

CHICMAX

02145.HK

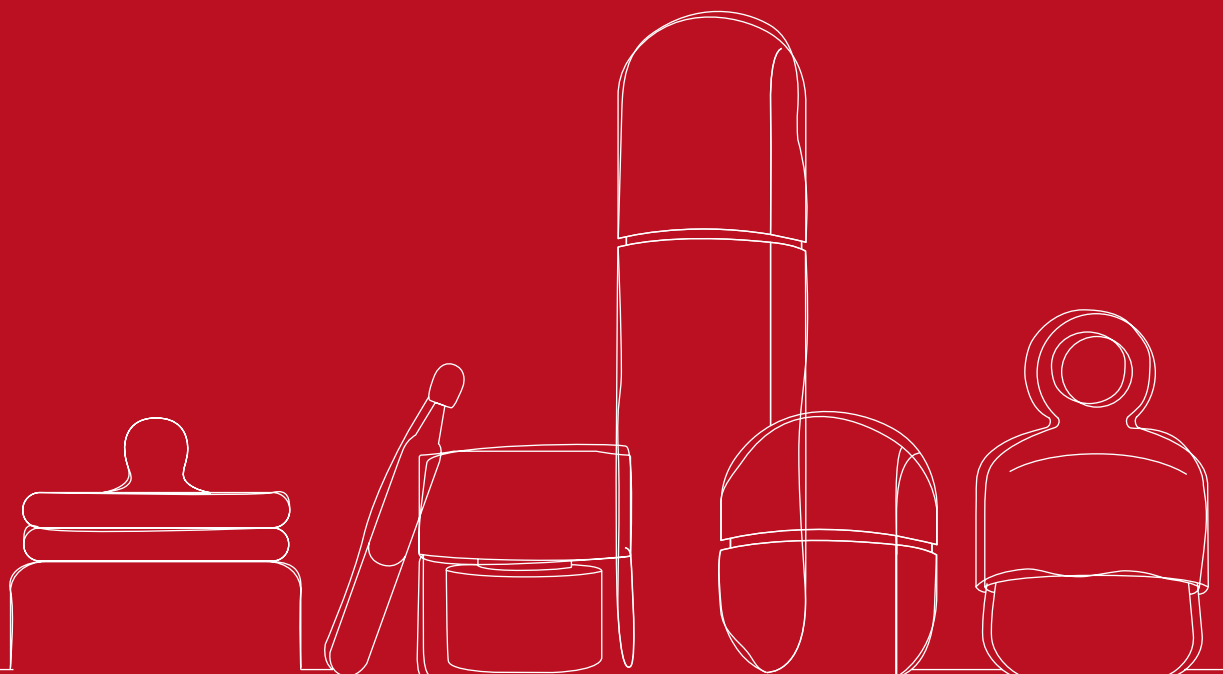
2023

環境、社會及管治報告

Environmental, Social and Governance Report

上海上美化妝品股份有限公司
Shanghai Chicmax Cosmetic Co., Ltd.

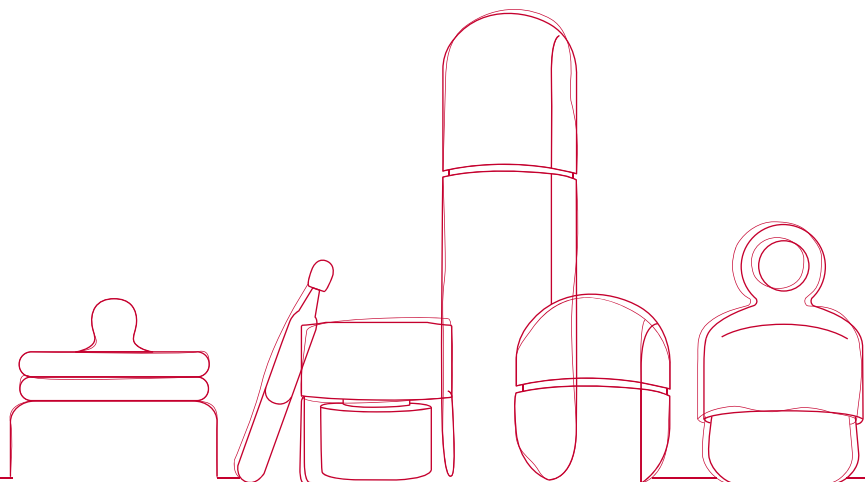
(A joint stock company incorporated in the People's Republic of China with limited liability)
(於中華人民共和國註冊成立的股份有限公司)



Contents

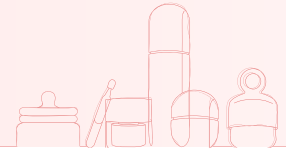
目錄

Message from the Chairman	董事長寄語	2
About the Report	關於本報告	5
About Chicmax	關於上美	8
Sustainability Accreditations	可持續發展榮譽	12
2023 Sustainability Performance Highlights	二零二三年度可持續發展表現亮點	15
Our Management Approach to Sustainability	我們的可持續發展管理方針	18
Pursuing Beauty with Customers	與客戶一起變美	27
Pursuing Beauty with Employees	與員工一起變美	49
Pursuing Beauty with the Environment	與環境一起變美	56
Pursuing Beauty with the Community	與社區一起變美	66
Significant Laws and Regulations	重點法律及法規列表	71
Awards and Recognitions	年度獎項及榮譽	75
Performance Data Summary	數據表現摘要	82
ESG Reporting Guide Index	環境、社會及管治報告指引索引	87



Message from the Chairman

董事長寄語



In 2023, Shanghai Chicmax Cosmetic Co., Ltd. (the “Company”, together with its subsidiaries, collectively known as “Chicmax”, the “Group” or “We”) celebrated a remarkable milestone of over two decades of development. Throughout the year, we have harnessed advancements in our independent research and development (“R&D”), executed a multi-brand matrix strategy, and upheld an unwavering dedication on product quality. These efforts have enabled us to seize the unique and golden opportunities presented by the rise of Chinese domestic brands. Notably, brands within our portfolio have demonstrated exceptional performance in their respective domains. *KANS*, in particular, has emerged as a frontrunner in the domestic beauty industry, achieving a significant gross merchandise volume (the “GMV”) of RMB3.34 billion for the year. Its dominance was further underscored by securing the top in the annual cosmetics brands ranking and in the popular/domestic skincare brands ranking in 2023 in the Douyin e-commerce rankings. Even amidst our achievements, we have remained conscientious of our duties as a responsible cosmetics company. Beyond striving for excellence in product quality, we have wholeheartedly embraced our environmental and social responsibilities as well as integrated our sustainability strategy into various aspects of our daily operations in our sustainability journey throughout the past year.

