

# CHICMAX

上海上美化妝品股份有限公司

Shanghai Chicmax Cosmetic Co., Ltd.

(A joint stock company incorporated in the People's Republic of China with limited liability)

Stock Code: 2145

# 2022

Environmental, Social  
and Governance Report

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# About the Report

## Purpose of the Report

Shanghai Chicmax Cosmetic Co., Ltd. (the “Company”, together with its subsidiaries, collectively known as “Chicmax”, “the Group” or “We”) is pleased to present its first Environmental, Social and Governance (“ESG”) Report (the “Report”). The purpose of this Report is to provide stakeholders with an understanding of our sustainability strategy, policies, measures and performance.

## Reporting Scope and Period

Unless otherwise stated, the reporting scope includes the locations where we operate our core businesses for the period from 1 January 2022 to 31 December 2022 (the “Reporting Period”), covering our head office and research and development (“R&D”) center in Shanghai in the People’s Republic of China (the “PRC”), the production plants located in Shanghai and Okayama, Japan, the R&D centre located in Kobe, Japan, and the office located in Tokyo, which is consistent with the reporting scope of our annual report. The reporting boundary is determined according to the corresponding materiality of each business segment to our business and operations, as well as the sustainability impact.

## Reporting Standards

The Report is prepared in accordance with the latest disclosure requirements of the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities issued by The Stock Exchange of Hong Kong Limited (the “HKEX”).

## Reporting Principles

The Group has adhered to the reporting principles outlined in HKEX’s ESG Reporting Guide in the course of this Report’s preparation, which include “materiality”, “quantitative”, “balance” and “consistency”. The following is our specific application of the reporting principles.



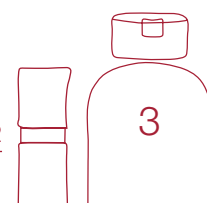
Reporting principles	Description	The Group's application
Materiality	The Report should cover ESG issues that are sufficiently important to the Group's investors and other stakeholders.	The Group identifies and evaluates the importance of sustainability issues relevant to us through stakeholder engagement and materiality assessment, thereby determining the scope covered in the Report. For details on our stakeholder engagement and materiality assessment processes, please refer to the sections headed "Stakeholder Engagement" and "Materiality Assessment".
Quantitative	Key performance indicators ("KPIs") disclosed in the Report need to be measurable.	This Report discloses quantitative environmental and social KPIs to assist stakeholders in understanding our sustainability performance.
Balance	The Report should provide an unbiased picture of the Group's sustainability performance, avoiding selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.	Both our positive and negative performance are disclosed in the Report to showcase the Group's sustainability performance in an unbiased manner.
Consistency	The Group should use consistent methodologies in the Report to allow for meaningful comparisons of ESG data over time.	Unless otherwise stated, we have used consistent methodologies to compile the data presented in the Report.

## Access to the Report

This Report has been prepared in both English and Chinese and is available on the HKEX's website and the Group's website at <http://www.chicmaxgroup.com/>. In case of any discrepancies, the Chinese version shall prevail.

## Your Feedback

We greatly appreciate feedback from our stakeholders as it helps us optimize our ESG management strategies and performance, and enables us to address their concerns. We welcome your thoughts and opinions on this Report or our sustainability performance, which can be emailed to [ir@kans.cn](mailto:ir@kans.cn).



# About Chicmax

## Company Overview

We are an R&D-driven leader in the multi-brand cosmetics industry, specializing in the development, manufacturing and sales of skincare and maternity and childcare products.

As a premier Chinese domestic cosmetics company, our unwavering vision is “To build a world-class influential cosmetics company that makes popular products enjoyed by consumers around the world”. Our focus lies in developing and launching a variety of innovative cosmetics and new brands, as we continually refine and expand our product portfolio to meet the evolving needs of consumers, ultimately creating sustainable value for stakeholders.

With an over 20-year history, Chicmax has cultivated solid independent R&D capabilities and garnered valuable experience in multi-brand development and operations within China’s cosmetics industry. Our collaborative Sino-Japan dual R&D capabilities and talents, combined with an extensive and dynamic sales and distribution network, contribute to our growth. Our dedication to continuous innovation in marketing strategies, robust brand power, exceptional cross-border supply chain management, and our experienced team has enabled us to successfully create a diverse array of popular cosmetics brands, including multiple well-known brands such as *KANS*, *One Leaf* and *Baby Elephant*.

## Our Brands



### **KANS**

A technology-empowered anti-aging brand focusing on resolving skin issues for Asian women



### **asnami**

A professional functional maternity skincare brand



### **One Leaf**

A clean beauty skincare brand for skin barrier repairing, exploring the beauty of natural plants



### **KYOCA**

A toiletries brand specializing in hair strengthening



### **Baby Elephant**

A professional maternity and childcare brand for Chinese babies and children



### **newpage**

A functional skincare brand focusing on sensitive skins of babies and children



### **BIO-G**

A mass skincare brand for sensitive skin using moderate and additive-free formula



### **ARMIYO**

A professional skincare brand targeting sensitive skin issues

## Our Culture

### Corporate Vision

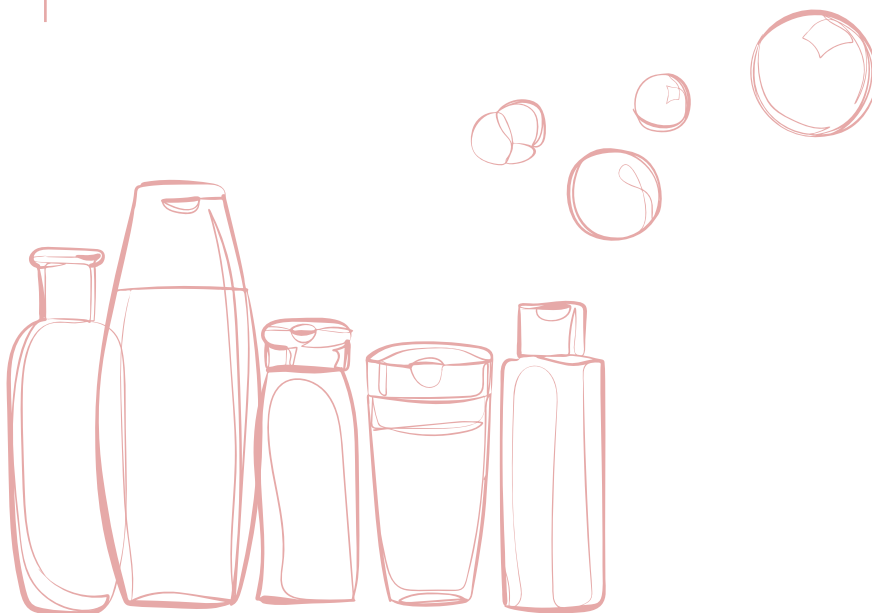
To build a world-class influential cosmetics company that makes popular products enjoyed by consumers around the world.

### Corporate Culture

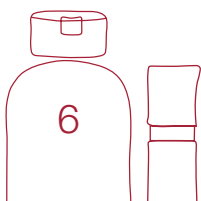
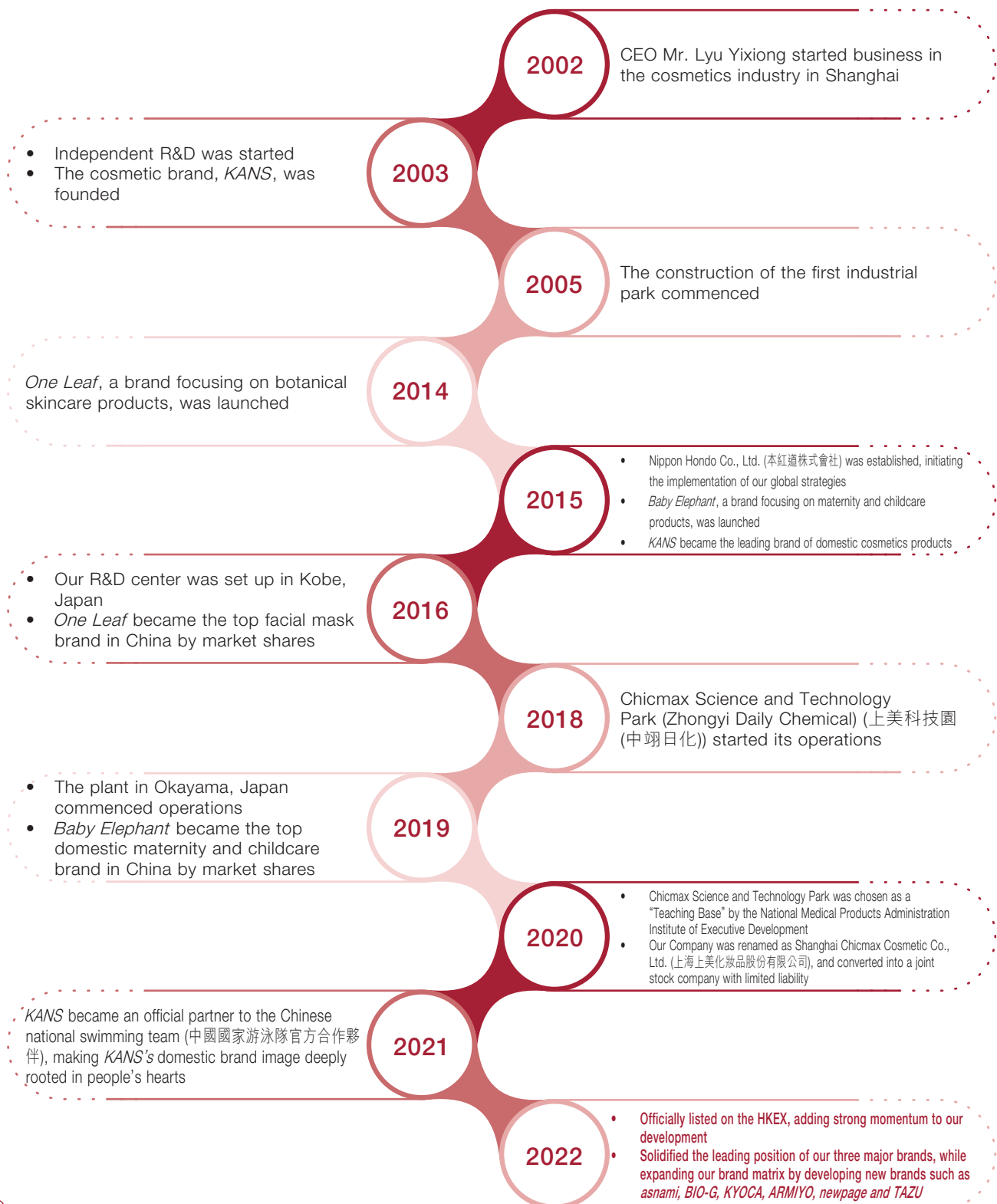
Because we love.

