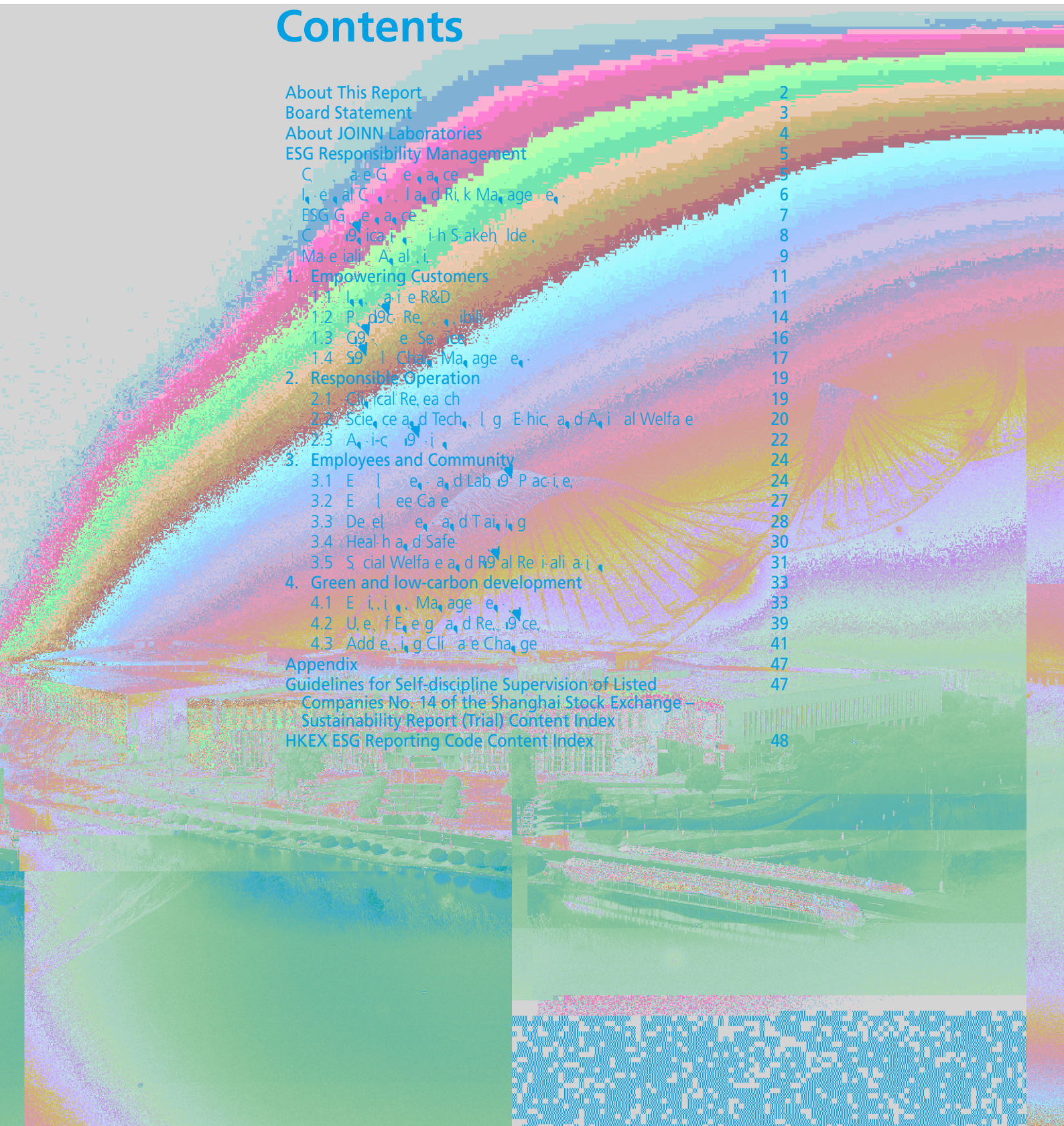


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About This Report

This report is the fifth Social Responsibility and Environmental, Social and Governance Report published by JOINN Laboratories (China) Co., Ltd. (hereinafter referred to as "Company" or "JOINN Laboratories", "We", "I", "It"). This report aims to disclose the Company's management policies and effective practices in environmental, social and governance aspects.

Reporting Period and Scope

This report discloses the Company's management policies and effective practices in environmental, social and governance aspects for the period from January 1, 2024 to December 31, 2024 (hereinafter referred to as the "Reporting Period") (unless otherwise specified, the data reflects the data disclosed in this report). Except for the environmental impact of the chemical products, the Company's all branches and subsidiaries, including the wholly-owned subsidiaries of the Company and the wholly-owned subsidiaries (including Yiyao, Yiyao Biotech Co., Ltd., Guangjiwei Biotech Co., Ltd. and Biomedical Research Model, etc.) (hereinafter referred to as the "Business") have been included in the scope of environmental, social and governance aspects.

Major Reference Standards of the Report

This report is prepared in accordance with the Guidelines for Self-disclosure of Listed Companies, No. 14 of the Shanghai Stock Exchange Sustainability Report (Trial), and the Environmental, Social and Governance Reporting Guide (hereinafter referred to as the "ESG Reporting Guide"), issued by the ASDI C2 of the Ministry of the Shanghai Stock Exchange, Hong Kong and Listed (hereinafter referred to as the "Hong Kong Stock Exchange").

Reporting Principles

- Materiality:** We identify major ESG issues through stakeholder surveys, and the elements, cases and events have been disclosed in the ESG Report;
- Quantification:** Quantitative information, environmental, social and governance information, historical data have been disclosed in the ESG Report in the relevant areas, and the data will be disclosed in the ESG Report;
- Consistency:** We disclose the disclosed information in a consistent manner, and the disclosed information is consistent with the disclosed information in the financial statements. The disclosed information will adhere to the disclosed ESG information, disclosed information, and facilitate the comparison of information.

Publication

This report is available on the website of China Environmental Information. All stakeholders can access this report on the official website of the Company (<http://www.ji-lab.com/>), the website of the Shanghai Stock Exchange (hereinafter referred to as the "SSE") (<http://www.sse.com.cn/>) and the website of the Hong Kong Stock Exchange (<http://www.hkex.com.hk/>). The disclosure of the Company's information is available.

Contact Information

We highly value the information of stakeholders and the public about this report. Should you have any questions, please contact the Company through the following ways.

Address: A5 Ring Road East, Siping, Beijing Economic and Technological Development Zone, Zou
Tel: 010-67869582
Email: jjafeg@ji-lab.com

Board Statement

JOINN Lab, a, ie, i, ell a a e, f, he i, , -a, ce, f g, d c, , a e g, e, a, ce a, d i, k, a, age e, , ce, e, , i, d, d, i, g, -he a, age e, , f ESG i, , e, -ha a e c, o, c, i, a, l, -he i, , a, i, a, b, l, e, d, e, l, , e, , f, -he C, , a, . The B, a, d, f, -he C, , a, , i, -he highe, -e, , , i, b, l, e, a, d, d, e, c, i, , -a, k, i, g, b, d, f, -ESG a- e, , a, d a, , e, f, i, l, l, e, , , i, b, l, i, -f, -he C, , a, , ESG, -a, e, g, a, d e, , -i, g. The B, a, d, c, , d, c, , e, g, a, e, i, e, , f, -he c, , l, e, i, , -a, , f, -he a, g, e, , a, d e, i, e, , -he, -a, e, g, i, e, a, d a, c, i, , -l, a, , f, -a, c, h, i, e, i, g, -he a, , a, l, -a, g, e, .