Celebrating exquisite beauty with our customers

Over the past year, guided by our corporate value of “Innovation”, we have leveraged two decades of research accomplishments, with an annual investment exceeding RMB100 million in R&D. This concerted effort has led to the successful independent development of a new cyclic peptide, underscored our dedication to harnessing scientific research for beauty. We have meanwhile engaged in introducing multiple group standards for cosmetic raw materials, and are committed to our “six-six” strategy to promote overall business growth through six main competitive aspects and the planning of six major sectors in order to support sustainable development of the Group.

2023年，是上海上美化妝品股份有限公司（「本公司」，連同其附屬公司，統稱「上美股份」、「本集團」或「我們」）逾20年運營歷史中的重要里程碑。縱觀全年，我們憑藉自主研發新突破、多品牌矩陣策略以及產品品質優勢，緊抓了中國國貨崛起的黃金機遇。我們的品牌在各領域表現突出，*韓束*更成為國貨美妝領域的佼佼者，全年GMV高達人民幣33.4億元，在抖音電商排行榜中2023年美妝品牌年度榜排名第一、2023年大眾/國貨護膚品牌榜單排名第一。同時，我們作為負責任的化妝品公司，不忘應承擔的義務。不僅在產品質量上精益求精，更在過去一年的可持續發展探索道路上，肩負起環境及社會責任，在日常營運的各個領域實行我們的可持續發展策略。

讓客戶臻美新肌

過去一年，我們本著「創新」企業價值觀，凝聚20年的科研成果以及年內於科研投入超過人民幣一億元，成功自主研發了全新環肽，讓科研為美服務。同時，我們參與制訂了多個化妝品用原料的團體標準，並致力於推行「六六」戰略，通過六大競爭面、六大板塊規劃推動整體業務增長，以支撐本集團的可持續發展。



Orchestrating harmonious beauty with our environment

Amidst the rising popularity of clean beauty and eco-conscious products among younger consumers, we have steadfastly introduced a carefully curated selection of environmentally friendly refillable products throughout the year. This proactive initiative has led to reductions in plastic consumption. Moreover, we are proud to announce that 95% of the new products from *One Leaf* and 100% of the products from *newpage* now feature Forest Stewardship Council (FSC®) certified paper packaging. On World Earth Day, our premiere of the sustainability-themed short film “Harmonizing with Nature for Greener Beauty” 《與自然和諧共生，讓美麗更環保》 garnered coverage from over ten media outlets. We have also taken significant steps towards sustainability by transitioning our operational facilities to cleaner energy sources, generating nearly 4 million kWh of solar photovoltaic power during the Reporting Period.

Weaving transformative beauty with our employees

As a leader in the domestic cosmetics industry, we hold firm to the belief that “diversity” is the essence of true transformative beauty. As of the end of 2023, we are pleased to announce that 71% of our team comprises women, with female representation in senior management standing at 40%. Furthermore, we are dedicated to supporting working mothers by offering amenities such as lactation rooms in our workplace.

Sustaining caring beauty with our community

Our dedication reaches beyond the pursuit of beauty; we also place a strong emphasis on community growth, with a focus on safeguarding children and families, nurturing community care as well as promoting environmental awareness. This fiscal year, our charitable donations amounted to approximately RMB2.5 million. Notably, since 2021, we have established the “Baby Elephant Special Fund” and initiated the “Seeds of Love” campaign, providing targeted assistance to 10 underprivileged students with hygiene products and financial aid.

讓環境向美而生

隨著純淨美容理念以及環保型產品在年輕消費者中的興起，我們於年內繼續推出精選環保可替換的補充裝產品，有助減少塑膠消耗量，而一葉子95%的新品及*newpage*一頁100%的產品紙製包裝獲得了森林管理委員會FSC®認證。此外，我們於世界地球日發佈的可持續態度片《與自然和諧共生，讓美麗更環保》，共吸引十餘家媒體跟進報道，同時於營運工廠採用潔淨能源，於報告期間產生近400萬千瓦時的太陽能光伏發電。

讓員工美麗啟航

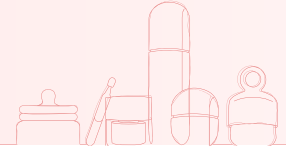
作為國貨化妝品行業的領航者，我們深信「多元」是真正美麗的源泉。截止2023年底，我們引以為傲的團隊女性員工比例71%，女性高級管理層比例40%。我們還為職場媽媽提供哺乳室等溫馨便利措施。

讓社區美麗傳承

我們不僅致力於美麗的塑造，更關注與社區共同成長，特別是守護兒童及家庭、關愛社群、提升公眾環保意識。本年度，我們作出約人民幣250萬元的慈善性質或其他的捐贈。當中我們自2021年起成立「紅色小象專項基金」，並發起「愛的種子」活動，定向資助10位貧困學生，向他們提供洗滌用品以及愛心資金。

Message from the Chairman

董事長寄語



We firmly believe that sustainability is not a destination but an ongoing journey of driving progress and innovation for a cosmetics company. We would like to take this opportunity to extend our heartfelt appreciation to all of our stakeholders for their unwavering support and dedication. As we move forward, we will continue our unwavering commitment to advancing sustainability, enhancing our international research capabilities, expanding our business presence, and boosting brand recognition. We are dedicated to promoting the Chinese brand to the world as we aspire to become a world-class cosmetics group.

我們堅信，對於化妝品公司而言，可持續發展之美並非終點，而是我們堅定向前、不斷進取的動力。我們衷心感謝各持份者一直以來的堅定支持。展望未來，我們將繼續秉持對可持續發展的執著追求，深耕我們的國際研發能力、業務版圖及品牌知名度，堅守我們向世界傳遞中國品牌力，成為世界一流的化妝品集團。

Lyu Yixiong

Chairman of the Board, Executive Director and Chief Executive Officer

上海上美化妝品股份有限公司

Shanghai Chicmax Cosmetic Co., Ltd.

上海上美化妝品股份有限公司

董事長、執行董事兼首席執行官

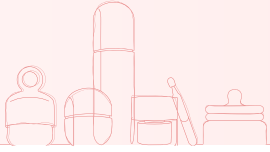
呂義雄

Shanghai, the PRC

April 2024

中國·上海

2024年4月



About the Report 關於本報告

PURPOSE OF THE REPORT

The Group is pleased to present its second Environmental, Social and Governance (“ESG”) Report (the “Report”). The purpose of this Report is to provide stakeholders with an understanding of the Group’s strategy, approach, 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 2023 to 31 December 2023 (the “Reporting Period”), covering the offices, R&D centres and factories in Shanghai in the People’s Republic of China (the “PRC”) and overseas, which is consistent with the reporting scope of our annual report. The reporting scope 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 C2 to the Rules Governing the Listing of Securities issued by The Stock Exchange of Hong Kong Limited (the “HKEX”).