### Corporate Values

- Diversity
- Optimism
- Innovation
- Legacy



## Our Business Milestones



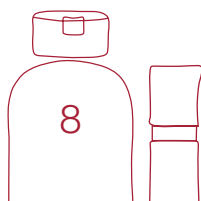
## Awards and Recognitions

 Community Care	Organizer
Corporate Social Responsibility Pioneer Award (社會責任先鋒大獎) <ul style="list-style-type: none"> <li>Chicmax</li> </ul>	The 11st Philanthropy Festival
 Recognition of Corporate Capabilities	Organizer
82 <sup>nd</sup> place among China's Top 100 Light Industry Science and Technology Companies (中國輕工業科技百強), 6th place among China's Top 10 Light Industry Cosmetic Enterprise (中國輕工業化妝品十強企業) <ul style="list-style-type: none"> <li>Chicmax – Shanghai Zhongyi Daily Chemical Co., Ltd.</li> </ul>	China National Light Industry Council
Taxpaying Top 100 Gold Award (納稅百強金獎) <ul style="list-style-type: none"> <li>Chicmax</li> <li><i>Baby Elephant</i></li> </ul>	Nanxiang Town Committee, Jiading District, Shanghai City (上海市嘉定區南翔鎮委員會)
Taxpaying Top 100 Silver Award (納稅百強銀獎) <ul style="list-style-type: none"> <li>KANS</li> </ul>	Nanxiang Town Committee, Jiading District, Shanghai City (上海市嘉定區南翔鎮委員會)
 Recognition of Product and Service Quality	Organizer
Consumers' Most Preferred Domestic Cosmetic Brand 2022 (2022年度最受用戶偏愛國妝品牌) <ul style="list-style-type: none"> <li>KANS</li> <li><i>One Leaf</i></li> </ul>	User Talk
The 7th Future Material and Infant Conference and Cherry Awards – Annual Beauty Product Award (年度顏值產品大獎), Annual Best Performance Award for Baby Skincare Brand (年度寶寶護膚品牌最佳表現力大獎) <ul style="list-style-type: none"> <li><i>Baby Elephant</i></li> </ul>	Myguanacha.com (母嬰行業觀察)
Consumers' Top Preferred Skin Care Brands (消費者首選護膚品牌) <ul style="list-style-type: none"> <li>KANS</li> </ul>	Kantar (凱度消費者指數)
The 5th China International Import Expo <ul style="list-style-type: none"> <li>KANS</li> <li><i>One Leaf</i></li> </ul>	The Ministry of Commerce of the PRC The Shanghai Municipal People's Government
Hurun Global Unicorn List 2022 – Selected <ul style="list-style-type: none"> <li>Chicmax</li> </ul>	The Hurun Research Institute
Annual Influential Brand (年度影響力品牌) <ul style="list-style-type: none"> <li>KANS</li> </ul>	Cosmetic Observer

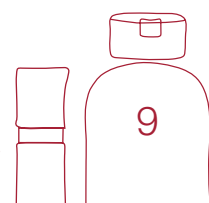


## About Chicmax

 Recognition of Product and Service Quality	Organizer
New Beauty Awards 2022 – Annual Popular Skincare Award (年度人氣護膚獎) <ul style="list-style-type: none"><li>KANS</li></ul>	C2CC
New Beauty Awards 2022 – Annual Popular Baby Care Award (年度人氣嬰童護理獎) <ul style="list-style-type: none"><li>Baby Elephant</li></ul>	C2CC
Bluerose Awards 2022 – Annual Influential Brand (年度影響力品牌) <ul style="list-style-type: none"><li>KANS</li></ul>	China Cosmetic Summit
Moms' Choice List of the 7th Orange Product List (育兒網第七屆橙品清單媽媽口碑之選榜單) – Annual Popular Bath and Care Products Award (年度人氣洗護用品), Annual Popular Moms' Products Award (年度人氣媽媽用品獎) <ul style="list-style-type: none"><li>Baby Elephant</li></ul>	ci123.com (育兒網)
Jiemian Fashion Awards 2022 Annual Brand (2022新顏榜年度品牌) <ul style="list-style-type: none"><li>One Leaf</li></ul>	Shanghai United Media Group
Top 25 Most Valuable Beauty and Personal Care Brands in China for 2022 (2022年度中國最具價值美妝個護品牌 TOP25) <ul style="list-style-type: none"><li>newpage</li></ul>	Consumer Sector
Annual Best Reputation Hair Care Set (年度口碑秀髮洗護套裝) <ul style="list-style-type: none"><li>KYOCA</li></ul>	Rayli (瑞麗)
TOP20 in Mother and Baby Life (母嬰生活 TOP20) <ul style="list-style-type: none"><li>Baby Elephant</li></ul>	Future FMCG Annual Innovation List
Best Products Award in the Infant and Toddler Industry – Trendy Care Shortlisted Brands (孕嬰童行業優品大賞 – 趨勢洗護入圍品牌) <ul style="list-style-type: none"><li>Baby Elephant</li></ul>	CBME
Top 50 Companies in Modern Service Industry in 2021 (2021現代服務業50強) <ul style="list-style-type: none"><li>Chicmax</li></ul>	The Shanghai Jiading District Municipal People's Government



 Recognition of Technological and Innovative Capabilities	Organizer
2022 ICIC AWARDS – Technology Innovation Materials Award (科技創新原料獎), Technology Innovation Product Award (科技創新產品獎) <ul style="list-style-type: none"> <li>• <i>KANS</i></li> </ul>	ICIC (易貿美妝)
Creator Product Innovation Awards 2022 – Best Innovation on Technology (2022 造物者產品創新大獎 – 最佳技術創新) <ul style="list-style-type: none"> <li>• <i>KANS</i></li> </ul>	TopMarketing
Creator Product Innovation Awards 2022 – Best Innovation on Package Design (2022 造物者產品創新大獎 – 最佳技術創新) <ul style="list-style-type: none"> <li>• <i>One Leaf</i></li> </ul>	TopMarketing
Creator Product Innovation Awards 2022 – Best Innovation on Raw Materials (Ingredients) (2022 造物者產品創新大獎 – 最佳原材料(成分)創新) <ul style="list-style-type: none"> <li>• <i>Baby Elephant</i></li> </ul>	TopMarketing
Creator Product Innovation Awards 2022 – Grand Prize (2022 造物者產品創新大獎 – 全場大獎) <ul style="list-style-type: none"> <li>• <i>newpage</i></li> </ul>	TopMarketing
2021 Shanghai Design Innovation Center (2021年度上海市級設計創新中心) <ul style="list-style-type: none"> <li>• Chicmax Science and Technology Park Industrial Design Center</li> </ul>	Shanghai Municipal Commission of Economy and Informatization



# Our Sustainability Management Approach

## Sustainability Strategy

Chicmax's corporate vision *"To build a world-class influential cosmetics company that makes popular products enjoyed by consumers around the world"* is the cornerstone of our sustainable development. We do our best to empower customers to express their beauty in diverse ways and styles, while integrating sustainability into every aspect of our business operations. Our sustainability strategy, as illustrated in the diagram below, is built on four strategic pillars with specific targets and goals that guide us in our pursuit of the beauty of sustainability:

### Pursuing Beauty with Customers

#### Target

To drive innovation and advance R&D, champion the cause of clean beauty, and strengthen supply chain management capabilities while improving the quality of our products

### Pursuing Beauty with Employees

#### Target

To create a workplace that is inclusive, equal and safe, while inspiring our employees to embody the spirit of legacy

### Pursuing Beauty with the Environment

#### Target\*

To leverage green beauty by proactively addressing climate change and establishing a low-carbon operational model

*\* For our green targets, please refer to the section headed "Pursuing Beauty with the Environment" of the Report.*

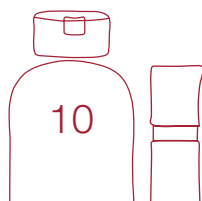
### Pursuing Beauty with the Community

#### Target

To shoulder corporate social responsibility and drive positive changes in the communities we serve



With a corporate culture deeply rooted in the spirit of "Because we love", we have embarked on a sustainable journey of beautification alongside our customers, employees, environment and community, with an aim of creating a more beautiful and better world.



# Our Sustainability Management Approach

## Sustainability Governance

The Board of Directors of the Group (the “Board”) has the overall responsibility for our sustainability strategy and reporting. Through our ESG Working Group, the Board provides oversight of our sustainability issues (including but not limited to our sustainability-related management approach, strategy, and initiatives), with an emphasis on the Group’s long-term development and positioning. The Board regularly discusses and evaluates the Group’s sustainability-related risks.

Our ESG Working Group is delegated by the Board and consists of management executives from core functional departments. With the support of core functional departments, our ESG Working Group assists the Board in planning and implementing sustainability issues and advises the Board through regular meetings on matters including but not limited to the following:

- Formulating and reviewing the Group’s sustainability strategy and management approach priorities, targets and goals;
- Identifying, evaluating, prioritizing and managing material sustainability-related risks (including but not limited to climate-related risks and environmental and social risks of the supply chain);
- Monitoring and reviewing the implementation of sustainability policies and measures;
- Monitoring and reviewing performance and progress against sustainability goals and targets;
- Ensuring effective implementation of sustainability strategy and measures by functional departments and business units; and
- Coordinating sustainability duties and preparing an annual ESG report on its activities for the Board’s approval.

## Sustainability Governance Structure



# Our Sustainability Management Approach








## ESG Risk Management

The material ESG-related risks are identified, evaluated, prioritized, and managed by our ESG Working Group. Our ESG Working Group regularly submits an ESG risk assessment report to the Board to determine the likelihood and significance of potential risks to the Group and the Board retains the ultimate responsibility for oversight of the Group's risk management activities. ESG-related control measures have been formulated and implemented to mitigate material ESG risks at corresponding operational levels. The Board regularly reviews the effectiveness of the control measures and provides relevant recommendations when necessary.

For further details on our corporate governance and risk management approach, please refer to the section headed "Corporate Governance Report" of our annual report.

## Stakeholder Engagement

At Chicmax, we recognize that stakeholder engagement is a crucial aspect of our business development. We maintain close communication with our key stakeholders through various channels to better understand their sustainability concerns and actively respond to their expectations. This helps guide us in improving our sustainability strategy and approach.

Stakeholder type	Communication channels
 <b>Employees</b>	<ul style="list-style-type: none"> <li>Intranet and internal communication systems</li> <li>Training courses</li> <li>Performance appraisals</li> <li>Meetings</li> <li>Employee activities</li> </ul>
 <b>Consumers and Clients</b>	<ul style="list-style-type: none"> <li>Corporate communication and company website</li> <li>Social media platforms</li> <li>Customer service hotline</li> <li>Satisfaction surveys</li> </ul>
 <b>Business Partners and Suppliers</b>	<ul style="list-style-type: none"> <li>On-site inspections</li> <li>Supplier screening and assessments</li> <li>Joint projects</li> </ul>
 <b>Shareholders and Investors</b>	<ul style="list-style-type: none"> <li>Annual general meeting</li> <li>Financial statements, announcements and circulars</li> <li>Corporate communications and company website</li> <li>Investor presentations</li> <li>Roadshows</li> <li>Investor summits</li> </ul>
 <b>Government, Regulatory Bodies and Industry Associations</b>	<ul style="list-style-type: none"> <li>Joint projects</li> <li>Working committees and consultations</li> <li>Seminars and workshops</li> <li>Interviews</li> </ul>
 <b>Media</b>	<ul style="list-style-type: none"> <li>Corporate communications and company website</li> <li>Interviews</li> <li>Feedback and responses to media inquiries</li> </ul>
 <b>Community and Social Welfare Organizations</b>	<ul style="list-style-type: none"> <li>Corporate communications and company website</li> <li>Social media platforms</li> <li>Community activities</li> <li>Joint projects</li> </ul>

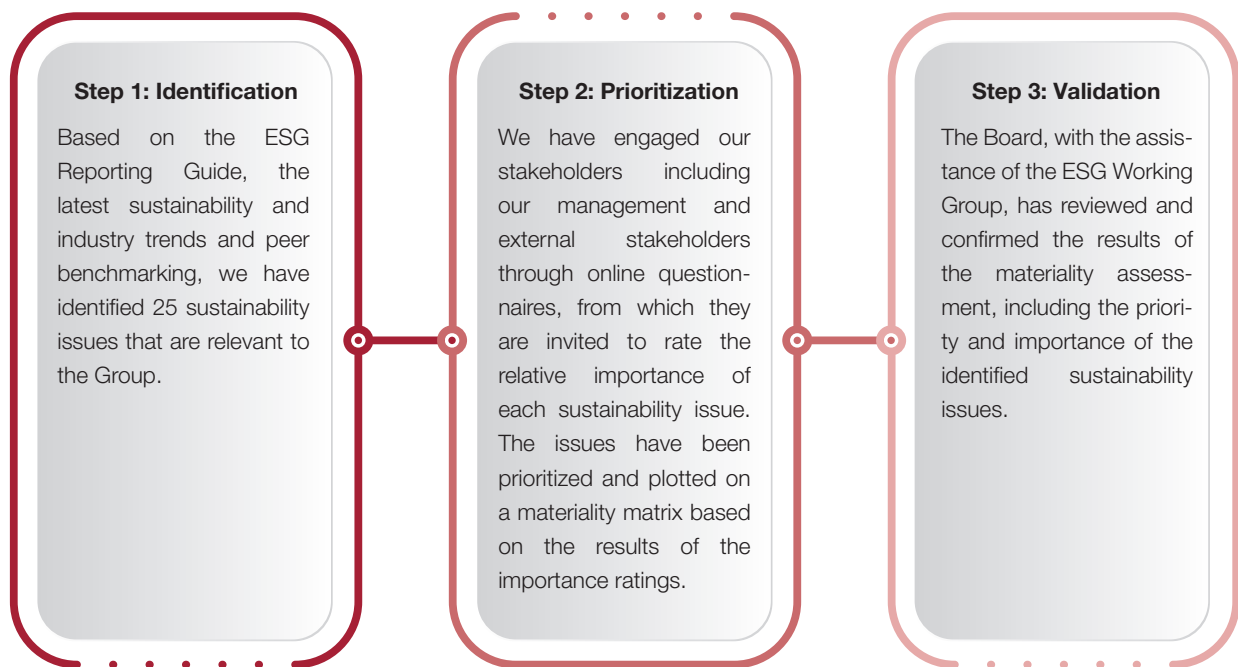


# Our Sustainability Management Approach

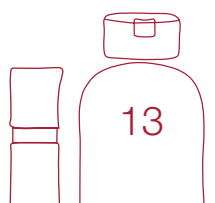
## Materiality Assessment

The Group has conducted a materiality assessment on sustainability issues with the assistance of an independent third-party sustainability consultant. To determine sustainability issues that are the most relevant to our business and our stakeholders, we have conducted identification, prioritization and validation in our process, which underpins the preparation of the Report.