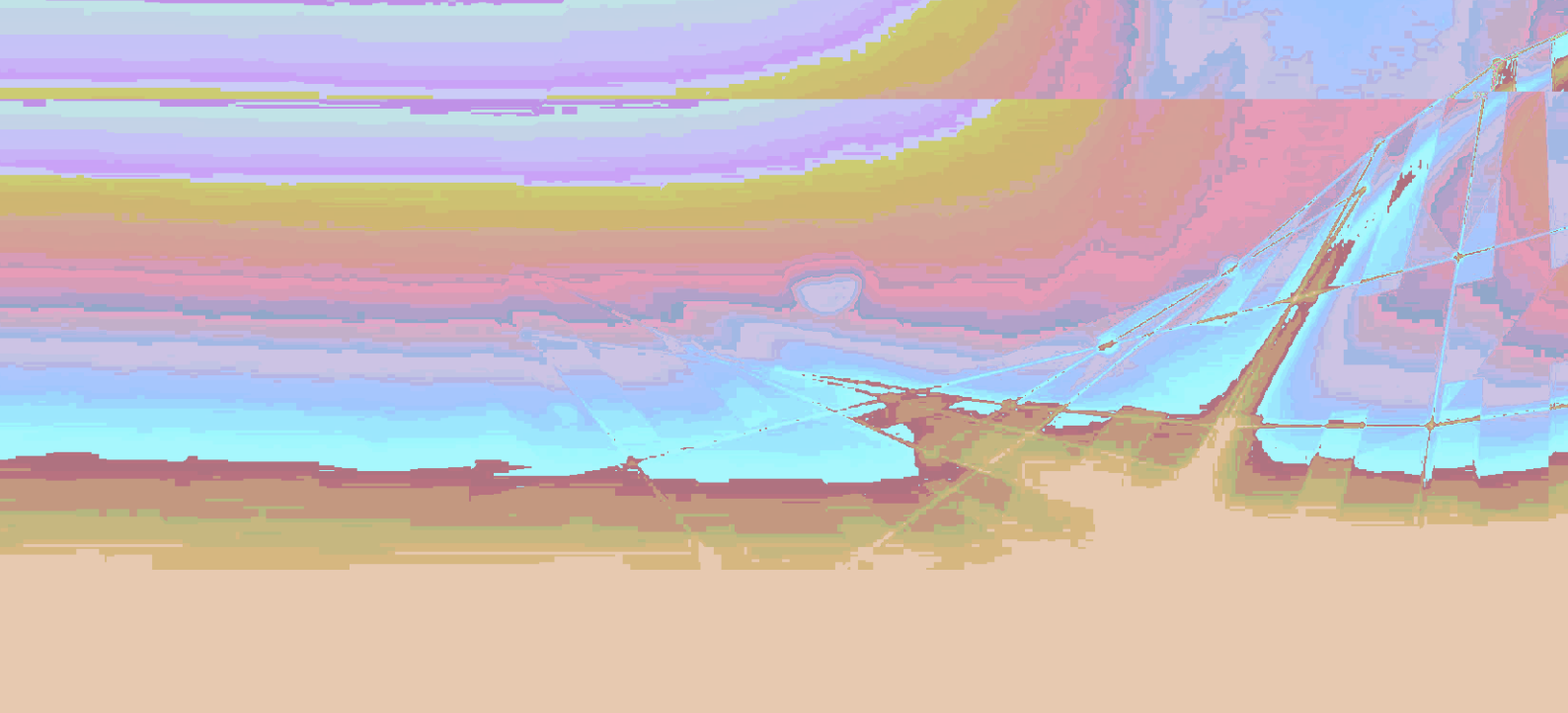
Board, -he e, e, a, l, , c, i, a, l, a, d e, c, , -i, c, -a, c, , e, i, , e, -a, d -he C, , a, , d, e, l, -e, , -a, e, g, -he a, age e, -e, a, f JOINN Lab, a, ie, d, a, i, c, a, l, -e, a, l, a, e, -he i, , -a, ce, f ESG i, , e, , d, i, a, , e, a, d d, e, -i, e, -he C, , a, , i, k, a, d, , -i, e, i, e, i, , e, -a, l, , c, i, a, l, a, d c, , -a, e, g, e, a, ce, a, d e, g, a, d, -he a, age e, -a, d i, , -e, e, , f k, e, i, , e, a, -he a, , a, l, -a, e, g, i, c, , -k, f, i, , a, i, a, b, l, e, d, e, l, -e, .

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This e, -d, i, c, l, e, i, d, e, a, l, -he , g, e, , a, d e, f, f, e, c, i, e, e, , f JOINN Lab, a, ie, ' ESG , k, i, 2024. The B, a, d, a, d, a, l, l, d, i, e, c, , f JOINN Lab, a, ie, -a, a, -ha, -he e, a, e, , f, a, l, e, e, e, -a, i, , -i, l, e, a, d, i, g, -a, e, e, , -a, e, i, a, l, , -i, , i, , -h, i, e, , -a, d a, , e, j, i, -a, d, e, e, a, l, e, , , i, b, l, i, -e, f, -he i, , h, i, , e, , a, c, a, d, a, d c, , -l, e, e, , f i, c, -e, .

About JOINN Laboratories

JOINN Laboratories (Stock Code: 603127.SH/6127.HK) is a professional CRO headquartered in Beijing, China. It was established in 1995. JOINN Laboratories has a professional technical team of over 2,500 employees, and has established branches in Beijing, Shanghai, Guangzhou, Shenzhen, Nanjing, Yantai, and other cities in China and the United States. JOINN Laboratories has established a global management system (CNAS/ILAC-MRA Certification) and has received GLP certification from the NMPA of China, the U.S. FDA, OECD, Korea, MFDS, Japan, PMDA, and other major international welfare organizations. The company is a member of the Global Drug Regulatory Association. We are capable of providing comprehensive clinical and pre-clinical services, including drug development, clinical trial, and drug registration. We provide a wide range of services, including pre-clinical, clinical, and drug registration services. JOINN adheres to the highest standards of quality and safety, and is committed to providing the best services for our clients in the pharmaceutical and biotechnology industries.



ESG Responsibility Management

ESG Governance

The Company's Board of Directors is responsible for ESG governance. As the leader of the Company, ESG governance is the responsibility of the Board of Directors. The Board of Directors is responsible for the implementation, monitoring, and reporting of ESG management. The Board of Directors is also responsible for the implementation of the Company's ESG strategy and for the implementation of the Company's ESG management system.

Responsible for the implementation and effectiveness of the Company's ESG management system; the Board of Directors is responsible for the implementation of the Company's ESG strategy and for the implementation of the Company's ESG management system.

On the other hand, the Board of Directors is also responsible for the implementation of the Company's ESG strategy and for the implementation of the Company's ESG management system.

Moreover, the Board of Directors is also responsible for the implementation of the Company's ESG strategy and for the implementation of the Company's ESG management system.

Responsible for the implementation and effectiveness of the Company's ESG management system; the Board of Directors is also responsible for the implementation of the Company's ESG strategy and for the implementation of the Company's ESG management system.

The Board of Directors is responsible for the implementation of the Company's ESG strategy and for the implementation of the Company's ESG management system. The Board of Directors is also responsible for the implementation of the Company's ESG strategy and for the implementation of the Company's ESG management system.

In addition, the Board of Directors is also responsible for the implementation of the Company's ESG strategy and for the implementation of the Company's ESG management system. The Board of Directors is also responsible for the implementation of the Company's ESG strategy and for the implementation of the Company's ESG management system.

ESG Responsibility Management

Communication with Stakeholders

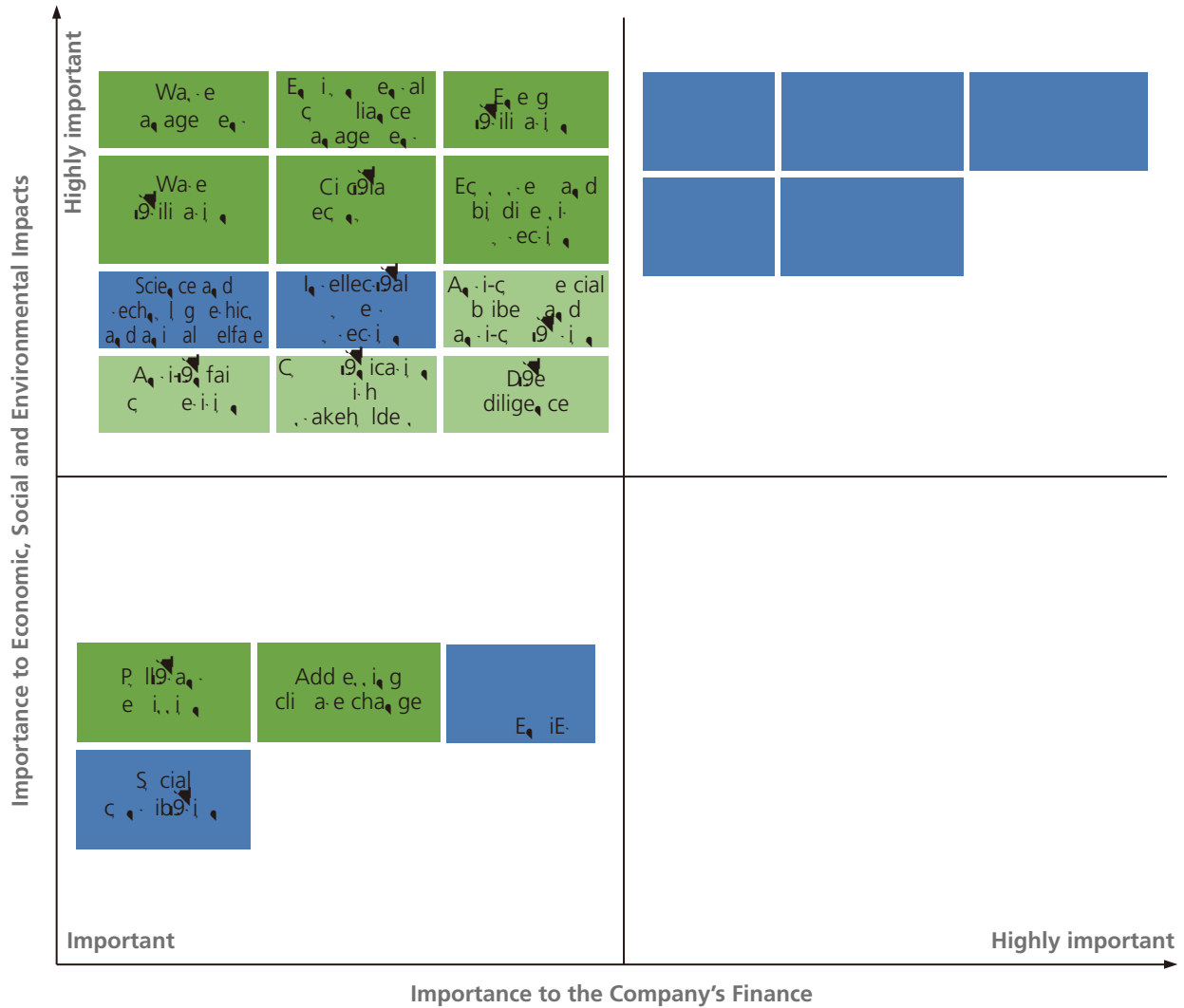
JOINN Laboratories, through its various channels, has established an efficient communication and feedback mechanism for stakeholders, listening to their voices and suggestions. Through the company's various channels, the company has established a good communication and feedback mechanism for stakeholders. The company's ESG performance is also being improved, effectively reducing the risk of environmental damage and ensuring the company's long-term development.