報告目的

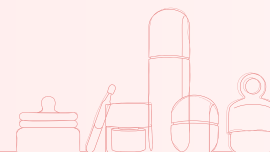
本集團欣然發佈第二份環境、社會及管治報告（「本報告」）。此報告旨在讓持份者瞭解本集團在可持續發展方面的策略、方針、措施和表現。

報告範圍及期間

除非另有說明，報告範圍涵蓋2023年1月1日至2023年12月31日（「報告期間」）我們核心業務營運所在地，包括位於中華人民共和國（「中國」）上海及海外的辦公室、研發中心和工廠，與本集團年報的報告範圍一致。本集團根據業務板塊對我們業務和營運的相應重要性以及對可持續發展的影響以釐定報告範圍。

報告標準

本報告遵循香港聯合交易所有限公司（「聯交所」）證券上市規則附錄C2之《環境、社會及管治報告指引》（「《環境、社會及管治報告指引》」）載列的最新披露要求編製。



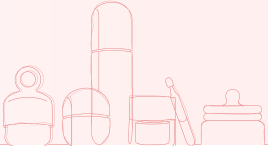
REPORTING PRINCIPLES

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 the Group's specific application of the reporting principles.

報告準則

本集團在編製本報告時採納聯交所《環境、社會及管治報告指引》訂明的報告準則，包括「重要性」、「量化」、「平衡」及「一致性」。以下為本集團就報告準則的具體應用。

Reporting Principles 報告準則	Description 說明	The Group's Application 本集團的應用
Materiality 重要性	The Report should cover ESG issues that are sufficiently important to the Group's investors and other stakeholders. 本報告應涵蓋對本集團投資者及其他持份者產生重要影響的環境、社會及管治事宜。	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". 本集團透過持份者參與和重要性分析，識別及評估與本集團相關的可持續發展議題的重要性，從而釐定本報告中涵蓋的範疇。有關我們的持份者參與和重要性評估的詳細流程，請參閱「持份者參與」和「重要性分析」章節。
Quantitative 量化	Key performance indicators ("KPIs") disclosed in the Report need to be measurable. 本報告所披露的關鍵績效指標須可予計量。	This Report discloses quantitative environmental and social KPIs to assist stakeholders in understanding our sustainability performance. 本報告披露可量化的環境及社會關鍵績效指標，以便持份者瞭解我們的可持續發展表現。
Balance 平衡	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. 本報告應當不偏不倚地呈報本集團的可持續發展表現，避免可能會不恰當地影響讀者決策或判斷的選擇、遺漏或呈報格式。	Both our positive and negative performance are disclosed in the Report to showcase the Group's sustainability performance in an unbiased manner. 本報告披露了我們正面和負面的表現，務求不偏不倚地展現本集團的可持續發展表現。
Consistency 一致性	The Group should use consistent methodologies in the Report to allow for meaningful comparisons of ESG data over time. 本集團應於本報告採用一致的披露統計方法，令環境、社會及管治數據日後可作有意義的比較。	Unless otherwise stated, we have used consistent methodologies to compile the data presented in the Report. 除另有說明外，我們採用一致的統計方法編製本報告所呈列的數據。



ACCESS TO THE REPORT

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

YOUR FEEDBACK

Feedback from all of our stakeholders helps us optimize our ESG management approach 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.

報告獲取方式

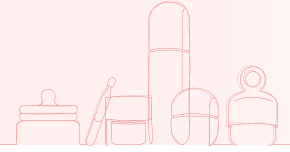
本報告備有中文及英文版本，並登載於聯交所網站 www.hkex.com.hk 及本集團網站 www.chicmaxgroup.com 供查閱。如有歧義，概以中文版本為準。

閣下的反饋

所有持份者的寶貴意見均有助我們優化我們在環境、社會及管治方面的管理方針及表現，並能回應持份者所關注的事宜。歡迎閣下將您對本報告或我們的可持續發展表現的想法及意見電郵至 ir@kans.cn。

About Chicmax

關於上美



COMPANY OVERVIEW

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

As a premier Chinese domestic cosmetics company, our unwavering vision is “To be 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.

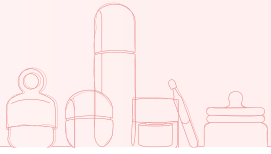
With an over 20-year history, Chicmax has cultivated solid independent R&D capabilities and garnered valuable experience in multi-brand development and operations within China’s cosmetics industry, with profound dual R&D capabilities and talents, combined with an extensive and dynamic sales and distribution network. Our dedication to continuous innovation in marketing strategies, robust brand power, exceptional 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*.

公司概覽

我們是科研賦能的多品牌化妝品行業領導者，專注於護膚品及母嬰護理產品的研發、製造及銷售。

作為領先的國貨化妝品公司，我們一直秉持「做一家世界級有影響力的化妝品公司，做讓全球消費者喜愛的產品」的願景，專注開發及推出不同新興化妝品及新品牌、不斷調整和豐富產品組合並緊貼消費者多元化的需求，為持份者創造可持續價值。

上美股份擁有逾20年的運營歷史以及卓越的自主研發能力，現時在中國化妝品行業內擁有全面的多品牌發展及運營經驗、深厚的雙科研實力及人才，以及廣泛而活躍的銷售及分銷網絡。憑藉不斷創新的營銷策略及雄厚的品牌力、卓越的供應鏈管理能力和經驗豐富的團隊，本集團成功打造了多個受歡迎化妝品品牌，包括韓束、一葉子及紅色小象等多個家喻戶曉的品牌。



OUR BRAND PORTFOLIO 我們的品牌

	skin care 护肤	maternity and childcare 母嬰護理	toiletries 洗護
luxury 高端	TAZU ▲		
mid-to-high 中高端	安敏优 ARMIYO	asnami NEW PAGE 一頁	KYOCA 2032 AVENUE ▲
mass 大众	KANS 韩束 ONE LEAF 一叶子	Baby Elephant 紅色小象	韩束洗护 一叶子洗护

▲ 待推出品牌 ◆ 参股品牌



KANS 韓束

A technology-empowered anti-aging product with a focus on Asian women skin beauty
科學抗衰，專研亞洲肌膚之美