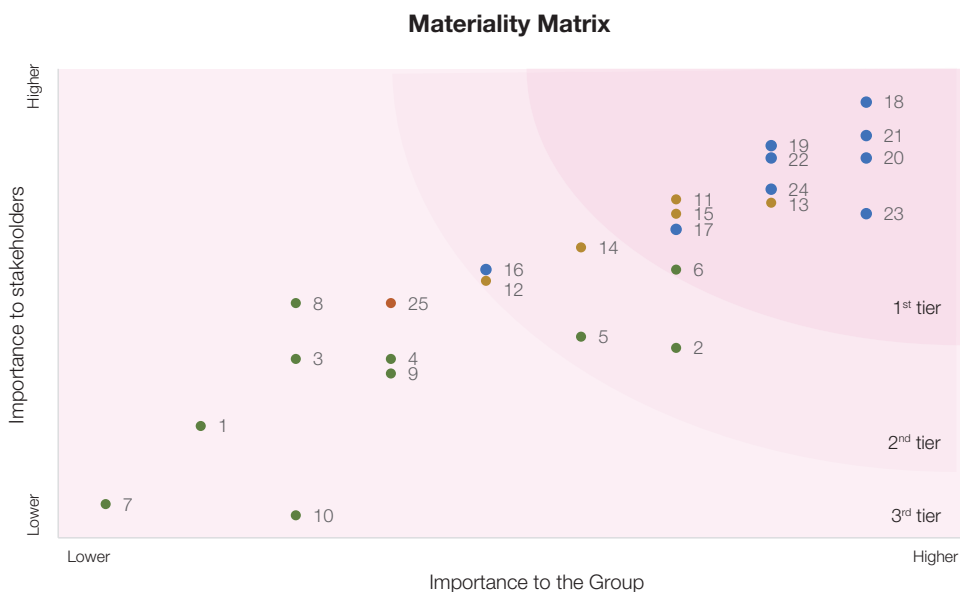
The key steps of the materiality assessment are as follows:



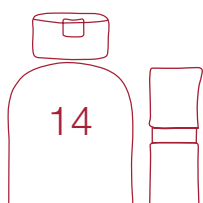
The materiality matrix below outlines the relative importance of 25 sustainability issues to the Group's business and stakeholders. The most important issues are located in the first tier of the matrix, while the less important issues are located in the third tier. Issues located in the second tier are those we have identified as emerging in importance. A total of 12 issues in the first tier were identified as the most material key issues for this year. This Report will address and report on the performance and progress related to these material issues and prioritize them for long-term operation, with corresponding sustainable development strategies in place.



# Our Sustainability Management Approach



Environmental protection and green operations	Employee rights	Customer protection	Community contribution
1. Air emissions	11. Employee benefits	16. Social risks of the supply chain	25. Community investment
2. Waste	12. Equal opportunities, diversity and anti-discrimination	17. Raw material transparency and traceability	
3. Carbon emissions and energy	13. Occupational health and safety	18. Product authentication and quality	
4. Water resources	14. Employee development and training	19. Product design and R&D	
5. Consumption of packaging materials	15. Employment compliance	20. Customer service	
6. Sustainable packaging and products		21. Intellectual property rights management	
7. Climate change risks		22. Data protection and cybersecurity	
8. Green procurement		23. Marketing and advertising	
9. Environmental risks of the supply chain		24. Anti-corruption	
10. Animal rights and welfare			



# Pursuing Beauty with Customers

At Chicmax, we believe that our corporate value of “innovation” and “diversity” is the foundation of our sustainable development. Our commitment to innovation and diverse integrated brand-building business model is demonstrated through our unique brand portfolio, strong independent R&D capabilities, and the implementation of new product development and technologies. We are dedicated to continuous R&D, upgrading existing products, developing new products, and ensuring the sustainability of our business, in order to help global consumers pursue natural and clean beauty.

We are committed to complying with relevant laws and regulations<sup>1</sup> related to our products and services in our business operations. During the Reporting Period, the Group was not aware of any material non-compliance of applicable laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services.

## Innovation and R&D

Product development and formula innovation are critical to Chicmax’s brand portfolio diversity, driving sustainability and maintaining our commitment to “innovation”. As a pioneer among Chinese domestic cosmetic companies, we started R&D in 2003 and have since insisted on product self-development. We actively cooperate with academic institutions, research centers and industry associations both in China and overseas to strengthen our innovative achievements and bring high-quality innovative products to consumers. We are honored to be certified as a Teaching Base of the National Medical Products Administration Institute of Executive Development and as a pilot patent enterprise in Shanghai by the Shanghai Intellectual Property Administration.



### R&D Experience

- The first Chinese domestic cosmetics company to have a self-built overseas R&D center
- Approximately 20 years of expertise in R&D, accumulated extensive experience and formed a sound and stable R&D system
- Approximately 7 years of fundamental research experience, enhancing our existing products and develop new products



### R&D Team

- With an R&D team of approximately 200 staff members, gathering the world’s leading research scientists and young talents
- Having diverse backgrounds, including expertise in biology, chemistry, pharmacy and chemical engineering
- Our core team has an average experience of over 30 years and has held key R&D positions at Procter & Gamble (P&G), Shiseido and SK-II



### R&D Infrastructure

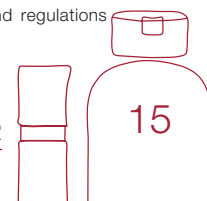
- Sino-Japan dual center deployment in Shanghai and Kobe, focusing on product development and the application of new technologies, as well as the development of new ingredients and technologies, and the conduction fundamental research activities and product innovation
- Equipped with advanced research equipment and facilities



### Innovation Achievements

- Our three major fundamental research achievements have received multiple honors
- As of 31 December 2022, we possessed approximately 200 patents, including 28 invention patents
- We have published 20 research papers on exclusive patented ingredient research in leading global journals
- We have been a member of the International Federation of Societies of Cosmetic Chemists (IFSCC) since 2019

<sup>1</sup> Please refer to the section headed “Significant Laws and Regulations” of the Report for the list of product responsibility-related laws and regulations significant to the Group’s business operations.





## Pursuing Beauty with Customers

Our innovative products enable us to remain at the forefront of the Chinese domestic cosmetics industry. Our R&D Team closely monitors the development of industry technology, as well as ingredient, formula, and packaging development. We are devoted to creating high-quality products that exceed consumer expectations and constantly strive to improve product efficacy, quality, and environmental sustainability. Below are some highlights of our R&D achievements:

- **TIRACLE Dual Strain Fermentation** – the exclusive patented core ingredient *TIRACLE*, developed through dual strain fermentation technology, targets genes that control inflammation, aging and hydration functions. It can achieve anti-aging, whitening and moisturizing effects, and has been used in more than 500 products (including *KANS* products).
- **AGSE – Activated Grape Seed Extract** – using molecular biology technology and in cooperation with Dr. Jeffry B. Stock, a professor from the Department of Molecular Biology at Princeton University, we have developed the new *AGSE (Activated Grape Seed Extract)* plant extract, which can achieve skin hydration, wrinkle reduction and moisturizing effects.
- **Artemisia Naphtha Plus – AN+** – we forge a new path for *AN+ (artemisia naphtha extract)* in the field of *ARMIYO*'s cosmetic products, focusing on solving skin problems caused by micro-ecological imbalance of sensitive skin and its resulting inflammatory reaction.

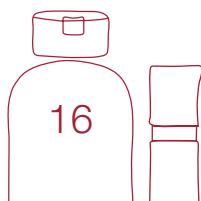
## Intellectual Property Rights Protection

As an R&D-oriented enterprise, Chicmax fully respects the intellectual property rights of both itself and third parties, including trademarks, copyrights, patents and the domain names. We proactively apply for patents and software copyrights to protect the R&D achievements of our research personnel. In order to prevent others from infringing our trademarks, we conduct regular inspections of public trademark registration platforms and use various channels, including sales companies and sales personnel, market visits, intellectual property experts, or legal consultants, to investigate and identify infringements. We also encourage consumers to report suspected infringement through our customer service hotline and other channels.

In case of identifying any instances of infringement, we will take appropriate follow-up actions based on the specific circumstances and nature of the infringement.

## Product Sustainability

We are pioneers in Chinese-style clean beauty and understand the importance of clean beauty in product sustainability. Therefore, we collaborate with top global raw material suppliers to establish the Clean Beauty Green Ingredient Research Center which is dedicated to carefully selecting and developing green raw materials. Our commitment is reflected not only in our use of natural and clean ingredients but also in eco-friendly packaging. We endeavour to help our consumers make beauty and skincare choices that are right for them by creating clean, safe and effective formulas and products.





Clean Science

By upholding the principles of green and clean science, we are devoted to formulating our products with safe and effective ingredients that cause best results, while increasing transparency about the ingredients in our products.



## Avoiding the use of 4,421 controversial ingredients\*

In *One Leaf*'s journey to explore the beauty of natural plants, we formulate our products with great care and attention, selecting only safe and effective ingredients. We strictly adhere to the EU and Chinese standards and avoid the use of 4,421 controversial or potentially harmful ingredients, as well as artificial chemicals such as mineral oils, mineral waxes, fragrances, parabens, formaldehyde-releasing agents and synthetic colors. We believe in providing our customers with the most natural skincare experience possible.

\* Controversial ingredients refer to the Whitelist of Cosmetic Ingredients of China (2021 version) (中國化妝品成份白名單 2021 版)/the Environmental Working Group (EWG), and the Beautiful Evolution Non-Green Ingredient List (美麗修行非綠成份清單).



## 0 addition of 4,700+ risky ingredients\*

*Baby Elephant* aspires to accompany every baby to grow up healthily and happily. We promise to use technology-based, additive-free and natural ingredients and focus on formulating additive-free, safe, organic and minimalist products. Our signature product, the Ultra Protection Cream, is formulated without the active addition of 4,700+ controversial ingredients during the production process. It contains Bisabolol, which is organically and naturally extracted from Brazil, and is free of alcohol, salicylic acid, synthetic colors, retinol, fragrances, mineral oil, silicone oil and formaldehyde-releasing agents. With a simple yet effective formula, we provide safe and effective products for babies.

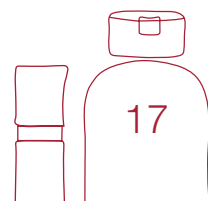
\* The terms "0 addition" and "4,700+" indicate that the product does not contain any of the 4,700+ controversial ingredients actively added from the International Nomenclature of Cosmetic Ingredients (INCI) (2021 version) Beauty Evolution Safety Score (美修安全分).



Ingredient Transparency

We engage with consumers through marketing campaigns and increase ingredient transparency to help them make informed decisions and choose products that best meet their needs.

In addition to our on-pack information, we regularly share information about the key ingredients in our products on social media platforms to help consumers better understand the active ingredients, selection criteria and their efficacy of in their favourite products. This not only increases ingredient transparency but also enables consumers to make informed choices and choose the most suitable products for their needs.



# Pursuing Beauty with Customers



## Natural Origin Ingredients

Nature coexists closely with us and offers a wealth of beautiful and natural active ingredients. We prioritize the use of natural active ingredients that respect the environment and promote healthy and vibrant skin.



*One Leaf's* best-selling repair and embellish series is enriched with nourishing **olea europaea leaf** extract that helps repair and strengthen the skin barrier.



*One Leaf's* avocado series is inspired by fresh, ripe avocados and formulated with **avocado fruit** extract and sodium hyaluronate to nourish and moisturize the skin, reducing water loss.



