions Management
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	4.3 Resource Management
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	4.2 Emissions Management
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	4.2 Emissions Management
	A1.5	Description of emissions target(s) set and steps taken to achieve them	4.1 Environmental Management
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them	4.1 Environmental Management 4.2 Emissions Management
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials	4.3 Resource Management
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility)	4.3 Resource Management
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility)	4.3 Resource Management
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	4.1 Environmental Management 4.3 Resource Management
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	4.1 Environmental Management 4.3 Resource Management
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	4.3 Resource Management

ESG Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)

Environmental			Indexes
A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources	4.1 Environmental Management 4.2 Emissions Management
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	4.1 Environmental Management 4.2 Emissions Management
A4: Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	4.4 Coping with Climate Change
	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	4.4 Coping with Climate Change
Social			Indexes
B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	5.1 Employment
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region	5.1 Employment
	B1.2	Employee turnover rate by gender, age group and geographical region	5.2 Rights and Benefits
B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	5.3 Safety and Health
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	5.3 Safety and Health
	B2.2	Lost days due to work injury	5.3 Safety and Health
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	5.3 Safety and Health

ESG Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)

Social			Indexes
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	5.4 Training and Development
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	5.4 Training and Development
	B3.2	The average training hours completed per employee by gender and employee category	5.4 Training and Development
B4: Labour Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	5.1 Employment
	B4.1	Description of measures to review employment practices to avoid child and forced labour	5.1 Employment
	B4.2	Description of steps taken to eliminate such practices when discovered	5.1 Employment
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain	2.3 Supply Chain Management
	B5.1	Number of suppliers by geographical region	2.3 Supply Chain Management
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored	2.3 Supply Chain Management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	2.3 Supply Chain Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, how they are implemented and monitored	2.3 Supply Chain Management

ESG Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs)

Social			Indexes
B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuerrelating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	2.1 Quality Management 3.1 Customer Services 3.2 Responsible Marketing 3.3 Privacy Protection
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	2.1 Quality Management
	B6.2	Number of products and service related complaints received and how they are dealt with	3.1 Customer Services
	B6.3	Description of practices relating to observing and protecting intellectual property rights	2.2 Product R&D
	B6.4	Description of quality assurance process and recall procedures.	2.1 Quality Management
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	3.3 Privacy Protection
B7: Anti- corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuerrelating to bribery, extortion, fraud and money laundering	1.3 Operational Compliance
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases	1.3 Operational Compliance
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	1.3 Operational Compliance
	B7.3	Description of anti-corruption training provided to directors and staff	1.3 Operational Compliance
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests	6.1 Social Welfare
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	6.1 Social Welfare
	B8.2	Resources contributed (e.g. money or time) to the focus area	6.1 Social Welfare