One Leaf 一叶子

Maintaining youthful self-healing ability
修護年輕自愈力



Baby Elephant 紅色小象

A professional maternal and infant skincare brand
適合中國嬰童肌膚的專業母嬰護理品牌



newpage newpage 一頁

Skincare brand aimed for sensitive skins of new-borns and children
專注嬰童敏感肌功效護膚品牌



ARMIYO 安敏優

A professional skincare brand targeting sensitive skin
針對敏感肌的專業護膚品牌



2032

Technology-derived plant extracts, effective hair care
Specializing in scalp care
科技植萃 功效護髮
精細化頭皮護理倡導者



KYOCA 極方

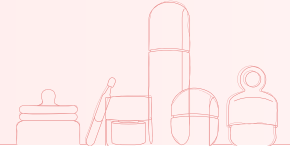
A toiletries brand specializing in hair strengthening
專研固髮的洗護品牌



asnami 安彌兒

A professional functional brand for maternity skincare
專業的功效型孕肌護理品牌





OUR CULTURE 我們的文化

OUR VISION 我們的願景

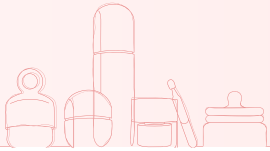
Our vision is to be a world-class influential cosmetics company that makes popular products enjoyed by consumers around the world.
我們的願景是做一家世界級有影響力的化妝品公司，做讓全球消費者喜愛的產品。

OUR VALUES 我們的價值

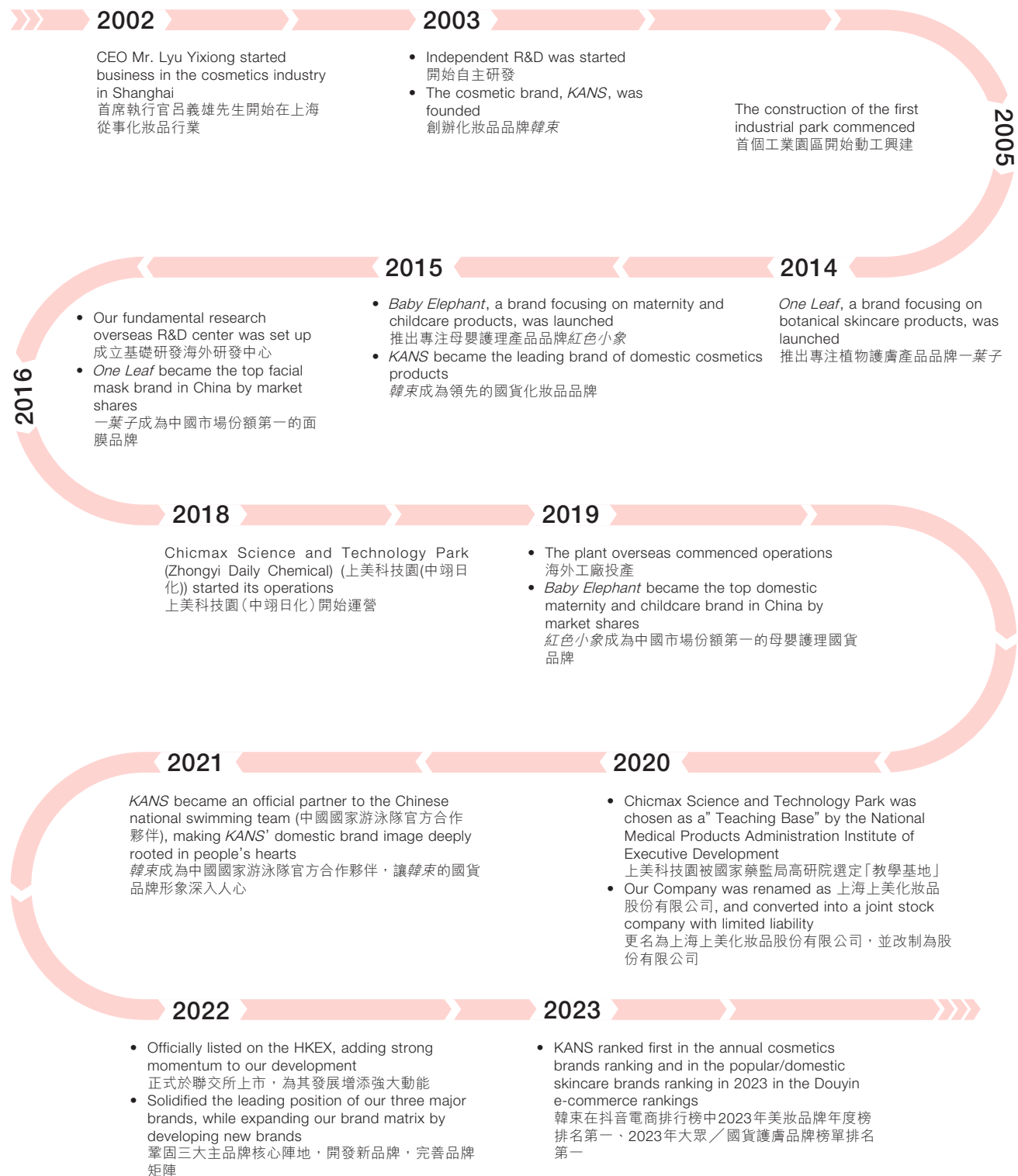
Diversity, Optimism, Innovation, Legacy
多元、樂觀、創新、傳承

OUR CULTURE 我們的文化

Because We Love
因為喜歡

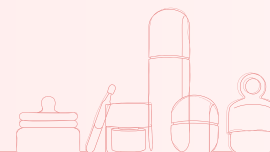


OUR BUSINESS MILESTONES 我們的業務里程碑



Sustainability Accreditations

可持續發展榮譽



2023 Excellent Cases of ESG Environmental Protection in the Flavors, Fragrances and Cosmetics Industry (2023香料香精化妝品行業 ESG環境保護優秀案例)
China Association of Fragrance Flavour and Cosmetic Industries

2023香料香精化妝品行業
ESG環境保護優秀案例
中國香料香精化妝品工業協會



2022 – ESG Brand of YOUNG 100 Influential Brands (YOUNG100年度影響力品牌2022 – ESG品牌)
PaiDong (湃動)

YOUNG 100年度影響力品牌2022
– ESG 品牌
湃動



The 8th Annual ZhiTong Financial Listed Company Selection - Best ESG Company Award (第八屆智通財經上市公司評選 – 最佳ESG公司獎)
ZhiTong Financial