*Baby Elephant's* children's shampoo and body wash are formulated with **grapefruit** extract and **olive fruit oil** extract, which gently cleanse and nourish the baby's skin, hair, and scalp.



## Biodegradability

We are improving the biodegradability of our products, which refers to their ability to be broken down by natural microorganisms, to reduce their impact on the environment.



### 90% natural environment degradability

*One Leaf's* Lactobacillus Hydrating Peach Mask is made with a mask cloth that is 90% degradable in natural environments.



### Partially degradable and reusable products

*One Leaf's* Silver Birch Soothing Mask is made from highly absorbent paper pulp mask cloth, which is partially degradable and reusable.

## Pursuing Beauty with Customers



Sustainable and  
FSC® Certified  
Packaging

As a brand that advocates naturalism, we prioritize not only the beauty and health of our consumers but also the promotion of sustainable packaging design. We strive to achieve harmony with nature and ultimately accomplish the goal of “making beauty more environmentally friendly” and achieving circular economy.

Annual highlights:

- Used FSC® certified eco-friendly paper for packaging
- Used eco-friendly ink instead of petroleum-based ink for box printing
- Launched our first eco-friendly packaging made with recyclable Bio-PE (bio-based polyethylene)
- Offered refillable packaging for selected products to reduce the use of disposable plastic and environmental waste
- Implemented a recycling program and encouraged customers to return and recycle empty product containers by providing rewards and prepaid logistics fees
- Promoted the concept of reuse and recycling by visiting universities and engaging with young students
- Regularly raised consumer and public awareness of recycling and reuse through marketing campaigns to address plastic pollution
- Collaborated with our R&D team to explore and develop more sustainable packaging solutions



For more details about our packaging material management, please refer to the “Pursuing Beauty with the Environment” section in this Report.

## Advancing the Development of Clean Beauty

As part of the cosmetics industry, we encourage sustainability and innovation of the industry. With our strong brand power and commitment to clean beauty, we successfully hosted the first-ever “Chinese-style Clean Beauty Conference” (中國式純淨美容大會) during the Reporting Period. This event featured with industry leaders such as the Shanghai Daily Chemistry Trade Association (“SDCTA”), Tmall Beauty, Yan An Tang (YAT), and Beauty Evolution, who shared their professional knowledge on clean beauty, while beauty influencers and KOLs shared their clean beauty experiences and practical tips. The conference attracted over 100 participants and laid the foundation for the future sustainability of clean beauty in China.



## Pursuing Beauty with Customers



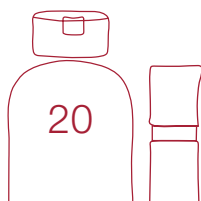
The International Organization for Standardization (ISO) provides guidance for cosmetic formulators on how to calculate the percentage of natural and naturally derived ingredients in their products through the ISO 16128 standards. Under this international standard, we published the “Guidelines on Technical Definitions and Calculation of Natural Ingredients in Cosmetics”, which outlines the calculation methods and definitions for natural or naturally derived ingredients during the Reporting Period. This industry-leading initiative, developed in collaboration with our employees, the SDCTA and industry experts, aims to promote greater awareness of the “clean beauty” standards in the industry and drive the development of Chinese-style clean beauty.

## Ensuring Product Quality and Safety

Ensuring the quality and safety of our cosmetic products is the top priority of the Group. We have obtained the international certifications below for our production facilities, assuring our consumers of the quality and safety of our products:

- ISO 9001 Quality Management System Certification
- ISO 22716 Cosmetics – Good Manufacturing Practices (GMP) Certification
- U.S. Food and Drug Administration (FDA) Cosmetic Good Manufacturing Practices (GMPC) Certification

Our commitment to product quality is reflected in every aspect of our operations – from product development and receipt of raw materials to production, finished product manufacturing and after-sales phase, all of which are subject to strict quality control measures.



## Pursuing Beauty with Customers

### 1. Product R&D stage

- Our R&D team is responsible for developing safer and more scientific product ingredients and formulations, thereby enhancing product quality and safety
- Each formula is evaluated for specifications and quality in accordance with relevant laws, regulations and industry standards

### 2. Receipt of raw material and packaging material stage

- According to internal guidelines on quality control of raw materials, we inspect our raw materials for their appearance, specifications and functionality and conduct tests on randomly selected samples
- In the event that our samples do not meet our rigorous quality standards, we will perform a comprehensive inspection and investigation of the non-conforming raw materials. We may return the entire batch of raw materials if we determine that the use of such materials will have a significant adverse impact on our production

### 3. Production stage

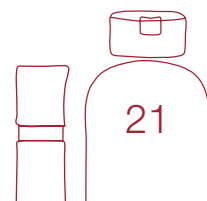
- We conduct comprehensive supervision and inspections throughout the entire production process to ensure that all of our production equipment, machinery and personnel comply with both national and internal standards
- We have established comprehensive operating procedures for quality control throughout the entire production process
- Regular staff compliance checks are conducted in accordance with our internal operation standards
- We have a dedicated quality control inspection team to conduct on-site process inspections, including first article inspection, regular product sampling inspections, on-site environmental sanitation inspections, and staff operating standards inspections
- Regular equipment inspections and maintenance are conducted to ensure our production lines operate at optimal levels
- We perform routine product inspections and set quality checkpoints during key production processes to ensure consistent product quality

### 4. Finished product stage

- We have a dedicated quality control team responsible for regulating and supervising the quality of products during storage, delivery and sales stages to ensure that our products are stored, delivered and sold in good condition while avoiding any product quality issues that may arise during transportation

### 5. After-sales stage

- We have established various mechanisms to handle consumer feedback, including hotlines and other feedback channels
- We are committed to promptly communicating with consumers and conducting quality investigation procedures when necessary to enhance customer satisfaction

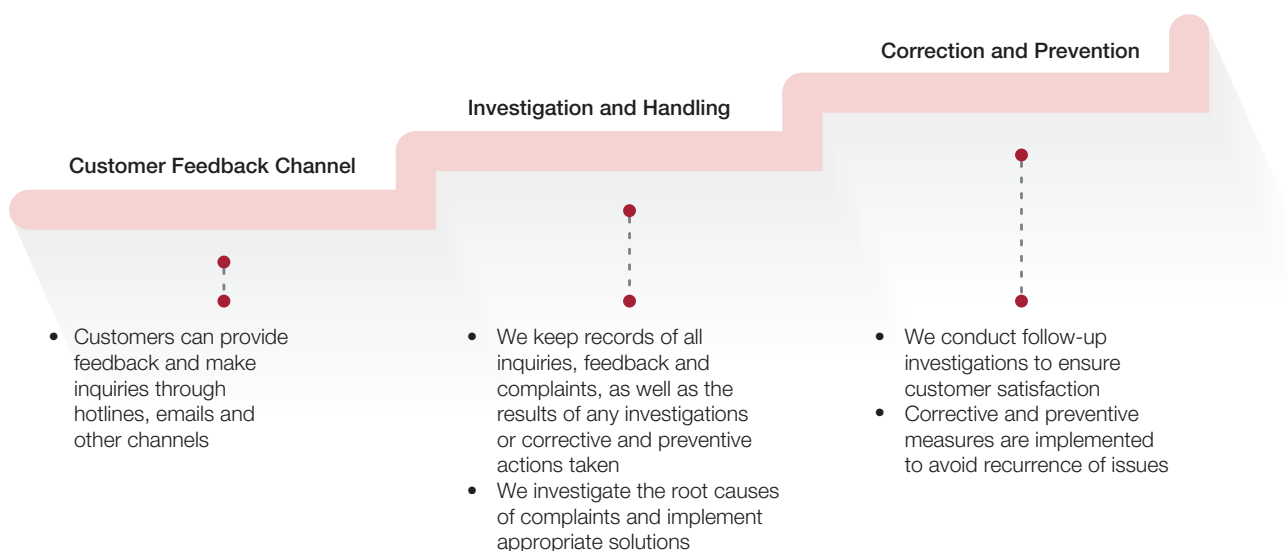




# Pursuing Beauty with Customers

## Enhancing Customer Satisfaction

Customer satisfaction is our top priority, and we are dedicated to providing industry-leading products and services. We have a dedicated team of customer service representatives and operate a customer service system to ensure timely response to all customer inquiries and concerns.



To ensure that our customers receive products that meet our high standards, we offer return and exchange for any defective products. Upon receiving the returned items, we conduct immediate inspection to ensure the quality and packaging meet our standards before reselling. We also have product recall procedures in place in case we discover any quality or safety issues with our products, and we take appropriate measures to address the situation, including but not limited to:

- Establish a product recall program through our sales network in the event that a product does not meet our quality standards
- Recalled products are labeled, isolated and handled in accordance with our nonconforming product control procedures
- Conduct further inspections on the recalled products and adjacent batches
- Reports are made on the reasons, scope, and results of the product recall
- Corrective measures are taken to address any issues with the product recall program and management system
- Costs and compensation related to the product recall are arranged and managed

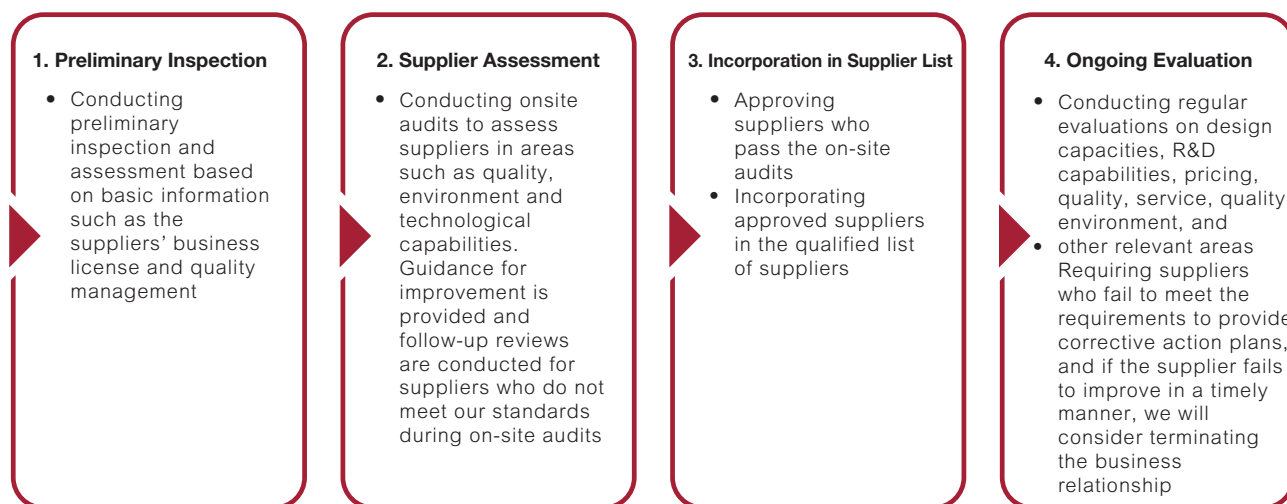
To understand our customers' opinions and expectations, we conduct an annual customer satisfaction survey to collect feedback and ratings on our product quality, delivery quality, service quality and other areas. We use this feedback to continuously improve our products and services. During the Reporting Period, we did not have any products subject to recalls for safety and health reasons, and did not receive any material products and service-related complaints.



## Responsible Supply Chain

The Group believes that sustainable supply chain management is a crucial part of our business operations and performance. In addition to maintaining stable partnerships with our suppliers, we have established a comprehensive supply chain management system covering the entire production process from raw material procurement, production, quality inspection to delivery. We also place a strong emphasis on our supplier's sustainability performance, including their environmental protection, as well as occupational safety and health performances, so as to strengthen responsible supply chain management.

Our major suppliers are raw material and service providers. To ensure the quality of products and services provided by our suppliers, we have established a rigorous assessment procedure for engaging new suppliers:



During the Reporting Period, the Group engaged a total of 84 major suppliers, all of which were located in the PRC. We implemented the above practices relating to engaging suppliers to all major suppliers.

To uphold sustainability principles in supply chain management, we conduct regular ESG risk assessments to identify and mitigate environmental and social risks along our supply chain. We also prioritize suppliers whose performance meets our sustainability standards, such as assessing the environmental protection and health and safety performances of new suppliers to reduce environmental and social risks in our supply chain.