Stakeholders	Expectations of Stakeholders	Communication and Engagement	Company's Response
Investors	Return on investment, financial stability, and the company's growth prospects.	Shareholder meetings, investor relations, and analyst briefings.	Regularly publish financial reports and disclose information on the company's performance and development. The company also actively engages with investors and analysts to address their concerns and expectations.

ESG Responsibility Management

Materiality Analysis

In accordance with the GRI guidelines, Self-disclosure 19, of the Listed Companies, No. 14, of the Shanghai Stock Exchange Sustainability Report (Trial), the Financial, Environmental, Social and Governance Reporting Code, 2018, Article 22, of the Listing Rules, of the Hong Kong Stock Exchange, and the Guidelines on the Disclosure of the Environmental, Social and Governance Information, of the Companies, 2008, the Company, based on the characteristics of the business, the industry, the Company's ESG issues, the stakeholders, the Company's business, the industry, the regional, etc., has conducted a materiality analysis, and identified 21 material issues, as follows:



ESG Responsibility Management

Classification	No.	Issues	Financial Materiality	Impact Materiality
E, i, e	1	Add e, i, g cli a e cha, ge		✓
	2	E, i, e al-C lia, ce a, age e,		✓
	3	P, ll9 a, e i, i,		✓
	4	Wa, e di, al		✓
	5	E, e g i9 ili a i,		✓
	6	Wa, e i9 ili a i,		✓
	7	Ci d9 la eç,		✓
	8	Eç, e a, d b i di e, i, eç i,		✓
S cie	9	P, d9 c a, d, e ice, afe a, d i9 ali	✓	✓
	10	E l ee,	✓	✓
	11	S cial ç, ib9 i,		✓
	12	S9 l chaj, a, age e,	✓	✓
	13	Da, a, eç i a, d a9, e i ac, eç i,	✓	✓
	14	I, a i, die	✓	✓
	15	I, ellec i9 al, e, eç i,		✓
16	R9 al e i ali a i,		✓	
G e, a, ce	17	Scie, ce a, d eç, l g e hic, a, d a, i al elfa e		✓
	18	A, i9, fai ç e i i,		✓
	19	A, i-ç e cial b i be a, d a, i-ç i9 i,		✓
	20	C i9, i ca i, i h, akeh lde,		✓
	21	D9 e dilige, ce		✓

1. Empowering Customers

1.1 Innovative R&D

We are committed to innovative R&D in the field of vaccines. In 2023, we achieved a breakthrough in the development of the Chikungunya virus vaccine. This achievement, along with the successful development of the Dengue virus vaccine, has significantly enhanced our R&D capabilities and strengthened our competitive advantage in the vaccine market. We have also achieved significant progress in the development of the Chikungunya virus vaccine, which is a major breakthrough in the field of vaccine development.

We are committed to innovative R&D in the field of vaccines. In 2023, we achieved a breakthrough in the development of the Chikungunya virus vaccine. This achievement, along with the successful development of the Dengue virus vaccine, has significantly enhanced our R&D capabilities and strengthened our competitive advantage in the vaccine market. We have also achieved significant progress in the development of the Chikungunya virus vaccine, which is a major breakthrough in the field of vaccine development.



1. Empowering Customers

The company's financial performance in the first half of the year has been strong. Management has focused on strategic investments in R&D and marketing. The company's revenue has increased by 15% compared to the same period last year. We are committed to providing high-quality products and services to our customers. The company's financial performance in the first half of the year has been strong. Management has focused on strategic investments in R&D and marketing. The company's revenue has increased by 15% compared to the same period last year. We are committed to providing high-quality products and services to our customers.

The company's financial performance in the first half of the year has been strong. Management has focused on strategic investments in R&D and marketing. The company's revenue has increased by 15% compared to the same period last year. We are committed to providing high-quality products and services to our customers.

During the reporting period, the company has achieved the following IP achievements:

Enhanced R&D investment: The company has increased its R&D investment by 20% compared to the same period last year. This has led to the development of several new products and services. The company has also invested in marketing and sales, which has helped to increase its revenue.

Established dedicated IP management: The company has established a dedicated IP management team. This team is responsible for identifying, protecting, and enforcing the company's intellectual property rights.

Improved IP licensing: The company has improved its IP licensing process. This has allowed the company to generate additional revenue from its intellectual property.

Key findings: The company's financial performance in the first half of the year has been strong. Management has focused on strategic investments in R&D and marketing. The company's revenue has increased by 15% compared to the same period last year. We are committed to providing high-quality products and services to our customers.

1. Empowering Customers

1.2 Product Responsibility

The Company adheres to the principle of "safe and effective, first and foremost, safe and effective", and strictly follows the high-level life cycle management, and all the products are produced in strict accordance with the high-level life cycle management. We have established the "Safety and Quality Management System" and the "Quality Management System" in accordance with the requirements of the "Safety and Quality Management System" and the "Quality Management System". The Company has established the "Safety and Quality Management System" and the "Quality Management System" in accordance with the requirements of the "Safety and Quality Management System" and the "Quality Management System".

The Company's quality management system is described as follows:

1. The Quality Management System, which is a guarantee for the safety and effectiveness of the Company's quality management system, is a key element of the Company's quality management system. The Company's quality management system is based on the principle of "safe and effective, first and foremost, safe and effective", and strictly follows the high-level life cycle management, and all the products are produced in strict accordance with the high-level life cycle management.
2. The Quality Management System, which is a guarantee for the safety and effectiveness of the Company's quality management system, is a key element of the Company's quality management system. The Company's quality management system is based on the principle of "safe and effective, first and foremost, safe and effective", and strictly follows the high-level life cycle management, and all the products are produced in strict accordance with the high-level life cycle management.
3. The Safety and Quality Management System, which is a guarantee for the safety and effectiveness of the Company's quality management system, is a key element of the Company's quality management system. The Company's quality management system is based on the principle of "safe and effective, first and foremost, safe and effective", and strictly follows the high-level life cycle management, and all the products are produced in strict accordance with the high-level life cycle management.
4. The Quality Management System, which is a guarantee for the safety and effectiveness of the Company's quality management system, is a key element of the Company's quality management system. The Company's quality management system is based on the principle of "safe and effective, first and foremost, safe and effective", and strictly follows the high-level life cycle management, and all the products are produced in strict accordance with the high-level life cycle management.

The company has established a complete and effective quality management system, which is a guarantee for the safety and effectiveness of the company's quality management system. The company's quality management system is based on the principle of "safe and effective, first and foremost, safe and effective", and strictly follows the high-level life cycle management, and all the products are produced in strict accordance with the high-level life cycle management.

The company's quality management system is based on the principle of "safe and effective, first and foremost, safe and effective", and strictly follows the high-level life cycle management, and all the products are produced in strict accordance with the high-level life cycle management. The company's quality management system is based on the principle of "safe and effective, first and foremost, safe and effective", and strictly follows the high-level life cycle management, and all the products are produced in strict accordance with the high-level life cycle management.