第八屆智通財經上市公司
評選 – 最佳ESG公司獎
智通財經



2023 cls.cn Zhiyuan Award – ESG Vanguard Award (2023財聯社致遠獎 – ESG先鋒獎)
cls.cn

2023財聯社致遠獎
– ESG先鋒獎
財聯社



EDGE AWARDS Global Innovation Selection - Annual ESG Innovation Enterprise (EDGE AWARDS全球創新評選 – 年度ESG創新企業)
TMTPost

EDGE AWARDS全球創新評選
– 年度ESG創新企業
鈦媒體



“Sustainable Collision with Personal Care” Cosmetics Sustainability Forum – Sustainable Practitioner (「可持續與個人護理的美麗碰撞」化妝品可持續論壇 – 可持續踐行者)
Jumeili

「可持續與個人護理的美麗碰撞」
化妝品可持續論壇 – 可持續踐行者
聚美麗

Sustainability Accreditations 可持續發展榮譽



**Corporate Social Responsibility
Pioneer Award (社會責任先鋒大獎)**
The 12nd Philanthropy Festival

社會責任先鋒大獎
第十二屆公益節



**The 2023 Excellence Award for
Outstanding Enterprises (2023臻善獎
年度臻善企業大獎)**
Jiemian News

2023臻善獎年度臻善企業大獎
界面新聞



**Outstanding Case of New Domestic
Brand Innovation for the year of 2023
(2023年度新國貨品牌創新優秀案例)**
Boao Forum for Entrepreneurs

2023年度新國貨品牌創新優秀案例
中國企業家博鰲論壇



**InnoCosme Ingredient Award – Tiracle
Pro (InnoCosme美耀原料獎 – Tiracle
Pro)**
innocosme award Committee

InnoCosme美耀原料獎 – Tiracle Pro
innocosme award組委會



**Annual Beauty Product Innovation
Achiever Award
(年度美容產品創新成就者獎)**
2023 WWD CHINA HONORS

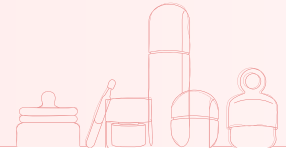
年度美容產品創新成就者獎
2023 WWD CHINA HONORS



**National Business Science and
Technology Innovation
Enterprise Award
(全國商業科技創新型企業獎)**
China Cosmetics

全國商業科技創新型企業獎
中國化妝品

Sustainability Accreditations 可持續發展榮譽



Amazing Chinese Ingredients “Top 10 Chinese Innovative Ingredients” Award (了不起的中國成分「中國創新原料Top10」獎)

Chunlei Society (春雷社)

了不起的中國成分
「中國創新原料Top10」獎
春雷社



2023 Personal Care Industry – Ringier Technology Innovation Award (Award Categories: Functional Ingredients)

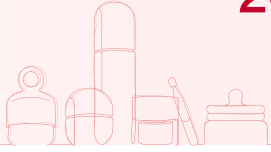
(2023年個人護理品行業 – 榮格技術創新獎(功效性配料類別))
Ringier Trade Media Ltd

2023年個人護理品行業 –
榮格技術創新獎(功效性配料類別)
榮格工業傳媒



The 2023 Whale Tide Award – Annual Value Growth Award
2023鯨潮獎 – 年度最具成長價值獎
Blue Whale Finance

2023 鯨潮獎 – 年度最具成長價值獎
藍鯨財經



2023 Sustainability Performance Highlights

二零二三年度可持續發展表現亮點

Pursuing Beauty with the Environment 與環境一起變美

Climate Resilience

Over 40,000 square feet of solar panels, generating nearly 4 million kWh of electricity

氣候抵禦力
合計擁有**超過4萬平方米**的太陽能光伏板，
產生近**400萬**千瓦時電力



Greenhouse Gas Emissions

Total greenhouse gas ("GHG") (Scope 1 and 2) emission intensity

↓ 28%

溫室氣體排放
總溫室氣體(範圍1及2)排放量密度

↓ 28%



Non-hazardous Waste

Non-hazardous waste generation intensity

↓ 13%

無害廢棄物
無害廢棄物產生量密度

↓ 13%



Packaging Materials

Packaging materials consumption intensity

↓ 24%

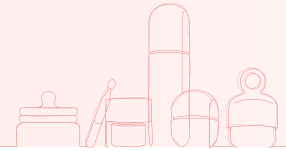
包裝材料
包裝材料消耗量密度

↓ 24%



2023 Sustainability Performance Highlights

二零二三年度可持續發展表現亮點



Pursuing Beauty with Customers 與客戶一起變美

Product Quality

Established

11 group standards

1 national standard

產品質量

共制定

11 項團體標準

1 項國家標準



Innovation and R&D

Granted

18 patents during the

Reporting Period

研發及創新

於報告期間共新獲授權

18 項專利



Supply Chain Management

Engaged a total of **77** major suppliers

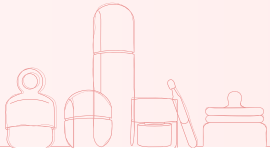
during the Reporting Period

供應鏈管理

於報告期間共有

77 家主要供應商





Pursuing Beauty with Employees 與員工一起變美

Diversity and Inclusion

A total of

1,883 employees

多元及共融

共有

1,883名員工



Percentage of female employees

71%

女性員工佔比

71%



Training and Development

Employee average training hour

6.34

培訓及發展

員工平均培訓時數

6.34小時



Pursuing Beauty with the Community 與社區一起變美

Charitable Donations

A total of approximately

2.5 million RMB of charitable donations

慈善捐獻

共投入約

250萬元於慈善捐獻



Volunteering Hours

Contribution of

over 500 hours of

volunteer service hours

義工服務

共投入

超過500小時於義工服務



Our Management Approach to Sustainability

我們的可持續發展管理方針



SUSTAINABILITY STRATEGY

Upholding our corporate vision “**To be a world-class influential cosmetics company that makes popular products enjoyed by consumers around the world**”, 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:

可持續發展策略

本著「做一家世界級有影響力的化妝品公司，做讓全球消費者喜愛的產品」的企業願景，我們竭盡全力讓客戶以不同的方式、不同的風格展現自己的美的同時，亦將可持續發展融入我們的業務營運中，包括制定了可持續發展策略（如下圖所示），以四大策略支柱為基礎，輔以各策略支柱的目標，指引我們發展可持續之美：



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

*有關我們的綠色目標，請參閱本報告「與環境一起變美」章節

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.