To promote environmentally preferable products and services when selecting suppliers, we adhere to green procurement principles in the procurement process, including:

- Prioritizing the use of FSC® certified eco-friendly paper
- Prioritizing the purchase of appliances with energy labels
- Prioritizing products that use less or more environmentally friendly packaging materials
- Prioritizing suppliers in close proximity to operating locations to reduce carbon emissions during transportation



# Pursuing Beauty with Customers

## Ethical Responsibility

### Third-party Testing and Management

To fulfill our ethical responsibility, we engage third-party organizations for human and product testing, ensuring that they have obtained relevant qualifications in accordance with national requirements and comply with relevant management systems and measures, including the provision of qualified medical staff for human testing, and ensure that the Group complies with the requirements of the relevant laws and regulations<sup>2</sup>. Through these testings, we not only ensure product compliance with safety standards but also examine product quality and safety and improve our design and manufacturing processes to enhance product quality and customer safety.

### Safeguarding animal rights and welfare

We strive to protect animal rights and welfare while promoting scientific research and innovation. The Group strictly complies with relevant laws and regulations<sup>2</sup>, and closely monitor the legislative developments on animal testing and develop internal guidelines to actively explore alternative testing methods to ensure that our beauty and skincare products are of excellent quality, effective, safe, and suitable for all skin types.

## Protection of Information Security and Data Privacy

As part of our business operation, especially in sales, we collect and process personal data of our customers. We use this information solely for delivering products, providing after-sales services, and sending brand-related information. To ensure proper use and storage of customer information, our Customer Information Management Policy and employee handbook set out principles and measures for protecting customer information, including but not limited to:

- Customer information shall not be used externally without approval
- Strengthening user access approval and permission configuration control for network drives
- Strengthening employee training and awareness of information security to prevent illegal use and disclosure of customer information
- Employees shall not install, download or copy unauthorized software without permission
- Employees shall not use the company's network facilities to send, obtain or use information or data that violates company policies

<sup>2</sup> Please refer to the section headed "Significant Laws and Regulations" of the Report for the list of product responsibility-related laws and regulations significant to the Group's business operation.



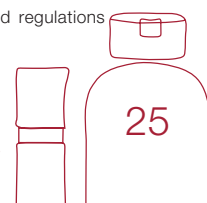
To enhance network and information security, we have taken the appropriate backup, encryption, access control and other necessary technical and organizational measures and set up overall cybersecurity and data protection policies to protect data from unauthorized access, disclosure, theft, tampering, destruction, loss, illegal use, or other serious incidents and breaches.

### Advertising and Labeling

In promoting our products, we have the responsibility to provide comprehensive, truthful, accurate and timely information about our cosmetic products while ensuring that our advertising does not contain any false or misleading information to protect consumers' rights and their right to know. We strictly adhere to applicable laws and regulations<sup>3</sup> relating to advertising and labeling in our industry and operating locations, and have implemented a series of policies and measures to ensure the truthfulness of advertising and labeling content.

In the process of product development, the Group ensures the integrity of product labeling content and conducts rigorous reviews of product labels by our R&D center and legal department, including checking important information such as product ingredient names, efficacy descriptions, usage methods, warnings and other important information to avoid misleading consumers and causing harm to their health and safety. We regularly review the source of certain data or choice of certain words used in our advertising to ensure their accuracy and ensure that product advertising does not contain false descriptions of medical effects or other misleading information.

<sup>3</sup> Please refer to the section headed "Significant Laws and Regulations" of the Report for the list of product responsibility-related laws and regulations significant to the Group's business operation.

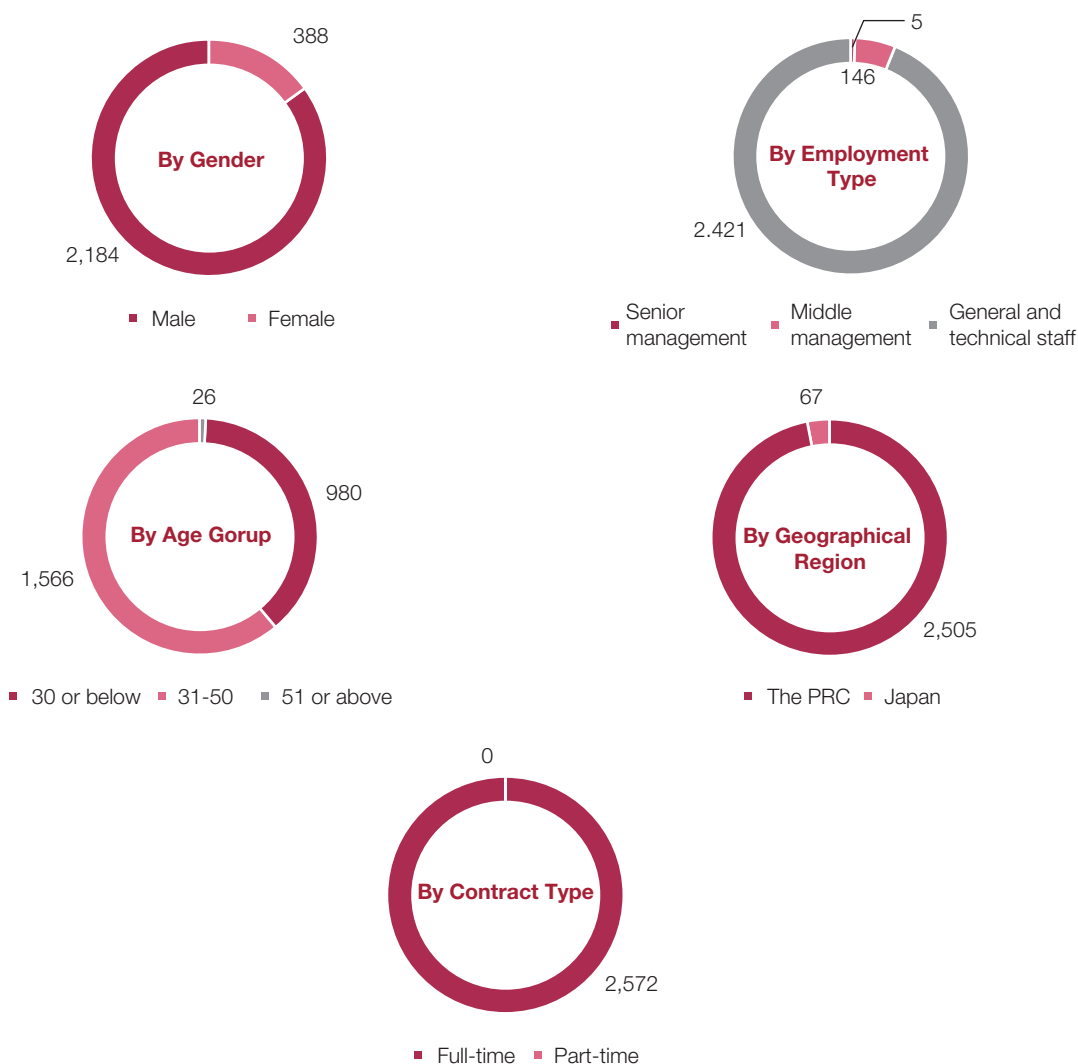


# Pursuing Beauty with Employees

In keeping with our core values of “diversity” and “optimism”, we advocate for a workplace culture where all employees can flourish. We endeavor to empower our employees and provide them with a safe and healthy work environment, as well as ample opportunities for development and advancement. To ensure employment compliance, we strictly adhere to employment and labour standards-related laws and regulations<sup>4</sup>. During the Reporting Period, the Group was not aware of any material non-compliance relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare nor any non-compliance relating to prevention of child labour or forced labour.

## Employee Overview

As of 31 December 2022, the Group had a total of 2,572 full-time employees. The following is the breakdown of the Group’s workforce by gender, employment type, contract type, age group and geographical region during the Reporting Period.



<sup>4</sup> Please refer to the section headed “Significant Laws and Regulations” of the Report for the list of employment and labour standards-related laws and regulations significant to the Group’s business operation.



## Employee Rights and Equal Opportunity

At Chicmax, we value and respect the rights of our employees and strive to ensure their satisfaction and happiness. Our employee handbook and human resource management policies outline arrangements related to compensation, recruitment and promotion, dismissal, working hours, rest periods, and more to ensure our employees' rights are fully protected. We check employees' identification and qualifications upon hire to eliminate the use of child labour and any form of illegal labor. Our employee handbook sets out arrangements for working hours, overtime, and rest periods to ensure that our employees have sufficient rest and to prevent forced labour. If the use of child labour or forced labour is discovered, we will immediately terminate their employment and conduct an investigation in compliance with legal requirements to prevent such situations from recurring.

We uphold the human resources management principle of "hiring the right person for the right jobs" and are dedicated to providing equal opportunities and fair treatment for all employees. To create a positive workplace environment, we communicate a corporate culture of diversity and equality in our employee handbook, and strictly prohibit any discrimination or harassment in the workplace. Under our employment policies and procedures, we recruit candidates based on their abilities, education, and work experience, and strictly prohibit any discrimination based on gender, age, religion, race, or any other factor. We make decisions on promotions, salary adjustments and other benefits based on employee performance appraisals, ensuring that employees receive fair treatment and opportunities for advancement. We have established a reporting system and channels to encourage employees to report any incidents of discrimination or harassment, and strictly protect the identity of the complainants. Any employee who engages in unlawful discrimination or harassment may be subject to disciplinary actions or dismissal.

## Employee Welfare

Chicmax values each and every employee as an important part of our team and strives to provide them with the best possible benefits and welfare. We offer competitive salaries and comprehensive insurance packages, as well as performance-based incentive programs to reward and motivate our employees based on individual performance. In addition to statutory holidays, social insurance and housing provident fund, we also provide various types of leave, insurance and other benefits to our employees.

### Special Paid Leaves

- Chicmax Family Day (providing special holiday for employees to spend time with their families)
- Marriage leave
- Funeral leave
- Maternity leave
- Prenatal examination leave
- Breastfeeding leave
- Paternity leave

### Insurance

- Pension insurance
- Work Injury insurance
- Unemployment insurance
- Maternity insurance
- Medical insurance

### Caring Benefits

- Marriage and childbirth gifts
- Condolence compensation
- Birthday gifts and cards
- Welcome gifts for new hires
- Holiday benefits
- Free product benefits
- Free health check-ups
- Transportation allowance
- Shuttle bus
- Meal benefits
- Employee dormitories
- Nursing rooms

Note: Some benefits only apply to employees who meet the implementation requirements.

## Pursuing Beauty with Employees

We regularly organize a variety of employee activities, including holiday celebrations, annual dinners, and more, to help employees achieve a balance between work and life and to increase their sense of belonging.

### Employee Training and Development

Apart from focusing on business development, at Chicmax, we also aim to grow together with our employees. We provide onboarding training for new employees, regularly offer customized internal training courses, as well as arrange for our employees to participate in third-party training programs. In addition, we provide management skills training opportunities for selected employees to help them develop into management talents.

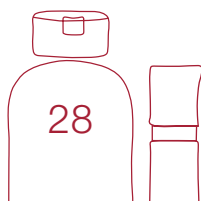
#### Chicmax's "Star Program" Management Trainee Program

Aligned with our value of "legacy", we continue to recruit graduates to join our management trainee program, aiming to nurture future leaders for Chicmax. To cultivate outstanding management talents, we focus our resources on providing comprehensive training for our trainees. This included arranging our core senior management as mentors to share their experience and knowledge with trainees to facilitate their growth. During the Reporting Period, our training program successfully attracted graduates from renowned overseas institutions to join Chicmax.