1. Empowering Customers

Non-clinical drug research services: Non-clinical drug evaluation services, analytical services, in-vitro and in-vivo studies, which include, for example, analytical chemistry, biological assays, and efficacy studies, and the development of analytical methods.

- 1) **Acceptance of engagement:** The Company's financial performance is a key factor in the acceptance of engagement. The Company's financial performance is a key factor in the acceptance of engagement.
- 2) **Carry out tests and provide reports:** The Company's technical development is a key factor in the acceptance of engagement. The Company's technical development is a key factor in the acceptance of engagement.
- 3) **Archive of data:** After the completion of the project, the Company will archive the data.
- 4) **Registration support:** After the completion of the project, the Company will provide registration support.

Clinical trial and related services: The clinical trial services of JOINN include, for example, clinical trial services (clinical trial management and BE trial), clinical trial management / registration, medical device registration, clinical trial management, data management, analytical services, and clinical trial management. The Company's clinical trial services include, for example, clinical trial management, data management, analytical services, and clinical trial management.

Breeding and sales of animal models: The Company's breeding and sales of animal models include, for example, breeding and sales of animal models. The Company's breeding and sales of animal models include, for example, breeding and sales of animal models.

2. Responsible Operation

2.1 Clinical Research

JOINN, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.

- ▼ Declaration of Helsinki
- ▼ International Ethical Guidelines, Biomedical Research, IIRG Harmonized Subject
- ▼ Drug Adversarial, Law of the PRC
- ▼ Vaccine Adversarial, Law of the PRC
- ▼ Good Clinical Practice and Drug Clinical Trial
- ▼ ICH GCP E6(R2)
- ▼ Guidelines for the Management of Essential Data of Drug Clinical Trial
- ▼ Adversarial and Measurement of Drug Regulatory
- ▼ Procedure for Verification of Drug Regulatory (Trial)
- ▼ Key Points for Drug Regulatory Verification and Development, Principles (Drug Clinical Trial) (Trial)
- ▼ Regulatory of the Adversarial of Drug Clinical Trial, Initiatives

2. Responsible Operation

2.2 Science and Technology Ethics and Animal Welfare

The Company believes in the ethical and lawful use of animals. The primary objective of the animal welfare policy is to ensure that all animals used in research, development, and production are treated humanely and with respect. The Company is committed to the highest standards of animal welfare and to the ethical use of animals in all its operations.

The Company is committed to the highest standards of animal welfare and to the ethical use of animals in all its operations. The Company is committed to the highest standards of animal welfare and to the ethical use of animals in all its operations.



2. Responsible Operation

A... e... f... he... ld... leadi... g... ide... f... -cli... ical d... g... de el... e... e... ice, a... d... he... e... ice, ... a... d... h... a... a... fe... , ... e... acce... b... h... he... legal a... d... he... al... bliga... i... , ... be a... leade... i... a... g... ha... a... i... al... , del... i... , ... i... , ... i... , ... a... e... ea... ed... i... , acc... da... ce... i... h... all a... licable... i... e... a... d... i... h... high... , a... da... d... , f... e... ec... a... d... c... a... i... l... , addi... i... , ... la... , a... d... e... hic... , ... hi... e... , ... i... bili... i... , al... i... , ... a... f... , ... a... cie... ific... e... , ec... i... e... a... , ... c... lia... ce... i... h... he... e... i... e... a... d... , ... a... da... d... , ... i... d... affec... cie... ific... , fe... i... , al... c... d... e... . We... al... f... ll... -he... i... cie... le... , bel... :

3. Employees and Community

3.1 Employment and Labour Practises

JOINN Lab a, ie, icl c, lie, i-h-he Lab La, f-he Pe le', Re 9blic f Chi a, -he Lab C, ac La, f-he Pe le', Re 9blic f Chi a, -he S, cial l, 9 a, ce La, f-he Pe le', Re 9blic f Chi a, -he J, di id9al l, c e Ta La, f-he Pe le', Re 9blic f Chi a, -he La, f-he Pe le', Re 9blic f Chi a, -he P, -eci, f W, e, ' Righ, a d l, e e, -he Reg9l a, i, Lab P, -eci, f Fe ale E l, ee, -he Mea, 9 e, f R9blic H lida, f Na, i, al A, 9al Fe, i al, a d Me, i al Da, -he S, cial Reg9l a, i, Lab Sed9 i S9 e i, i, a d, -he ele a, la, a d eg9l a, i, l, de, a- ac, e-ale, h ee-he C, a, ' e l, e, -a, da d, e ha e f 9l a-ed -he Re 9, e a, i, Ma, age e, S, e, -he Pe f, a, ce A, ai, al Ma, age e, S, e, -he C, e cial l, 9 a, ce Welfa e S, e, a d -he S, cial l, 9 a, ce a d H 9, i, g P, ide, f9, d Ma, age e, S, e, e, c, -c, i, 9 9, l, i, e -he -ale, e l, e, -echa, i, -ha e l, ee a, age e, ca, be, a, da di ed a, d ba, ed, 9l e, a, d eg9l a, i, -a, f9el -he C, a, ' 9, ai, able a, d a id de el, e, -.

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l, e, f e l, ee e 9, e a, i, -e ha e f 9l a-ed -he Re 9, e a, i, Ma, age e, S, e, -The C, a, ' a, la, le el ha, bee, c, i, 9 9, l, i, -ed ba, ed, -he i, ci, le, f e, e, al c, -e i, i, -i, e, al fai, e, -e f, a, ce, ie, -ed a d c, -he, i, e e 9, e a, i, -The de, e, i, a, i, f e 9, e a, i, i, ai, l ba, ed, -he al9e, f -he, i, i, a d, 9l e e, -ed b -he e, -al 9al ifica, i, f e l, ee, -The c, -bi, a, i, f -he, -e, 9, -i, cha, el, f diffe, -i, i, -The C, a, ' e 9, e a, i, -9c, 9, e i, ci, 9de, fi ed e 9, e a, i, -a, i, able e 9, e a, i, -9b, idie, a d e 9l, b, 9, e, -We a f9l e 9, e a, i, -e l, ee, -i, e hich i, 9b, jec, -adj9, -e, -a, a, 9al bai, acc, di, g, -he a, 9al, -k a ge, -Wi- h -he i, c ea, i, g de a d f ke, -ech, i, cal, -ale, -e la, -c, i, 9 9, l, i, -e -he c, -e i, i, e, -f, 9c, -e, a, i, a d be, fi, i, -he 9, 9, e, -a, -a- ac, e-ale, -a, d, i, e, i, -e, e a, i, al efficie, c, .

l, e, f e l, ee e, i, g, a, i, -e -ec, -he igh, a d i, e e, -f e, i, g, ed e l, ee, i, acc, da, ce i-h -he la, -a -he, a, la, f -he ac, 9al, 9, be, f, -ki, g da, i, -he, -h, f e, i, g, a, i, acc, di, g, -he eg9l a, i, -a d a, i, i, -he a, fe, f file, a d, cial i, 9 a, ce e, la, i, - Bef, e -he e, i, g, a, i, -fa, e l, ee, -e ill c, d9c, a de a 9, e i, e ie, i-h hi, /he, -9, de, -a d -he ea, -f hi, /he e, i, g, a, i, -hi, /he, -i, i, -a d, 9gge, i, -he, -ki, l ed, a d hi, /he, -i, i, -a d, 9gge, i, -he a, age e, f -he C, a, ' -We eg9l a, l a, al, e -he ea, -f hi, /he e, i, g, a, i, -a d ake a ge, ed i, -e e, -.

3. Employees and Community

3.2 Employee Care

JOINN believes that the health, safety, and well-being of its employees is a top priority. We are committed to providing a safe and healthy work environment for all our employees. We have implemented various measures to ensure the safety and health of our employees, including regular safety training, health and safety audits, and the provision of personal protective equipment (PPE). We also have a robust system for reporting and investigating safety incidents, and we take prompt action to address any identified risks.

We have established a Social Insurance and Health Insurance Policy, which covers all our employees. This policy includes provisions for medical insurance, health insurance, and other social insurance benefits. We also have a system for monitoring and managing the health and safety of our employees, including regular health check-ups and the provision of first aid facilities.

We have also established a Compensation and Benefits Policy, which provides for a competitive and fair compensation structure for all our employees. This policy includes provisions for salary, bonuses, and other benefits. We also have a system for monitoring and managing the compensation and benefits of our employees, including regular salary reviews and the provision of a transparent and equitable compensation structure.

We have also established a Compensation and Benefits Policy, which provides for a competitive and fair compensation structure for all our employees. This policy includes provisions for salary, bonuses, and other benefits. We also have a system for monitoring and managing the compensation and benefits of our employees, including regular salary reviews and the provision of a transparent and equitable compensation structure.