秉承「因為喜歡」的企業文化，我們已開展與客戶、員工、環境以及社區的可持續變美旅程，旨在構建更美麗、更美好的世界。



SUSTAINABILITY GOVERNANCE

Robust sustainable governance is key to driving the sustainable growth of the Group. 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:

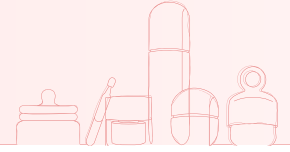
- Formulating and reviewing the Group’s sustainability strategy and management approach, priorities, metrics and targets;
- Identifying, evaluating, prioritizing and managing material sustainability-related risks (including but not limited to climate-related risks and environmental and social risks of the supply chain);
- Monitoring and reviewing the implementation of sustainability policies and measures;
- Monitoring and reviewing performance and progress against sustainability metrics 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.

可持續發展管治

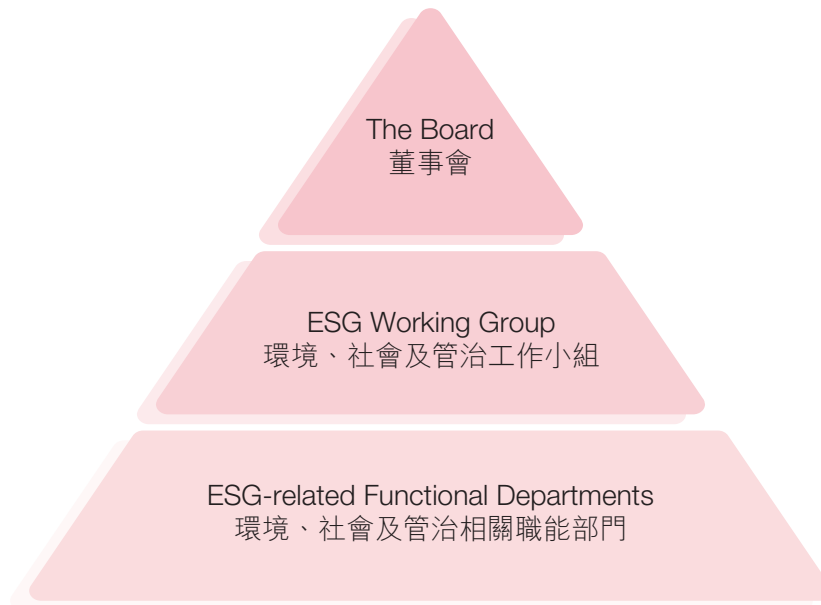
穩健的可持續發展管治為推動本集團可持續發展的關鍵。本集團董事會（「董事會」）對本集團的可持續發展策略及匯報承擔全部責任，並透過環境、社會及管治工作小組監督整體可持續發展事宜，當中包括我們的可持續發展相關管理方針、策略及措施，並著重本集團的長期發展及定位。董事會亦會定期討論和評估本集團的可持續發展風險。

我們的環境、社會及管治工作小組獲董事會委任，集合了核心職能部門的管理人員。在核心職能部門的支持下，環境、社會及管治工作小組與董事會舉行定期會議，協助董事會推動可持續發展事宜的規劃及實施，並向董事會提供關於包括但不限於以下事項的建議：

- 制定及檢討本集團的可持續發展策略及管理方針、優先事項、指標及目標；
- 識別、評估、優次排列及管理與可持續發展相關的重大風險（包括但不限於氣候相關風險以及供應鏈的環境及社會風險）；
- 監督及檢討可持續發展政策及措施的實施情況；
- 根據可持續發展相關指標及目標監察及檢討表現及進度；
- 確保職能部門及業務單位切實執行可持續發展策略及措施；及
- 統籌可持續發展工作，就其活動編製年度環境、社會及管治報告，供董事會批准。



Sustainability Governance Structure
可持續發展管治架構





ESG RISK MANAGEMENT

The Group's ESG Working Group is appointed by the Board and is responsible for managing and overseeing the Group's ESG risk management activities, while the Board retains ultimate responsibility for overseeing the Group's ESG risk management. Our ESG risk management process primarily consists of the following four steps:

ESG Risk Management Process

環境、社會及管治風險管理流程

環境、社會及管治風險管理

本集團的環境、社會及管治工作小組獲董事會委派，負責管理及監察本集團的環境、社會及管治風險管理活動，而董事會保留監督本集團環境、社會及管治風險管理的最終責任。我們的環境、社會及管治風險管理流程主要包含以下四個步驟：

1. Identification

1. 識別



We identify ESG risks (including climate-related risks and environmental and social risks along the supply chain) relevant to the Group's business by referencing the latest market and industry trends.

我們透過參考最新市場及行業趨勢，識別切合本集團業務的環境、社會及管治風險（包括但不限於氣候相關風險以及供應鏈的環境及社會風險）。

2. Assessment

2. 評估



We assess the potential impacts and likelihood of the ESG risks.

我們評估環境、社會及管治風險的潛在影響及可能性。

3. Prioritization

3. 優次排列



We prioritize the level of risks by assessing the potential impact and likelihood of occurrence of material ESG risks.

我們通過評估重大環境、社會及管治的潛在影響及發生的可能性，對其風險水平進行優先排序。

4. Mitigation

4. 管理

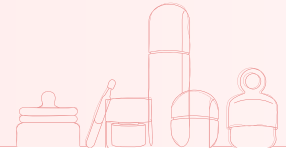


Our ESG Working Group assists the Board in managing and monitoring identified sustainability risks, developing corresponding mitigation measures, and regularly presenting ESG risk assessment reports to the Board. As part of its oversight responsibility, the Board conducts regular reviews of the effectiveness of control measures and provides relevant suggestions as necessary.

我們的環境、社會及管治工作小組協助董事會管理並監控已識別的可持續發展風險，制定相應的應對措施，並定期向董事會提呈環境、社會及管治風險評估報告。作為其監督責任的一部分，董事會定期檢討控制措施的有效性，並在必要時提出相關建議。

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

有關企業管治及風險管理方針的進一步詳情，請參閱年度報告「企業管治報告」一節。






STAKEHOLDER ENGAGEMENT

持份者參與

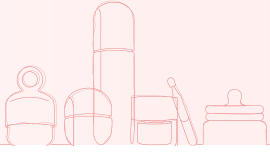
We engage with stakeholders through multiple communication channels to understand their expectations and key concerns, and actively respond to their expectations. This provides us with guidance for refining our sustainability strategies and policies.