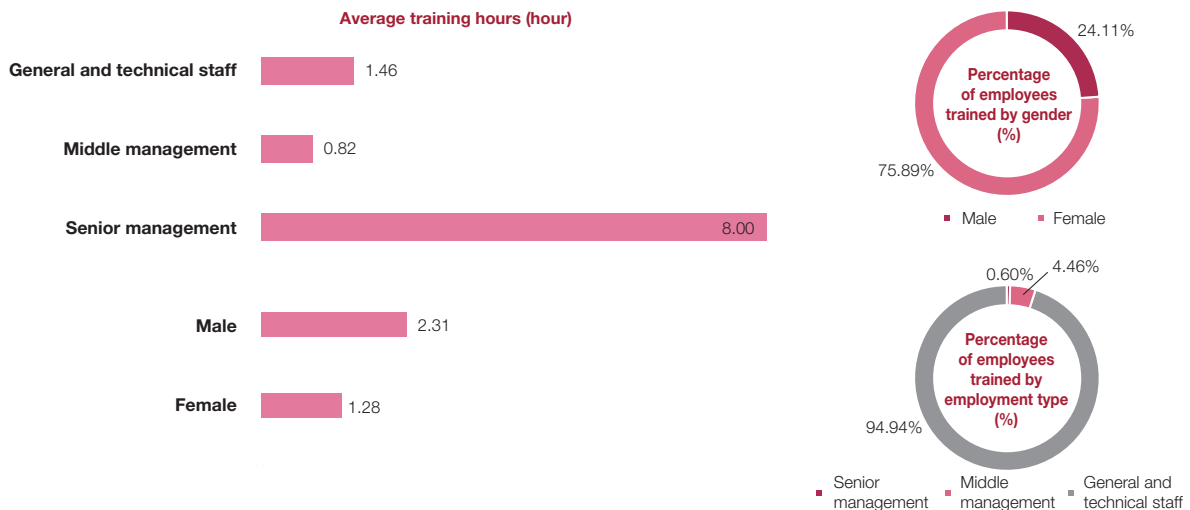
#### Special Program for University Students by One Leaf

*One Leaf*, a brand of the Group, organized a "Special Program for University Students" during the Reporting Period to provide career training and development opportunities for university students. Participants in the program were able to experience various job functions in different fields at our head offices, visit R&D laboratories, and even have the opportunity to experience working with product managers and participate in product co-creation, allowing them to unleash their potential and creativity.



## Pursuing Beauty with Employees

During the Reporting Period, we provided 3,700 hours of training to our employees, covering a range of topics such as onboarding training for new joiners, business skills, management skills, sales, corporate governance, and anti-corruption as well as compliance.



## Occupational Health and Safety

Based on our management approach of “safety production, people-oriented”, the Group values the health of our employees and aims to provide a healthy and safe workplace for our employees. To this end, we strictly comply with occupational health and safety-related laws and regulations<sup>5</sup>. To ensure the effectiveness of occupational safety management, our occupational health and safety management system has obtained the ISO 45001 certification, and we have also established health and safety manuals, policies and standard operating procedures. We regularly set production safety targets and conduct safety performance evaluations to continuously optimize the Group’s safety management.

<sup>5</sup> Please refer to the section headed “Significant Laws and Regulations” of the Report for the list of occupational health and safety-related laws and regulations significant to the Group’s business operations.



# Pursuing Beauty with Employees

## Production safety

<b>Health and safety assessment</b>	<ul style="list-style-type: none"><li>• Identifying and rating safety risks and conducting various inspections of the working environment and business premises, including checking protective equipment, fire safety measures, etc.</li><li>• Corrective measures are promptly taken and evaluations are conducted to assess the effectiveness of our actions when any safety hazards are identified.</li><li>• Investigating and reporting any safety incidents in the workplace to the management and take corrective measures in a timely manner.</li></ul>
<b>Reducing safety risks and improving risk response capabilities</b>	<ul style="list-style-type: none"><li>• Providing safety rules and procedures that must be followed in the workplace to workers.</li><li>• Personnel working in high-risk jobs must meet relevant competency tests and obtain relevant licenses before they are allowed to work.</li><li>• Strictly monitoring fixtures and protective equipment and provide employees with protective equipment such as safety nets, protective fences and goggles.</li></ul>
<b>Raising employee safety awareness</b>	<ul style="list-style-type: none"><li>• Environmental, health and safety training is provided to employees on a regular basis.</li><li>• Assessments are required at the end of training sessions and the assessment results are considered in determining the overall performance of employees.</li><li>• Providing employees with materials covering safety practices and hazard management knowledge to enhance their occupational safety and health knowledge.</li></ul>

During the Reporting Period, the Group was not aware of any material non-compliance relating to providing a safe working environment and protecting employees from occupational hazards and did not record any work-related fatalities in the past three years (including the reporting year).



## Epidemic prevention and control

In order to reduce the risk of the spread of COVID-19 and to protect the health of our employees, we have developed a relevant pandemic control and emergency plan in accordance with the requirements of the local government and implemented a series of epidemic prevention measures, including:

- Avoiding unnecessary gathering activities to reduce the chance of spreading
- Using video calls, phone calls and other online meetings to reduce personnel contact
- Strengthening the training of on-site disinfection personnel to ensure they can properly perform personal protection and disinfectant preparation, etc.
- Disinfecting toilets, elevators and waste disposal sites daily
- Encouraging that all individuals entering the company are wearing masks properly and have their body temperature measured
- Preparing disinfectants and other epidemic prevention supplies

## Anti-corruption

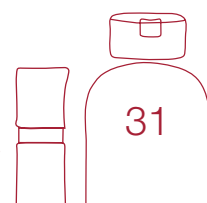
We operate in accordance with ethical and responsible principles and are committed to maintaining the highest standards of business ethics. We fully comply with applicable laws and regulations<sup>6</sup> relating to anti-corruption and strictly prohibit the solicitation or acceptance of benefits, and any form of bribery, extortion, fraud or money laundering in our operations. Our standards and requirements for ethical business conduct are clearly set out in our Employee Code of Conduct and Employee Handbook.

We encourage our employees to report any fraud or misconduct through our grievance mechanism and whistle-blowing channels, as outlined in our Anti-Corruption, Whistle-blowing and Rewarding System and employee handbook. Our Audit Committee is responsible for implementing and monitoring the Anti-Corruption, Whistle-blowing and Rewarding System, while Audit Department collects and reports on reported information to the Audit Committee. The system clearly outlines our commitment to protecting whistle-blowers, and we handle all complaints and investigations with the principles of openness, fairness, honesty, and transparency.

We regularly provide anti-corruption and anti-bribery compliance training to our employees and directors to ensure that anti-corruption measures and practices are understood. Orientation training for new employees also covers relevant topics to enhance their knowledge and awareness of applicable anti-corruption laws and regulations.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to the prevention of bribery, extortion, fraud and money laundering, and was not aware of any concluded legal cases regarding corrupt practices brought against the Group or its employees.

<sup>6</sup> Please refer to the section headed "Significant Laws and Regulations" of the Report for the list of anti-corruption-related laws and regulations significant to the Group's business operations.









# Pursuing Beauty with the Environment

As an enterprise that relies on natural resources and draws inspiration from nature, environmental sustainability is at the heart of our operations, production, and entire value chain. We have obtained the ISO 14001 certification for our environmental management system, and have established comprehensive environmental policies. Our environmental, health and safety department (the “EHS department”) is responsible for monitoring and preventing any environmental-related risks in our operations. We are committed to strict compliance with applicable environmental laws and regulations<sup>7</sup> and continuously strive to improve our environmental performance. During the Reporting Period, the Group was not aware of any material non-compliance with relevant environmental laws and regulations.

To enhance and evaluate our environmental management performance, we have established green targets for greenhouse gas (“GHG”) emissions, energy use efficiency, water use efficiency and waste management, and continue to track our progress towards achieving these goals.

Aspect	Green target	Progress in 2022
 <b>GHG emissions</b>	Reduce GHG emissions by implementing energy-saving measures and adopting clean energy.	Achieved
 <b>Energy use efficiency</b>	Continue to implement energy management measures and improve energy use efficiency.	Achieved
 <b>Water use efficiency</b>	Reduce water consumption and improve water use efficiency through water conservation measures.	Achieved
 <b>Waste management</b>	Continuously optimize waste management, reduce waste generation, and maximize recycle and reuse of waste.	Achieved

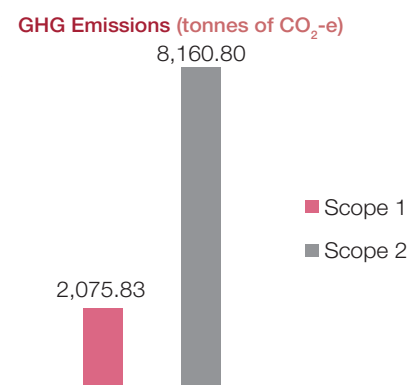
<sup>7</sup> Please refer to the section headed “Significant Laws and Regulations” of the Report for the list of environmental-related laws and regulations significant to the Group’s business operations.

## Response to Climate Change

In response to stakeholders' heightened concerns about climate change, we have integrated climate action into our environmental protection approach. We conduct regular climate-related risk assessment to identify and evaluate the impacts of climate change on our operations.

Risk Category		Risk Description	Our Response Measures
Physical risks	Increased severity and frequency of extreme weather events and temperature rise	<ul style="list-style-type: none"> <li>Potential damage to facilities and equipment at the operation sites</li> <li>Potential for operational disruption and reduced revenue</li> <li>Increased health and safety risks for employees</li> </ul>	<ul style="list-style-type: none"> <li>Implementing energy-saving measures</li> <li>Conducting inspections to prevent floods and typhoons</li> <li>Developing emergency response plans for natural disasters</li> </ul>
Transition risks – policy and legal risk	Changes in climate-related policy and regulatory requirements	<ul style="list-style-type: none"> <li>Potentially leading to greater operating costs for the Group to comply with the relevant new requirements</li> </ul>	<ul style="list-style-type: none"> <li>Regularly reviewing government policies, regulatory requirements and the latest developments related to climate change to ensure adequate preparation</li> </ul>
Transition Risks – market risk	Changes in consumer behavior and market demand due to climate change	<ul style="list-style-type: none"> <li>Failure to anticipate and respond to changing consumer trends and preferences may impact the brand, business performance and financial status</li> </ul>	<ul style="list-style-type: none"> <li>Continuously monitoring market trends, customer satisfaction, and corporate reputation</li> <li>Communicating with stakeholders on the sustainability initiatives implemented</li> </ul>

During the Reporting Period, our total GHG emissions amounted to 10,236.63 tonnes of carbon dioxide equivalent (“CO<sub>2</sub>-e”), with a total GHG emission intensity of 3.83 tonnes of CO<sub>2</sub>-e per RMB million revenue. These mainly came from the consumption of purchased electricity for our offices and production facilities, fuel consumption for company vehicles, as well as fossil fuel consumption. To mitigate climate change, we have implemented a series of measures to reduce GHG emissions generated during our operations.



Note: Totals may not be the exact sum of numbers shown here due to rounding.

### Low-carbon Operation Measures

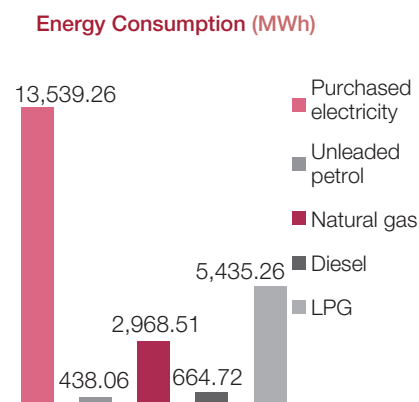
- Continuously monitoring energy usage through meters and sensors to identify opportunities for energy conservation
- Implementing photovoltaic projects at our factories to reduce our reliance on fossil fuels
- Adopting electric vehicles to reduce emissions and fuel consumption
- Employing energy-efficient production and office equipment
- Promoting green office practices, such as the use of LED lighting, turning off air conditioning and lighting when not in use, etc.

# Pursuing Beauty with the Environment

## Resource Management

### Energy Management

Our resource consumption mainly includes electricity, energy and water consumption to support our business operations, including production and office facilities. During the Reporting Period, we consumed a total of 23,045.82 MWh of energy, including purchased electricity, natural gas, liquefied petroleum gas (“LPG”), and unleaded petrol and diesel oil for company vehicles, with a total energy consumption intensity of 8.61 MWh per RMB million revenue.



Note: Totals may not be the exact sum of numbers shown here due to rounding.