We have also established a Compensation and Benefits Policy, which provides for a competitive and fair compensation structure for all our employees. This policy includes provisions for salary, bonuses, and other benefits. We also have a system for monitoring and managing the compensation and benefits of our employees, including regular salary reviews and the provision of a transparent and equitable compensation structure.

Birthday blessings for employees: The labor union of the Company, for example, sends birthday greetings to all employees.

Work meal and dormitory: We provide employees with a delicious, healthy, and comfortable work meal and dormitory. The dining hall provides a clean and comfortable environment for employees to eat and rest. We also have a system for monitoring and managing the quality of the work meal and dormitory, including regular inspections and the provision of a high-quality dining and accommodation service.

Annual meetings and travel: The Company, for example, holds annual meetings and provides travel opportunities for all employees. These meetings and travel opportunities provide employees with a chance to learn about the company's performance and future plans, and to enjoy a relaxing and enjoyable vacation.

Employees' needs: Employees can report their needs and concerns to the company's management. We have a system for monitoring and managing employees' needs, including regular communication and the provision of a high-quality service.

3. Employees and Community

The following information details the company's activities and financial data. The company has established a middle-level management system, which is a significant step in the company's development. The company has also established a middle-level management system, which is a significant step in the company's development. The company has also established a middle-level management system, which is a significant step in the company's development.

3.3 Development and Training

JOINN Laboratory, for example, has a long history of providing high-quality products and services. The company has a strong focus on research and development, and has a large number of patents. The company has also established a middle-level management system, which is a significant step in the company's development.

We have established a professional management system, which is a significant step in the company's development. The company has also established a middle-level management system, which is a significant step in the company's development. The company has also established a middle-level management system, which is a significant step in the company's development.

The company has a strong focus on research and development, and has a large number of patents. The company has also established a middle-level management system, which is a significant step in the company's development. The company has also established a middle-level management system, which is a significant step in the company's development.

The company has a strong focus on research and development, and has a large number of patents. The company has also established a middle-level management system, which is a significant step in the company's development. The company has also established a middle-level management system, which is a significant step in the company's development.

3. Employees and Community

For the year ended 31st March 2024, the Company has continued to invest in employee development through various initiatives. The Company has implemented a comprehensive training program for all employees, covering technical skills, leadership, and soft skills. The program includes a mix of classroom-based training, e-learning, and on-the-job training. The Company has also established a mentorship program to support the professional growth of its employees. The Company's commitment to employee development is reflected in the high completion rates of the training program.

The Company has also invested in community development initiatives. The Company has established a community development fund to support various social and economic development projects in the communities where it operates. The Company has also implemented a range of social and environmental initiatives, including employee volunteer programs and community service projects. The Company's commitment to community development is reflected in the positive impact of its initiatives on the communities it serves.

The Company has also implemented a range of employee welfare initiatives. The Company has established a range of employee benefits, including health insurance, life insurance, and a pension scheme. The Company has also implemented a range of employee support programs, including an employee assistance program and a flexible working arrangements program. The Company's commitment to employee welfare is reflected in the high employee satisfaction scores and the low employee turnover rates.

In 2024, the Company has continued to invest in employee training. The Company has implemented a range of training initiatives, including technical training, leadership training, and soft skills training. The Company has also established a range of employee development programs, including a mentorship program and a flexible working arrangements program. The Company's commitment to employee training and development is reflected in the high completion rates of the training program and the positive impact of its initiatives on the employees.

Overview of Employee Training				
Name of Indicators	Percentage of employees trained (%)		Average training hours (hours)	
	2024	2023	2024	2023
Male employees	69.7%	74.2%	68.21	36.12
Female employees	79.1%	86.8%	57.15	22.33
Elementary employees	78.3%	86.1%	56.74	26.42
Middle age employees	37.8%	24.0%	215.27	31.38
Senior age employees	85.7%	28.6%	41.92	53.33

The Company has also implemented a range of employee welfare initiatives. The Company has established a range of employee benefits, including health insurance, life insurance, and a pension scheme. The Company has also implemented a range of employee support programs, including an employee assistance program and a flexible working arrangements program. The Company's commitment to employee welfare is reflected in the high employee satisfaction scores and the low employee turnover rates.

3. Employees and Community

Since the establishment of JOINN Laboratories, we have always adhered to the principle of "People-oriented, science-driven, innovation-led, and service-oriented". We have continuously expanded our business, deepened our cooperation with partners, and achieved significant results.

Business expansion in Guangxi, Yunnan and other places: Based on local conditions, we have established branches in Chongqing, Guangxi, Yunnan, and other regions. We have deepened cooperation with local partners, achieved significant results, and expanded our business.

Experimental animal resource development: Utilizing local resources, we have developed experimental animal resources, deepened cooperation with partners, and achieved significant results.

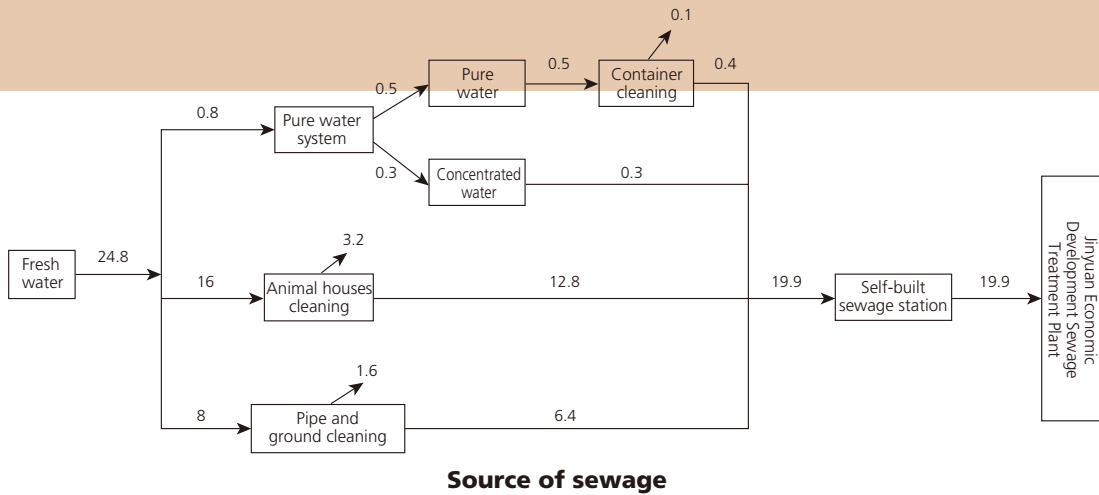
Supply chain localization: Based on local conditions, we have established supply chains, deepened cooperation with partners, and achieved significant results.

Technological radiation effects: Our technology has been widely applied in various fields, achieving significant results.

4. Green and low-carbon development

Wastewater Management

The Company's daily wastewater management and treatment are as follows: high-purity wastewater is recycled for cleaning, firefighting, and laboratory use, and is collected for reuse. We have developed the Company's Standard Operating Procedure (SOP), Sewage Treatment Standard Operating Procedure. The Company's Beijing branch has a wastewater treatment plant (WWT) with a capacity of 157,181 m³ per day (60%). In 2024, the Company's Beijing branch has a total of 157,181 m³ of wastewater.



4. Green and low-carbon development

Waste generation of the Company

Type of Waste	Unit	2024	2023
Total hazardous waste	tonne	393.18	395.84
Medical waste	tonne	185.53	200.43
Seepage, drainage	tonne	59.90	28.31
Laboratory, genetic materials	tonne	125.55	153.85
Waste acid/alkali	tonne	7.96	13.25
Waste oil	tonne	7.94	N/A
Hazardous waste, general	kg/ general, domestic, RMBO'000	1.95	1.67
Total hazardous waste	tonne	422.18	386.00
Non-hazardous waste, general	kg/ general, domestic, RMBO'000	2.09	1.62

Circular Economy

As a leading contract research organization (CRO) in China, JOINN Laboratories is committed to efficient, safe, and green production. We have initiated a series of measures to reduce the ecological footprint of our operations.

1. Efficient circular use of laboratory animal resources

Local animal breeding resources: Through self-established local breeding bases for laboratory animals (e.g. Guangxi Weiwei Biotech, Yunnan Yiwu Biotech), we reduce the reliance on imported laboratory animals, significantly reducing the carbon footprint.

Local feed resources: We use local feed materials (e.g. locally sourced, digestible) to reduce the carbon footprint of feed. Additionally, we have established a closed-loop system for laboratory animal waste.