我們以多個溝通渠道與持份者互動，從而了解他們的期望和主要的關注議題，並積極回應他們的期望，幫助我們日後完善可持續發展策略及方針提供導向。

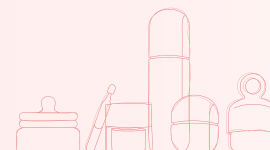
Stakeholder type 持份者類別	Communication channels 聯繫途徑	
 <p>Employees 員工</p>	<ul style="list-style-type: none"> Intranet and internal communication systems 內聯網及內部通訊系統 Training courses 培訓課程 Performance appraisals 績效評估 	<ul style="list-style-type: none"> Meetings 會議 Employee activities 員工活動
 <p>Consumers and Clients 消費者及客戶</p>	<ul style="list-style-type: none"> Corporate communication and company website 企業通訊及公司網站 Social media platforms 社交媒體平台 	<ul style="list-style-type: none"> Customer service hotline 客戶服務熱線 Satisfaction surveys 滿意度調查
 <p>Business Partners and Suppliers 商業夥伴及供應商</p>	<ul style="list-style-type: none"> On-site inspections 實地考察 Supplier screening and assessments 供應商篩選及評估 	<ul style="list-style-type: none"> Joint projects 合作項目

Our Management Approach to Sustainability

我們的可持續發展管理方針



Stakeholder type 持份者類別	Communication channels 聯繫途徑	
 <p>Shareholders and Investors 股東及投資者</p>	<ul style="list-style-type: none"> Annual general meeting 週年大會 Financial statements, announcements and communications 財務報表、公告和通函 Corporate communications and company website 企業通訊及公司網站 	<ul style="list-style-type: none"> Investor presentations 投資者簡報 Roadshows 路演 Investor summits 投資者峰會
 <p>Government, Regulatory Bodies and Industry Associations 政府、監管機構及行業組織</p>	<ul style="list-style-type: none"> Collaboration project 合作項目 Working committees and consultations 工作委員會及諮詢 	<ul style="list-style-type: none"> Seminars and workshops 研討會及工作坊 Interviews 訪談
 <p>Media 媒體</p>	<ul style="list-style-type: none"> Corporate communications and company website 企業通訊及公司網站 Interviews 訪談 	<ul style="list-style-type: none"> Feedback and responses to media inquiries 意見及回應傳媒查詢
 <p>Community and Social Welfare Organizations 社區及社福機構</p>	<ul style="list-style-type: none"> Corporate communications and company website 企業通訊及公司網站 Social media platforms 社交媒體平台 	<ul style="list-style-type: none"> Community activities 社區活動 Joint projects 合作項目



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 the Group's 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:

重要性分析

本集團在獨立第三方可持續發展顧問的協助下，對可持續發展議題進行了重要性分析。該過程包括議題識別、議題優次排序及驗證，以釐定與對本集團業務及持份者最相關的可持續發展議題，同時亦為編寫本報告定下基礎。

以下為重要性分析的主要步驟：

Step 1: Identification

第1步：識別

Based on the ESG Reporting Guide, the latest sustainability and industry trends and peer benchmarking, we have identified 27 sustainability issues that are relevant to the Group.

根據《環境、社會及管治報告指引》、最新可持續發展及行業趨勢以及同行基準等，我們識別出與本集團相關的27個可持續發展議題。

Step 2: Prioritization

第2步：優次排序

We have engaged our stakeholders including our management and external stakeholders through online questionnaires, from which they are invited to rate the relative importance of each sustainability issue. The issues have been prioritized and plotted on a materiality matrix based on the results of the importance ratings.

我們通過網上問卷調查與持份者溝通，包括本集團管理層及外部持份者，邀請他們對各個可持續發展議題的相對重要性進行評分。我們按照重要性評分結果對議題進行排序，繪製出重要性矩陣。

Step 3: Validation

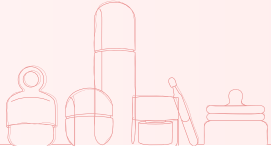
第3步：驗證

The Board, with the assistance of the ESG Working Group, has reviewed and confirmed the results of the materiality assessment, including the priority and importance of the identified sustainability issues.

董事會在環境、社會及管治工作小組的協助下已審視並確認是次重要性分析結果，確認所識別可持續發展議題的優次排序結果及重要性。

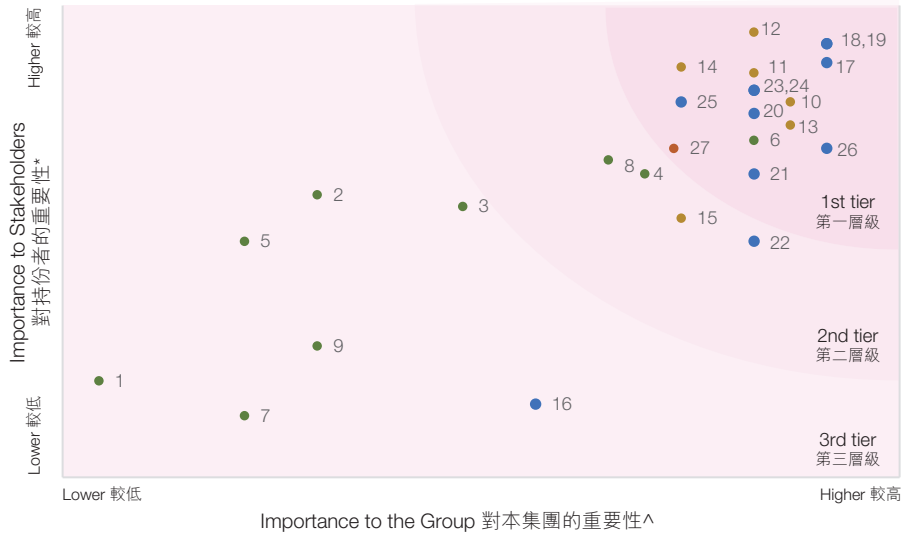
The materiality matrix below outlines the relative importance of 27 sustainability issues to the Group's business and stakeholders. The most material issue lies in the first tier of the matrix, while the relatively less material issues are listed in the third tier. Emerging issues of increasing importance are situated in the second tier of the matrix. 16 issues in the first tier of the matrix are deemed the most material issues 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 sustainability strategies in place.