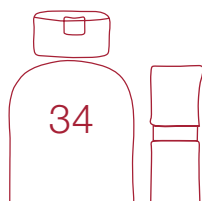
To conserve energy and improve energy efficiency in our operations and production processes, we have implemented a range of measures, including:

- Replacing conventional lightings with more energy-efficient LED lights in offices and factories
- Installing motion-sensor lighting systems to reduce unnecessary electricity consumption
- Upgrading and retrofitting air-conditioning systems to improve energy efficiency
- Purchasing appliances with higher energy efficiency
- Encouraging employees to save energy

### Water Resources Management

Our water consumption mainly comes from the operation of production facilities and the municipal water consumption of our offices. During the Reporting Period, we consumed a total of 225,877.39 cubic meters of water resources, with a total water consumption intensity of 84.43 cubic meters per RMB million revenue. There were no issues in sourcing water that was fit for purpose during the Reporting Period. We have implemented the following measures to conserve water:

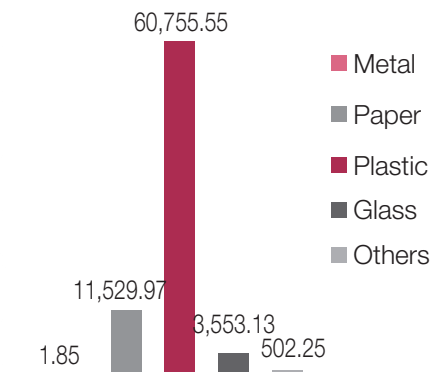
- Installing a wastewater reuse system in the factories to reduce pollution and water consumption
- Conducting water balance testing to fully understand the status of the water supply system in the factories and strengthen water management
- Repairing water equipment in a timely manner when leaks are detected
- Using water equipment with higher efficiency
- Posting water conservation signs in the offices to enhance employees' awareness of water conservation



## Packaging Material Management

At Chicmax, we draw inspiration from nature to create products, and always aspire to build a world-class influential cosmetics company that makes popular products enjoyed by consumers around the world. This extends to the way we develop and design product packaging solutions and materials through the lens of sustainability. By focusing first on minimal design, we reduce material consumption from the start. We also prioritize sourcing more sustainable materials with smaller environmental footprints, in order to progress toward the ultimate goal of a circular economy. During the Reporting Period, we consumed a total of 76,342.75 tonnes of finished product packaging materials, with a total packaging material consumption intensity of 28.54 tonnes per RMB million revenue.

Finished product packaging material consumption (tonnes)



Note: Totals may not be the exact sum of numbers shown here due to rounding.

### We are mindful of our packaging choices



Sustainably sourced

- *One Leaf's* selected products and *newpage's* entire product lines use FSC® certified eco-friendly paper packaging to ensure responsible sourcing and traceable raw materials from sustainable forests. Going forward, we will exclusively use FSC® certified eco-friendly paper packaging for all of our *One Leaf* products
- 100% of our products at *One Leaf* are packaged using eco-friendly plant-based ink, replacing traditional petroleum-based ink and reducing the environmental impact of heavy metals and volatile organic compounds ("VOCs") in traditional petroleum-based ink printing

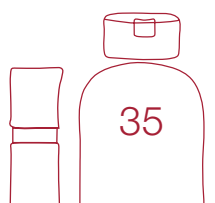


### We prioritize natural and minimal design



Resource use efficiency

- We are working closely with our R&D team to explore minimal packaging design and rightsizing our packaging, in order to minimize and eliminate unnecessary packaging



# Pursuing Beauty with the Environment

## We design with circularity in mind



Designed for reuse and refill

- Our consumers can make a positive impact on the environment through their purchasing decisions, such as choosing to buy products with ecofriendly refill options that help to reduce and conserve packaging materials
- We have consistently introduced refillable and alternative packaging options for our selected products



Replaced petroleum-based plastics with bioplastics

We have launched the first *One Leaf* Mild Moisture Cleanser using recyclable and reusable Bio-PE (bio-based polyethylene) eco-friendly packaging



Interactions with stakeholders on environmental protection

We provide a clean and comfortable skincare experience while encouraging circular behaviors such as packaging recycling and reuse. Through our recycling programs, on-pack reminders, social media interactions and website promotions, we enhance consumer awareness of packaging recyclability and sustainability.



## Inspiring the next generation through promoting recycling and reuse

During the Reporting Period, we launched the “Campus Program to YU” and visited several universities in Mainland China to promote the concept of recycling and reuse to young students. This initiative was warmly welcomed by the students, who demonstrated their innovative spirit by creatively reusing and upgrading our *One Leaf* products and packaging, giving them a second life and progressing toward the ultimate goal of “zero waste”.



## Cultivating a culture of environmental awareness among consumers

We encourage our customers to recycle their empty packaging through our *One Leaf*'s "Second Life Recycling Program". This incentive program allows customers to use our prepaid logistics arrangements to return their used empty containers and in return, receive exquisite rewards to motivate and incentivize recycling. We have collected a significant number of empty skincare containers since the launch of the program. We are extremely proud of this achievement. Our social media community has responded positively to the program, generating nearly 9.1 million views and over 5,000 discussions.



## Emission Management

### Wastewater Treatment

We endeavor to prevent environmental pollution by adhering to national standards for wastewater discharge. Our factories are equipped with wastewater treatment facilities, which use specific processes to treat both production and domestic sewage. After treatment, the wastewater is sent to municipal wastewater treatment plants through the municipal wastewater network. We take a series of measures to minimize the impact of wastewater, including:

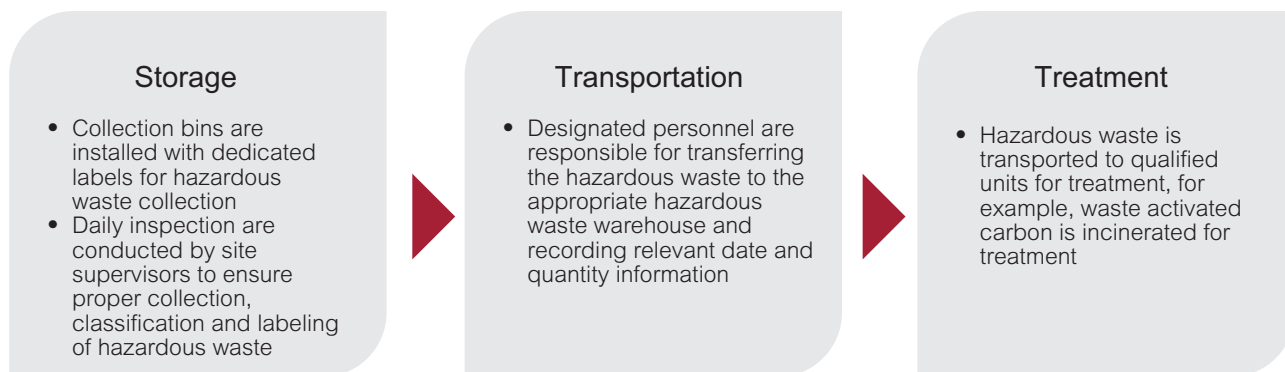
- Partnering with a qualified environmental protection company to handle waste oil and residual sludge in wastewater
- Establishing a sludge dewatering system to reduce the amount of sludge generated during wastewater treatment processes in our factories
- Strengthening the management of on-site equipment and facilities to reduce and control the production of wastewater from leaks and spills
- Installing deodorization facilities to treat odors generated by sewage tanks
- Using activated carbon oxidization and filtration systems to reduce the release of harmful gases from wastewater

### Waste Management

Our major hazardous waste generation are waste ink and cleaning solutions, waste materials from inspections, waste resin, waste activated carbon from the operation of production facilities. Non-hazardous waste mainly consists of thin packaging films, paper packaging materials, glass and office waste. During the Reporting Period, we generated a total of 6.00 tonnes of hazardous waste and 1,433.86 tonnes of non-hazardous waste, with an intensity of 0.002 tonnes per RMB million revenue for total hazardous waste and 0.54 tonnes per RMB million revenue for total non-hazardous waste respectively.

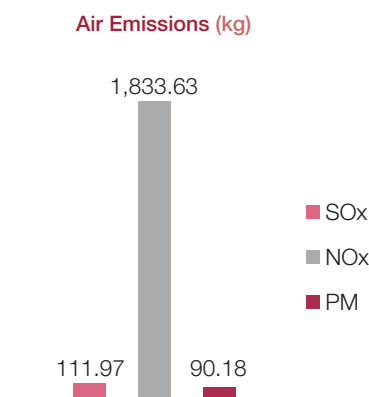
To ensure the proper handling of all waste in accordance with relevant standards, our domestic solid waste is collected and handled by government agencies, while qualified contractors collect and handle other non-hazardous waste. We implement monitoring measures throughout the storage, transportation, and disposal stages of hazardous waste to avoid environmental hazards and pollution risks. In the event of any unexpected environmental contamination, our EHS department will take immediate action by contacting the responsible parties and implementing necessary corrective measures.

## Pursuing Beauty with the Environment



### Air Emissions

Our air emissions mainly come from air emissions produced from emulsification operations, boiler fumes, and from wastewater treatment plants. In addition, our use of vehicles also generates sulfur oxides (SOx), nitrogen oxides (NOx) and particulate matter (PM). The organic solvents we use also produce VOCs.



**Air Emission Treatment**

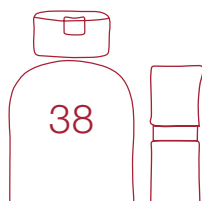
- Our factories are equipped with bag dust removal, activated carbon adsorption and fume purification devices
- Regular maintenance and replacement of activated carbon and other components in the air treatment equipment is conducted to ensure proper operation

**Air Emission Testing**

- We commission third-party testing of our air emissions on an annual basis to monitor emissions and ensure compliance with relevant regulations
- We regularly use VOC detectors to test waste our air emissions facilities

## Conservation of the Environment and Natural Resources

In addition to incorporating environmental considerations into our daily operations, we also minimize our impact on the environment and natural resources during construction and development. Before construction begins and throughout the project, we conduct environmental assessments and monitoring of the ecological environment, soil quality and noise levels. We have implemented various measures and special construction arrangements, including the installation of noise reduction devices, keeping noisy equipment away from project boundaries, installing sound barriers, and using dust collectors and activated carbon to treat air emissions, to reduce the impact on the surrounding environment to a minimum.





# Pursuing Beauty with the Community

As a Chinese enterprise with 20 years of development history, Chicmax is dedicated to fulfilling our corporate social responsibility while meeting the needs of our customers and continuing to delve deeper into R&D. During the Reporting Period, our community investment focused on caring for the community, fostering public awareness of environmental responsibility, and advancing public health. We also contributed RMB2.66 million for charitable purposes. Moving forward, we will continue to actively fulfill our social responsibilities, adhere to public welfare in the long-term development of the enterprise, and demonstrate the responsibility of a domestic enterprise.

## Caring for the Community

The “Shanghai KANS Public Welfare Foundation” (上海市韓束公益基金會), initiated by Chicmax, is a non-profit organization that provides assistance to those in need. Over the years, we have been dedicated to the mission of “caring for the underprivileged and promoting public welfare” and have actively participated in various charitable activities. During the Reporting Period, we visited numerous families of underprivileged children and provided hundreds of children with “Chinese New Year’s Gift Packs”, bringing warmth and joy to the families in need during the Lunar New Year.

During the Reporting Period, for the sixth consecutive year, Chicmax participated in the “Love Schoolbag/Love School Uniform Charity Event” (愛心書包／愛心校服公益活動) organized by the China Association of Fragrance Flavour and Cosmetic Industries (CAFFCI), providing supplies to hundreds of students at the Sixth Primary School in Fuquan City, Qiannan Prefecture, Guizhou Province (貴州省黔南州福泉市第六小學), to support rural development and help them thrive. Along with other compassionate enterprises, Chicmax donated tens of thousands of schoolbags and school uniforms through the event. Over the years, thousands of students have benefited from this event.





## Pursuing Beauty with the Community

### Fostering Public Awareness of Environmental Responsibility

In addition to incorporating environmental awareness into our products and operations, at Chicmax we also aim to promote environmental awareness through every corner of the community. During the Reporting Period, our brand *One Leaf* collaborated with a young artist to launch “A Dialogue Between Art and the Earth” campaign, which aimed to spread environmental messages through art. The artist, Zhi Lin, used 4,000 pieces of disposed plastic and 2,000 pieces of recycled *One Leaf* packaging to create the art installation “Oriental Reed Warbler in Olive Grove”, which serves as a reminder of the importance of environmental protection.



We continue to leverage our brand influence and social media platforms to raise public awareness of conservation and environmental protection. For instance, we actively promote eco-friendly products and sustainable consumption lifestyle on special occasions such as the International Polar Bear Day, Earth Day and Double Eleven Shopping Festival through social media posts.