4. Green and low-carbon development

4.2 Use of Energy and Resources

Energy Utilization

The Company achieved significant success in the construction of the Foshan-Peipei, Laifeng-Peipei, Republic of China, the Wale-Laifeng-Peipei, Republic of China, the Fegong-Peipei, Laifeng-Peipei, Republic of China and the Laifeng-Peipei, Republic of China, achieving the construction of the Foshan-Peipei, Laifeng-Peipei, Republic of China, the Wale-Laifeng-Peipei, Republic of China, the Fegong-Peipei, Laifeng-Peipei, Republic of China and the Laifeng-Peipei, Republic of China.

Electricity, natural gas and other energy consumption of the Company in 2023 is as follows: (1) electricity (including purchased electricity and self-generated electricity); (2) natural gas; (3) other energy consumption (including high-temperature steam, etc.). Natural gas is mainly used for boiler combustion, high-temperature steam, etc. The Company has adopted various measures to improve energy efficiency, such as using energy-saving equipment, optimizing production processes, and strengthening energy management.

We have adopted the following measures to improve energy efficiency:

1. If necessary, we will purchase electricity from local power companies. We will continue to improve the power quality and reduce the power loss. We will continue to improve the power quality and reduce the power loss. We will continue to improve the power quality and reduce the power loss.

We will continue to improve energy efficiency and reduce energy consumption. We will continue to improve energy efficiency and reduce energy consumption. We will continue to improve energy efficiency and reduce energy consumption.

The heat efficiency of the boiler is improved, and the heat efficiency of the boiler is improved, and the heat efficiency of the boiler is improved.

4. Green and low-carbon development

Energy and Resources Consumption and Intensity of the Company

Type of energy resources	Unit	2024	2023
Petroleum	Litre	29,651	26,475
Electricity	kWh	41,313,763	32,417,990
Sea water	Million KJ	116,777	122,465.41
Natural Gas	m ³	333,744	119,308
Chemical energy consumption ³	'000 kWh	77,604.60	67,939.85
Chemical energy consumption ³ / revenue	kWh/ revenue, RMBO'000	384.50	285.88
Water consumption	m ³	374,285	210,020
Water consumption ³ / revenue	m ³ / revenue, RMBO'000	1.85	0.88

Notes: - the above figures are based on the company's accounting practice, which is in line with the Company's accounting policy.

4.3 Addressing Climate Change

Global warming and the associated climate change have become a global concern. With the increasing frequency of natural disasters, stakeholders have started to pay more attention to the company's climate change and sustainability performance. The Company, in response to the efforts and initiatives of the industry, has added to its climate change management strategy, including the adoption of various measures.

Governance

With regard to climate-related governance, according to the ESG governance framework established by the Company, the Audit Committee and the Board of Directors, the Company has established ESG management objectives, and the Board of Directors has established effective ESG management and disclosure mechanisms. The Board of Directors has established the climate change management strategy. The Company's ESG governance structure includes the addition of climate change initiatives. As a result, the Company's ESG governance structure has become a decision-making body, and the Board of Directors has established the climate change management strategy.

³ Calculation method: the Company's gas consumption is 467,717 m³ x 0.057 b, e1 Tt 4.09, a, 1 T

4. Green and low-carbon development

The Board is responsible for overseeing the implementation of the Company's climate change strategy, and for approving the climate-related policies and procedures. The Board also oversees the implementation of the Company's climate change strategy, and for approving the climate-related policies and procedures.

The Company's climate change strategy is to reduce its carbon footprint and to transition to a low-carbon business model. The Board is responsible for overseeing the implementation of this strategy, and for approving the climate-related policies and procedures.

The Board also oversees the implementation of the Company's climate change strategy, and for approving the climate-related policies and procedures. The Company's climate change strategy is to reduce its carbon footprint and to transition to a low-carbon business model.

Other relevant information is provided in the Company's climate change report, which is available on the Company's website.

4. Green and low-carbon development

Type	Climate-related risks	Our response
Physical Risk	<p>The rapid increase in sea-level rise, which is expected to reach 1.1m by 2100, will have a significant impact on the company's operations. The company is currently assessing the impact of sea-level rise on its assets and operations. The company is also investing in coastal protection measures to reduce the risk of flooding and damage to its assets.</p> <p>Major sea-level rise is expected to have a significant impact on the company's operations. The company is currently assessing the impact of sea-level rise on its assets and operations. The company is also investing in coastal protection measures to reduce the risk of flooding and damage to its assets.</p>	<p>Business Continuity Plan (BCP): Develop a business continuity plan that includes measures to ensure the company's operations are resilient to the impact of sea-level rise. This includes measures to ensure the company's assets are protected and its operations are able to continue in the event of a disaster.</p> <p>Sea-level rise mitigation: Invest in coastal protection measures to reduce the risk of flooding and damage to its assets. This includes measures such as building sea walls, dunes, and other coastal defences.</p> <p>Insurance: Purchase insurance to cover the risk of damage to its assets and operations. This includes measures such as flood insurance and business interruption insurance.</p> <p>Relocation: Relocate assets and operations to areas that are less vulnerable to sea-level rise. This includes measures such as moving assets to higher ground and relocating operations to areas that are less vulnerable to flooding.</p>
Chronic	<p>A relatively long-term risk is the impact of climate change on the company's operations. This includes the impact of rising temperatures, changing precipitation patterns, and increasing frequency and intensity of extreme weather events. The company is currently assessing the impact of climate change on its operations and is taking steps to reduce its carbon footprint and increase its resilience to climate change.</p>	<p>The greenhouse gas emissions reduction strategy: The company has set a target to reduce its greenhouse gas emissions by 50% by 2030. This is being achieved through a combination of measures, including: <ul style="list-style-type: none"> Investing in renewable energy sources Improving energy efficiency Reducing energy consumption Using low-carbon materials Optimizing logistics </p>

4. Green and low-carbon development

Type	Climate-related risks	Our response
Ta, f a i, P, licie, a, d Ri, k, la,	With the increase and intensity of climate change, especially the impact of extreme weather events, the impact of climate change on the global environment, human health, and the economy will be increasingly significant. The impact of climate change on the global environment, human health, and the economy will be increasingly significant.	Stable and effective implementation of climate change adaptation measures, especially the impact of climate change on the global environment, human health, and the economy will be increasingly significant.
Tech, l g	The increasing intensity of climate change, especially the impact of extreme weather events, the impact of climate change on the global environment, human health, and the economy will be increasingly significant.	Continuous implementation of low-carbon technology and innovation, especially the impact of climate change on the global environment, human health, and the economy will be increasingly significant.
Ma ke	Due to the impact of climate change, the impact of climate change on the global environment, human health, and the economy will be increasingly significant.	Lead and promote energy efficiency and energy conservation, especially the impact of climate change on the global environment, human health, and the economy will be increasingly significant.
Re i a i,	As the impact of climate change increases, the impact of climate change on the global environment, human health, and the economy will be increasingly significant.	Stable and effective implementation of climate change adaptation measures, especially the impact of climate change on the global environment, human health, and the economy will be increasingly significant.

4. Green and low-carbon development

Risk management

The Group has identified climate-related risks and opportunities that could affect its ability to create value over the short, medium and long term. The Group has adopted a risk management framework that is integrated with its business strategy and operations. The Group has established a Risk Management Committee (RMC) to oversee the Group's risk management process. The RMC is responsible for identifying, assessing, and managing the Group's risks. The RMC also oversees the Group's risk reporting process. The Group has established a Risk Management Policy (RMP) that sets out the Group's risk management objectives and principles. The RMP is approved by the Board of Directors and is available on the Group's website.

The Group has identified the following risks and opportunities that could affect its ability to create value over the short, medium and long term:

Before the end of the reporting period, the Group has identified the following risks and opportunities that could affect its ability to create value over the short, medium and long term:

The Group has identified the following risks and opportunities that could affect its ability to create value over the short, medium and long term:

Before the end of the reporting period, the Group has identified the following risks and opportunities that could affect its ability to create value over the short, medium and long term:

In addition, the Group has identified the following risks and opportunities that could affect its ability to create value over the short, medium and long term:

Metrics and targets

The Group has identified the following metrics and targets that are relevant to its business strategy and operations:

Energy consumption (gas, electricity, etc.);

Greenhouse gas emissions (Scope 1 and Scope 2).

4. Green and low-carbon development

The Company's greenhouse gas emissions include, in addition to direct emissions, emissions from the combustion of fuel oil and natural gas (Scope 1), and all other indirect emissions, including emissions from purchased electricity and heat (Scope 2). The Company's greenhouse gas emissions are reported in the Report on Greenhouse Gas Emissions.

Greenhouse gas emissions of the Company

Type	Unit	2024	2023
Direct greenhouse gas emissions ⁴ (Scope 1)	-CO ₂ e	796.08	319.40
Indirect greenhouse gas emissions (Scope 2)	-CO ₂ e	36,406.66	33,249.41
Total greenhouse gas emissions	-CO ₂ e	37,202.74	33,568.81
Greenhouse gas emissions intensity	-CO ₂ e/each gigajoule of energy consumed	0.18	0.14

We will continue to actively reduce the impact of climate change, the Company's business, fully understand and actively respond to the risks and opportunities brought by climate change, and further improve the effectiveness of risk management, identify and manage risks.

⁴ Calculation method of greenhouse gas emissions:
 Direct greenhouse gas emissions: the energy consumption of the Company's owned or controlled facilities. The emissions factors are referred to: ① China Energy Statistical Yearbook; ② IPCC2006;
 Indirect greenhouse gas emissions: the Company's purchased electricity and heat consumption is based on the emissions factors and the emissions factors are referred to the National Grid Verification of GHG Emissions of Selected Key Data Emission Factors, 2023, 2025 issued by the Ministry of Ecology and Environment;
 Total greenhouse gas emissions: the sum of direct greenhouse gas emissions and indirect greenhouse gas emissions.

Guidelines for Self-discipline Supervision of Listed Companies No. 14 of the Shanghai Stock Exchange – Sustainability Report (Trial) Content Index

No.	Sustainability topics	Corresponding Chapters in the Report
1	Add e, i, g Cli a-e Cha, ge	4.3 Add e, i, g Cli a-e Cha, ge
2	P, l, a, E, i, i, ,	4.1 E, i, i, , Ma, age e, .
3	Wa, e Di, , al	4.1 E, i, i, , Ma, age e, .
4	Ec, , -e a, d Bi di e, i- C, , e a- i, ,	4.1 E, i, i, , Ma, age e, .
5	E, i, , e, al C, , lia, ce Ma, age e, .	4.1 E, i, i, , Ma, age e, .
6	E, e g U-ili a- i, ,	4.2 U, e, f E, e g a, d Re, , ce,
7	Wa- e Re, , ce, U-ili a- i, ,	4.2 U, e, f E, e g a, d Re, , ce,
8	Ci a, Ec, ,	4.1 E, i, i, , Ma, age e, .
9	R, al Re- i- ali, a- i, ,	3.5 S, cial Welfa e a, d R, al Re- i- ali a- i, ,
10	S, cial C, , ib, i, ,	3.5 S, cial Welfa e a, d R, al Re- i- ali a- i, ,
11	Di e, b, i, , a- i, ,	1.1 I, , a- i e R&D
12	Scie, ce a, d Tech, , I g E- hic, a, d A, i al Welfa e	2.2 Scie, ce a, d Tech, , I g E- hic, a, d A, i al Welfa e
13	S, l Chai, Safe	1.4 S, l Chai, Ma, age e, .
14	E, al Tea- e, , f SME,	N - a licable ¹
15	P, d, a, d Se- ice Safe- a, d Q, ali-	1.2 P, d, Re, , , ibili-
16	Da- a Se, i- a, d G, e P, ac P, -ec- i, ,	1.3 G, e Se- ice
17	E, l ee,	3.2 E, l ee Ca e
18	D, e Dilige, ce	I, -e, al C, , I a, d Ri, k Ma, age e, .
19	C, , i- ca- i, , i- h S- akeh Ide, ,	C, , i- ca- i, , i- h S- akeh Ide, ,
20	A, -i- c, e cial B ibe a, d A, -i- c, i- i, ,	2.3 A, -i- c, i- i, ,
21	A, -i- c, fai C, e- i- i, ,	2.3 A, -i- c, i- i, ,
22	P, -ec- i, , f I, -ellect, al P, e- Righ, ,	1.1 I, , a- i e R&D

Note:

i The balance of the Company's accounts receivable (including receivable) as of the end of the reporting period did not exceed RMB30 billion, accounts receivable turnover is 50% or higher.

HKEX ESG Reporting Code Content Index

Aspects	Content	Corresponding Chapters
Part B: Mandatory Disclosure Requirements		
	<p>Board Secretary</p> <p>Reporting Principle</p> <p>Reporting Scope</p>	<p>Board Secretary</p> <p>Appendix 19: This Report</p> <p>Appendix 19: This Report</p>
Part C: “Disclose or Explain” Provisions		
A1	<p>General Disclosure</p> <p>Information:</p> <p>(a) Honesty, integrity, and</p> <p>(b) completeness, reliability, and accuracy, including the identification of uncertainties, risks, and changes in circumstances, and the effects of those changes.</p>	4.1 Environmental Management
A1.1	The effects of climate change and related risks.	4.1 Environmental Management
A1.2	Direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions (if applicable), and, where applicable, other emissions (e.g., emissions of fluorinated gases, etc., if applicable).	4.3 Additional Climate Change
A1.3	Total hazardous waste (if applicable) and, where applicable, other emissions (e.g., emissions of fluorinated gases, etc., if applicable).	4.1 Environmental Management
A1.4	Total hazardous waste (if applicable) and, where applicable, other emissions (e.g., emissions of fluorinated gases, etc., if applicable).	4.1 Environmental Management
A1.5	Discussions with investors, analysts, and other stakeholders.	4.1 Environmental Management
A1.6	Discussions with shareholders, analysts, and other stakeholders, including the identification of risks, and the effects of those risks.	4.1 Environmental Management

Aspects	Content	Corresponding Chapters
A2 U, e, f Re, 19ce,	Ge, e al Di, cl, 19e P, licie, , -he efficie, 19e, f e, 19ce, (i, cl9di, g e, e g , a e a, d, -he a a-e ial,).	4.2 U, e, f E, e g a, d Re, 19ce,
A2.1	Di ec- a, d/ i, di ec- e, e g c, 19- i, b - e (e.g. elec- ici- , ga, - il) i, - al (kWh i, '000,) a, d i, -e, i- (e.g. e 19, i, f , d9c- i , 19e, e facili-).	4.2 U, e, f E, e g a, d Re, 19ce,
A2.2	Wa- e c, 19- i, i, - al a, d i, -e, i- (e.g. e 19, i, f , d9c- i , 19e, e facili-).	4.2 U, e, f E, e g a, d Re, 19ce,
A2.3	De, c i- i, , f e, e g 19, e efficie, c- a ge- (,) e- a, d, -e , -ake, , -achie e- he .	4.2 U, e, f E, e g a, d Re, 19ce,
A2.4	De, c i- i, , f -he he -he e i, a, i, 19e i, , 19ci, g a- e -ha- i, fi- f 19 , e, a- e efficie, c- a ge- (,) e- a, d, -e , -ake, , -achie e -he .	4.2 U, e, f E, e g a, d Re, 19ce,
A2.5	T- al ackagi, g a- e ial 19ed f fi, i, hed , d9c- (i, , , e,) a, d, if a- llicable, i- h efe e, ce, e 19, i, , d9ced.	N - a- llicable
A3 The E, i, , e, a, d Na- 19al Re, 19ce,	Ge, e al Di, cl, 19e P, licie, , i, i, i, g- he i, 19e ' , ig, ifica, - i - ac, , -he e, i, , e, - a, d, a- 19al e, 19ce, .	4. G ee, a, d l -ca b , de el e, -
A3.1	De, c i- i, , f -he, ig, ifica, - i - ac, , f ac- i- ie, , -he e, i, , e, - a, d, a- 19al e, 19ce, a, d -he ac- i, , -ake, , -a, age -he .	4. G ee, a, d l -ca b , de el e, -
A4 Cli- a- e Cha, ge	Ge, e al Di, cl, 19e P, licie, , ide, -ifica- i , a, d i- iga- i , f, ig, ifica, - cli- a- e- ela- ed i, 19e, hich ha e i- ac- ed, a, d -h, e hich a i- ac- -he i, 19e . [Dele- ed, , 1 Ja, 19a 2025]	4.3 Add e, , i, g Cli- a- e Cha, ge
A4.1	De, c i- i, , f -he, ig, ifica, - cli- a- e- ela- ed i, 19e, hich ha e i- ac- ed, a, d -h, e hich a i- ac- -he i, 19e , a, d -he ac- i, , -ake, , -a, age -he . [Dele- ed, , 1 Ja, 19a 2025]	4.3 Add e, , i, g Cli- a- e Cha, ge