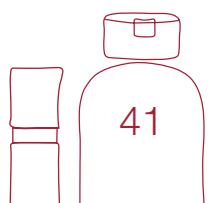
### Advancing Public Health

At Chicmax, we are dedicated not only to healthy skin but also to the health and well-being of the broader public. During the COVID-19 pandemic, we provided support to those in need through product supplies to hospitals and universities, including skincare and personal hygiene products. In response to sensitive skin issues faced by babies and mothers in mobile cabin hospitals, we provided assistance such as face creams, facial cleansers, shampoo, body wash, and lip balm to the Jia Ding Temporary Hospital, ensuring the health and well-being of both babies and mothers. During the Reporting period, we contributed over RMB1.6 million worth of products and aid materials to support the fight against the outbreak.



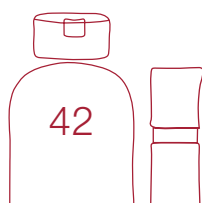
# Significant Laws and Regulations

Aspect	Significant Laws and Regulations
<p><b>Aspect A. Environmental</b></p>	<p>The PRC</p> <ul style="list-style-type: none"> <li>• The Law of the PRC on the Prevention and Control of Water Pollution (中華人民共和國水污染防治法)</li> <li>• The Law of the PRC on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法)</li> <li>• The Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste (中華人民共和國固體廢物污染環境防治法)</li> <li>• The Regulation on Urban Drainage and Sewage Treatment (城鎮排水與污水處理條例)</li> <li>• Regulations of Shanghai Municipality on Drainage and Sewage Treatment (上海市排水與污水處理條例)</li> <li>• The Law of the PRC on the prevention and control of soil pollution (中華人民共和國土壤污染防治法)</li> <li>• The Environmental Protection Law of the PRC (中華人民共和國環境保護法)</li> </ul> <hr/> <p>Japan</p> <ul style="list-style-type: none"> <li>• Water Pollution Prevention Act</li> <li>• Basic Act on the Environment</li> <li>• Water Pollution Prevention Act</li> <li>• Soil Contamination Countermeasures Act</li> <li>• Pollutant Release and Transfer Register</li> <li>• Waste Disposal Act</li> </ul>
<p><b>Aspect B1: Employment</b> <b>Aspect B4: Labour Standards</b></p>	<p>The PRC</p> <ul style="list-style-type: none"> <li>• The Labour Law of the PRC (中華人民共和國勞動法)</li> <li>• The Labour Contract Law of the PRC (中華人民共和國勞動合同法)</li> <li>• Regulation on Paid Annual Leave for Employees (職工帶薪年休假條例)</li> <li>• The Social Insurance Law of the PRC (中華人民共和國社會保險法)</li> </ul> <hr/> <p>Japan</p> <ul style="list-style-type: none"> <li>• The Labor Standards Act</li> <li>• The Labor Contract Act</li> <li>• The Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers</li> </ul>
<p><b>Aspect B2: Health and Safety</b></p>	<p>The PRC</p> <ul style="list-style-type: none"> <li>• Law of the PRC on Occupational Disease Prevention and Control (中華人民共和國職業病防治法)</li> <li>• Pursuant to the Production Safety Law of the PRC (中華人民共和國安全生產法)</li> </ul> <hr/> <p>Japan</p> <ul style="list-style-type: none"> <li>• The Industrial Safety and Health Act</li> </ul>



## Significant Laws and Regulations

Aspect	Significant Laws and Regulations
<p><b>Aspect B6: Product Responsibility</b></p>	<p>The PRC</p> <ul style="list-style-type: none"> <li>• Pursuant to the PRC Product Quality Law (中華人民共和國產品質量法)</li> <li>• The Advertising Law of the PRC (中華人民共和國廣告法)</li> <li>• Pursuant to the E-Commerce Law of the PRC (中華人民共和國電子商務法)</li> <li>• Code of Conduct on Internet Live Streaming Marketing (網絡直播營銷行為規範)</li> <li>• The Law of the PRC on the Protection of Customer Rights and Interests (中華人民共和國消費者權益保護法)</li> <li>• The Copyright Law of the PRC (中華人民共和國著作權法)</li> <li>• The Trademark Law of the PRC (中華人民共和國商標法)</li> <li>• The Patent Law of the PRC (中華人民共和國專利法)</li> <li>• The Regulation on the Supervision and Administration of Cosmetics (化妝品監督管理例)</li> <li>• The Measures for the Administration of the Registration and Recordation of Cosmetics (化妝品註冊備案管理辦法)</li> <li>• The Measures for the Administration of Cosmetic Labels (化妝品標籤管理辦法)</li> <li>• Supervision and Administration of Production and Operation of Cosmetics (化妝品生產經營監督管理辦法)</li> <li>• Notice on the Adjustment of Cosmetic Registration Record Management (關於調整化妝品註冊備案管理有關事宜的通告)</li> <li>• Hygienic Standard for cosmetics (化妝品衛生標準)</li> <li>• Procedures and methods of safety evaluation for cosmetics (化妝品安全性評價程序和方法)</li> </ul> <hr/> <p>Japan</p> <ul style="list-style-type: none"> <li>• Act on Securing Quality, Efficacy and Safety of Products Including Pharmaceuticals and Medical Devices</li> <li>• Consumer Contract Act</li> <li>• Act against Unjustifiable Premiums and Misleading Representations</li> <li>• Product Liability Act</li> </ul>
<p><b>Aspect B7: Anti-corruption</b></p>	<p>The PRC</p> <ul style="list-style-type: none"> <li>• The Anti-Unfair Competition Law of the PRC (中華人民共和國反不正當競爭法)</li> </ul> <hr/> <p>Japan</p> <ul style="list-style-type: none"> <li>• Unfair Competition Prevention Act</li> <li>• Penal Code</li> </ul>

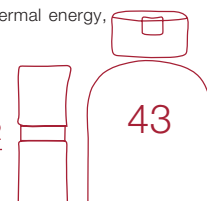


# Performance Data Summary

Environmental KPI <sup>8</sup>	2022	Unit
<b>GHG</b>		
Total GHG emissions <sup>9</sup> (Scope 1 and 2)	10,236.63	tonnes of CO <sub>2</sub> -e
Direct emissions (Scope 1)	2,075.83	tonnes of CO <sub>2</sub> -e
Indirect emissions (Scope 2)	8,160.80	tonnes of CO <sub>2</sub> -e
Total GHG emission intensity (Scope 1 and 2)	3.83	tonnes of CO <sub>2</sub> -e/RMB million revenue
<b>Air emissions</b>		
Nitrogen oxides (NO <sub>x</sub> )	1,833.63	kg
Sulphur oxides (SO <sub>x</sub> )	111.97	kg
Particulate matters (PM)	90.18	kg
<b>Energy</b>		
Total energy consumption	23,045.82	MWh
Purchased electricity	13,539.26	MWh
Natural gas	2,968.51	MWh
Unleaded petrol	438.06	MWh
Diesel	664.72	MWh
LPG	5,435.26	MWh
Total energy consumption intensity	8.61	MWh/RMB million revenue
<b>Water use</b>		
Total water consumption	225,877.39	m <sup>3</sup>
Total water consumption intensity	84.43	m <sup>3</sup> /RMB million revenue
<b>Waste</b>		
<b>Non-hazardous waste</b>		
Total non-hazardous waste generated	1,433.86	tonnes
Total non-hazardous waste intensity	0.54	tonnes/RMB million revenue
<b>Hazardous waste</b>		
Total hazardous waste generated	6.00	tonnes
Total hazardous waste intensity	0.002	tonnes/RMB million revenue
<b>Finished product packaging materials</b>		
Total packaging materials used	76,342.75	tonnes
Paper	11,529.97	tonnes
Plastic	60,755.55	tonnes
Metal	1.85	tonnes
Glass	3,553.13	tonnes
Others	502.25	tonnes
Total packaging material intensity	28.54	tonnes/RMB million revenue

<sup>8</sup> Totals may not be the exact sum of numbers shown here due to rounding.

<sup>9</sup> According to the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) issued by World Business Council for Sustainable Development and World Resources Institute, scope 1 direct emissions cover GHG emissions directly produced by businesses owned or controlled by the Group, while scope 2 indirect emissions cover GHG emissions of "indirect energy" resulted from electricity (purchased or acquired), thermal energy, refrigeration and steam internally consumed by the Group.



## Performance Data Summary

Social KPI	2022	Unit
<b>Employee distribution<sup>10</sup></b>		
<b>By gender</b>		
Male	388	No. of people
Female	2,184	No. of people
<b>By age group</b>		
30 or below	980	No. of people
31-50	1,566	No. of people
51 or above	26	No. of people
<b>By employment type</b>		
Senior management	5	No. of people
Middle management	146	No. of people
General and technical staff	2,421	No. of people
<b>By contract type</b>		
Full-time	2,572	No. of people
Part-time	0	No. of people
<b>By geographical region</b>		
The PRC	2,505	No. of people
Japan	67	No. of people
<b>Employee turnover rate<sup>10, 11</sup></b>		
<b>By gender</b>		
Male	36	%
Female	40	%
<b>By age group</b>		
30 or below	45	%
31-50	37	%
51 or above	13	%
<b>By geographical region</b>		
The PRC	40	%
Japan	10	%

<sup>10</sup> Included the number of employees of the whole Group during the Reporting Period (excluding contract workers and interns).

<sup>11</sup> The employee turnover rate is calculated using the average employee number of 2022 and 2021.



## Performance Data Summary

Social KPI	2022	Unit
<b>Employee training<sup>12</sup></b>		
<b>Training percentage</b>		
<b>By gender</b>		
Male	24.11	%
Female	75.89	%
<b>By employment type</b>		
Senior management	0.60	%
Middle management	4.46	%
General and technical staff	94.94	%
<b>Average training hours</b>		
<b>By gender</b>		
Male	2.31	Hours
Female	1.28	Hours
<b>By employment type</b>		
Senior management	8.00	Hours
Middle management	0.82	Hours
General and technical staff	1.46	Hours
<b>Health and safety</b>		
Work-related fatalities <sup>13</sup>	0	No. of people
Rate of work-related fatalities <sup>13</sup>	0	%
Lost days due to work injuries <sup>14</sup>	275	Days

<sup>12</sup> The employee training data is calculated using the total number of employees in our core businesses during the Reporting Period.

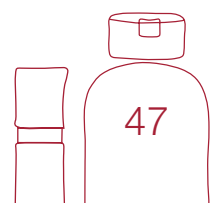
<sup>13</sup> Included data in the past three years.

<sup>14</sup> During the Reporting Period, we unfortunately had some employees who encountered traffic and other types of accidents while working. These incidents are defined as work-related injuries under local regulations such as the Regulations of Shanghai Municipal on Work-Related Injury Insurances (《上海市工傷保險條例》). We promptly handled the situation, conducted investigations, reported to the authorities, and provided appropriate reimbursement for work-related medical expenses.

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KPIA2.4	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.	Pursuing Beauty with the Environment Resource Management	32-38 34-37
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KPI 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.	Response to Climate Change	33

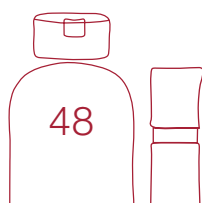
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<b>B. Social</b>			
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	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Significant Laws and Regulations	41-42
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Employee Overview	26
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<b>B5. Supply Chain Management</b>			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Responsible Supply Chain	23
KPI B5.1	Number of suppliers by geographical region.	Responsible Supply Chain	23
KPI 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.	Responsible Supply Chain	23
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Responsible Supply Chain	23
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Responsible Supply Chain	23
<b>B6. Product Responsibility</b>			
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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Pursuing Beauty with Customers Significant Laws and Regulations	15-25 41-42
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Enhancing Customer Satisfaction	22
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Enhancing Customer Satisfaction	22
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Rights Protection	16
KPI B6.4	Description of quality assurance process and recall procedures.	Ensuring Product Quality and Safety Enhancing Customer Satisfaction	20-21 22
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Protecting of Information Security and Data Privacy	24-25



Subject Areas, Aspects, General Disclosures and KPIs		Chapter/Disclosure	Page
<b>B7. Anti-corruption</b>			
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 bribery, extortion, fraud and money laundering.	Anti-corruption Significant Laws and Regulations	31 41-42
KPI 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.	Anti-corruption	31
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption	31
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption	31
<b>B8. Community Investment</b>			
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.	Pursuing Beauty with the Community	39-40
KPI B8.1	Focus areas of contribution.	Pursuing Beauty with the Community	39-40
KPI B8.2	Resources contributed to the focus area.	Pursuing Beauty with the Community	39-40