Appendix

Aspects	Content	Corresponding Chapters
B1 E l e	Ge, e al Di, cl, i9 e l f a i , , : (a) -he , licie ; a, d (b) c lia, ce i-h ele a, -la , a, d eg9la-i , , -ha- ha e a , ig, ifica, -i ac , , -he i, i9e ela-i, g, c e, a i, a, d di, i, al, ec9i- e, -a, d , , -i , , ki, g h i9 , , e- e i d, e i9al , , i9, i , di e, i , a, -i-di, c i i, a-i , , a, d , -he be, efi, a, d elfa e.	3.1 E l e , a, d Lab i9 P ac i, e,
B1.1	T, -al , kf ce b ge, de, e l e, - e (f e a le, f9l-i e , a --i e), age g, i9 a, d ge g a hical egi , .	3.1 E l e , a, d Lab i9 P ac i, e,
B1.2	E l ee i9 , e a-e b ge, de, age g, i9 a, d ge g a hical egi , .	3.1 E l e , a, d Lab i9 P ac i, e,
B2 Heal- h a, d Safe-	Ge, e al Di, cl, i9 e l f a i , , : (a) -he , licie ; a, d (b) c lia, ce i-h ele a, -la , a, d eg9la-i , , -ha- ha e a , ig, ifica, -i ac , , -he i, i9e ela-i, g, , idi, g a , afe , ki, g e, i, , e, -a, d , -ec i, g e l ee, f, , c9 a-i , al ha a d, .	3.4 Heal- h a, d Safe-
B2.1	N9 be a, d a-e, f , k-ela-ed fa-ali-ie, , c9 ed i, each, f-he a, -h ee ea, i, c9 di, g-he e , -i, g ea .	3.4 Heal- h a, d Safe-
B2.2	L , -da, d9e , , ki, i9 .	3.4 Heal- h a, d Safe-
B2.3	De, c i -i , , f, c9 a-i , al heal- h a, d, afe- ea, i9 e, ad -ed, a, d h -he a e i le e, -ed a, d , , i, ed.	3.4 Heal- h a, d Safe-
B3 De el e, a, d Tai, i, g	Ge, e al Di, cl, i9 e P, licie, , i , i, g e l ee, ' k, ledge a, d, kill, f di, cha gi, g d9 ie, a- , k. De, c i -i , , f- ai, i, g ac i- i- ie, . N e: Tai, i, g efe, , , ca- i, al- ai, i, g a, d a i, c9 de i, -e, al a, d e- e, al c9, e, aid f b -he e l e .	3.3 De el e, a, d Tai, i, g
B3.1	The e ce, -age, fe l ee, - ai, ed b ge, de a, d e l ee ca-eg (e.g., e, i a, age e, , iddle a, age e,).	3.3 De el e, a, d Tai, i, g
B3.2	The a e age- ai, i, g h i9 , c le-ed e e l ee b ge, de a, d e l ee ca-eg .	3.3 De el e, a, d Tai, i, g
B4 Lab i9 S-a, da d,	Ge, e al Di, cl, i9 e l f a i , , : (a) -he , licie ; a, d (b) c lia, ce i-h ele a, -la , a, d eg9la-i , , -ha- ha e a , ig, ifica, -i ac , , -he i, i9e ela-i, g, e e, -i, g child a, d f ced lab i9 .	3.1 E l e , a, d Lab i9 P ac i, e,
B4.1	De, c i -i , , f ea, i9 e, , e ie e l e, - ac i, e, , a, id child a, d f ced lab i9 .	3.1 E l e , a, d Lab i9 P ac i, e,
B4.2	De, c i -i , , f, -e , -ake, , eli i, a-e, i9 ch ac i, e, he, di, c e ed.	3.1 E l e , a, d Lab i9 P ac i, e,

Aspects	Content	Corresponding Chapters
B5 S9 I Chai, Ma, age e-	Ge, e al Di, cl, i9 e P, licie, , a, agi, g e, i, , e, al a, d, , cial i, k, , f, he, i9 I chai, .	1.4 S9 I Chai, Ma, age e-
B5.1	N9 be, f, i9 lie, b ge g a hical egi, .	1.4 S9 I Chai, Ma, age e-
B5.2	De, ci -i, , f aci, e, ela- i, g, , e, gagi, g, i9 lie, , i9 be, f, i9 lie, he e- he aci, e, a e bei, gi le e, -ed, a, d h -he a ei le e, -ed a, d , , i, ed.	1.4 S9 I Chai, Ma, age e-
B5.3	De, ci -i, , f aci, e, i9 ed, ide, -if e, i, , e, al a, d, , cial i, k, al , g, -he, i9 I chai, , a, d h -he a ei le e, -ed a, d , , i, ed.	1.4 S9 I Chai, Ma, age e-
B5.4	De, ci -i, , f aci, e, i9 ed, , , -e e, i, , e, -all efe able , d9c, a, d, e ice, he, , elec, i, g, i9 lie, , a, d h -he a e i le e, -ed a, d , , i, ed.	1.4 S9 I Chai, Ma, age e-
B6 P, d9c- Re, , , ibili-	Ge, e al Di, cl, i9 e I, f a- i, , , : (a) -he , licie, ; a, d (b) c , lia, ce i- h ele a, - la , a, d eg9a- i, , -ha- ha e a , ig, ifica, - i ac, , -he i, i9e ela- i, g, , heal- h a, d, afe, , ad e- i, i, g, labelli, g a, d i ac a- e, ela- i, g, , d9c, a, d, e ice, , ided a, d e- h d, , f ed e, .	1.2 P, d9c- Re, , , ibili-
B6.1	Pe ce, -age, f, -al , d9c, , Id, , hi ed, i9jec, , ecall, f , afe- a, d heal- h ea, , .	N - a licable
B6.2	N9 be, f , d9c, a, d, e ice ela-ed c lai, , ecei ed a, d h -he a e deal- i- h.	1.3 G9, , e Se ice
B6.3	De, ci -i, , f aci, e, ela- i, g, , b, e i, g a, d , -ec, i, g i, -ellect9al , e- igh, .	1.1 I, , a- i e R&D
B6.4	De, ci -i, , f i9ali- a, i9 a, ce , ce, , a, d ecall , ced9 e, .	1.2 P, d9c- Re, , , ibili-
B6.5	De, ci -i, , f c, , i9 e da- a , -ec, i, , a, d i ac , licie, , a, d h -he a ei le e, -ed a, d , , i, ed.	1.3 G9, , e Se ice

Appendix

Aspects	Content	Corresponding Chapters
B7 A, i-c	Ge, e al Di, cl, i9 e l, f ai, . (a) -he, licie, ; a, d (b) c lia, ce i-h ele a, la, a, d eg9 la- i, -ha- ha e a ig, ifica, -i ac, -he i, i9e ela, i, g, bibe, e, -i, , fa9 da, d, e la9, de i, g.	2.3 A, i-c i9 i, .
B7.1	N9 be, f c, cl9 ded legal ca, e, ega di, g c i9 - ac, i, e, b, i9 gh- agai, -he i, i9e, -i, e l ee, d9 i, g- he e, -i, g e i, d a, d- he, i9 c e, f- he ca, e, .	2.3 A, i-c i9 i, .
B7.2	De, ci- i, , f e e, -i e ea, i9 e, a, d hi, -le- bl i, g, ced9 e, , a, d h -he a e i le e, -ed a, d, , i, ed.	2.3 A, i-c i9 i, .
B7.3	De, ci- i, , fa, -i- c i9 i, . - ai, i, g, ided, di ec, , a, d , -aff.	2.3 A, i-c i9 i, .
B8 C, i9 i- l, e- e, .	Ge, e al Di, cl, i9 e P, licie, ., c i9 i- e, gage e, ., i9, de, -a, d- he, eed, , f- he c i9 i- ie, -he e- he i, i9e, e a- e, a, d, e, i9 e i, ac- i- i- ie, -ake i, , c, ide a- i, -he c i9 i- ie, 'i, -e e, .	3.5 S, cial Welfa e a, d R9 al Re- i- ali a- i, .
B8.1	F a9, a ea, f c, - ib9 i, (e.g. ed9 ca- i, , e, i, , e, -al c, ce, , , lab i9, eed, , heal- h, a9 i9 e, . .).	3.5 S, cial Welfa e a, d R9 al Re- i- ali a- i, .
B8.2	Re, i9 ce, c, - ib9 ed (e.g. , e, -i e), -he f a9, a ea.	3.5 S, cial Welfa e a, d R9 al Re- i- ali a- i, .
Part D: Climate-related Disclosures		
D-I G e, a, ce	The g e, a, ce b, d (.) e, , , ibe f, , e, igh-, f cli -a- e- ela- ed i, k, a, d, , i9 i- ie, .	4.3 Add e, , i, g Cli -a- e Cha, ge
D-II S- a- eg	Cli -a- e- ela- ed i, k, a, d, , i9 i- ie, .	4.3 Add e, , i, g Cli -a- e Cha, ge
D-III Ri, k Ma, age e, .	P, ce, e, a, d ela- ed, licie, -ha- a e9 ed, ide, -if, a, e, ., i- i- i, e a, d, , i, cli -a- e- ela- ed i, k, .	4.3 Add e, , i, g Cli -a- e Cha, ge
D-IV Me- ic, a, d Ta ge, .	G ee, h i9 e ga, e i, i, .	4.3 Add e, , i, g Cli -a- e Cha, ge