以下的重要性矩陣展示了27個可持續發展議題對本集團業務及持份者的重要程度，最重要的議題位於矩陣第一層級，較為次要的議題列於第三層級，而位於第二層級的則為重要性日增的新興議題。位於矩陣第一層級的16個議題為本年度至關重要的最重大議題。本報告將在後續章節中重點闡述與已識別的最重大議題相關的表現及進展，並將於長期運營中重視該等議題以及制定相應的可持續發展策略。



Our Management Approach to Sustainability 我們的可持續發展管理方針

Materiality Matrix 重要性矩陣

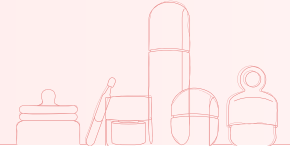


* Importance to stakeholders is determined by external stakeholders' rating of the material issues in terms of their importance to the society/environment and their relevance to us.
對持份者的重要性由外部持份者根據重要議題對社會／環境的重要性及其與我們的相關性的評分而釐定。

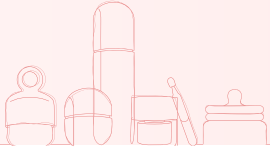
^ Importance to business continuity and development is determined by internal stakeholders' rating of the likelihood and level of potential impact of the issues affecting the Group's business continuity and development.
對業務連續性和發展的重要性由內部持份者對影響本集團業務連續性和發展的議題的可能性及潛在影響程度的評分而釐定。

Our Management Approach to Sustainability

我們的可持續發展管理方針



Pursuing Beauty with the Environment 與環境一起變美	Pursuing Beauty with Employees 與員工一起變美	Pursuing Beauty with Customers 與客戶一起變美	Pursuing Beauty with the Community 與社區一起變美
1. Air emissions 廢氣排放	10. Employee benefits 僱員福利	16. Animal rights and welfare 動物權益及福祉	27. Community investment and wellbeing 社區投資及福祉
2. Waste 廢棄物	11. Equal opportunities, diversity and anti-discrimination 平等機會、多元化、反歧視	17. Clean beauty 純淨美容	
3. Carbon emissions and energy 碳排放及能源	12. Occupational health and safety 職業健康及安全	18. Ingredient transparency and traceability 成份透明和可追溯性	
4. Water resources management 水資源管理	13. Employee development and training 員工發展及培訓	19. Product quality and safety 產品質量及安全	
5. Ecology and biodiversity 生態環境及生物多樣性	14. Employment compliance 僱傭合規性	20. R&D and innovation 研發及創新	
6. Environmentally friendly products 環境友好產品	15. Social risks of the supply chain 供應鏈中的社會風險	21. Customer service 顧客服務	
7. Climate resilience 氣候抵禦力		22. Customer communication 客戶溝通	
8. Green procurement 綠色採購		23. Intellectual property rights management 知識產權管理	
9. Environmental risks of the supply chain 供應鏈中環境風險		24. Data protection and cybersecurity 數據保護與網絡安全	
		25. Responsible advertising and labelling 負責任廣告及標籤	
		26. Anti-corruption 反貪污	



Pursuing Beauty with Customers 與客戶一起變美

Target:

目標：

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

促進創新及研發，倡導純淨美容，提升供應鏈管理能力及產品質量

The Group upholds the core values of “innovation” and “diversity”, dedicating efforts to promote innovation and R&D. 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 regulations¹ related to our products and services in our business operations. During the Reporting Period, the Group was not aware of any material non-compliance with applicable laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services.

Most material issues covered in this chapter:

本章涵蓋的最重大議題：

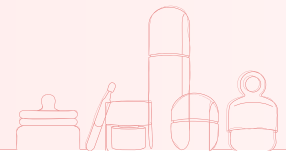
- Clean beauty
- Ingredient transparency and traceability
- Product quality and safety
- R&D and innovation
- Customer service
- Intellectual property rights management
- Data protection and cybersecurity
- Responsible advertising and labelling
- Anti-corruption
- 純淨美容
- 成分透明和可追溯性
- 產品質量及安全
- 研發及創新
- 顧客服務
- 知識產權管理
- 數據保護與網絡安全
- 負責任廣告及標籤
- 反貪污

本集團秉承著「創新」及「多元」的核心價值營運，致力促進創新及研發。從多元化的獨特品牌組合、強大的自主研發能力，以及嶄新產品開發及新技術的應用，處處均體現了我們創新精神以及多元化的整合品牌建設業務模式。同時，我們全身心地投入研發之中，不斷地升級現有產品、開發新產品，以實現業務的可持續發展，幫助全球消費者時刻展現自然純淨的動人美態。

我們致力於在業務營運過程中遵守與我們提供的產品及服務相關的法律法規¹。於報告期間，本集團並不知悉任何嚴重違反有關產品及服務的健康與安全、廣告、標籤及私隱事宜等方面的適用法律及規例的重大情況。

¹ 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.

有關對本集團業務營運有重大影響的產品責任相關法律及法規，請參閱本報告「重點法律及法規列表」章節。



Innovation and R&D 創新及研發

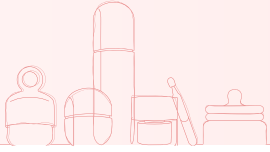
As a pioneer among Chinese domestic cosmetic companies, we started R&D in 2003 and have since insisted on independent product development. We actively cooperate with academic institutions, research centres and industry associations both in the PRC and overseas to strengthen our innovative achievements and bring high-quality innovative products to consumers.

作為國貨化妝品公司的先導者，我們於2003年開始進行研發並堅持產品的自主研發。同時，我們積極與國內外領先學術機構、研究中心及行業協會專責小組合作，不斷強化創新成果，持續為消費者帶來優質創新產品。

During the Reporting Period, we were honored to have been recognized for establishing a Skincare Functional Ingredient Joint Research and Development Centre (護膚功能原料聯合研發中心) with Shanghai Jiao Tong University to embark on innovative endeavours in fields such as biomolecular design and plant molecular modification. Additionally, we have been designated as a teaching base for the Senior Training Academy of the National Medical Products Administration and acknowledged as a Shanghai pilot patent enterprise by the Shanghai Intellectual Property Administration and a High-tech Enterprise.

於報告期間，我們非常榮幸獲認可與上海交通大學建立護膚功能原料聯合研發中心，將在生物分子設計、植物分子改造等領域進行新的嘗試。同時，我們也成為國家藥品監督管理局高級研修學院教學基地，並為上海市知識產權局認定的上海市專利試點企業以及高新技術企業。





R&D Experience

研發經驗

- The first Chinese domestic cosmetics company to have a self-built overseas R&D center
首家自建海外研發中心的國貨化妝品公司
- Over 20 years of expertise in R&D, accumulated extensive experience and formed a sound and stable R&D system
超過20年的研發實力，積累深厚的經驗，並形成了完善、穩健的研發體系
- 7 years of fundamental research experience, enhancing our existing products and develop new products
7年的基礎研究經驗，助力提升我們的現有產品及開發新產品



R&D Team

研發團隊

- With an R&D team of approximately 200 staff members, gathering the world's leading research scientists and young talents
約200人的研發團隊，集合全球領先的研發科學家和青年人才
- Having diverse backgrounds, including expertise in biology, chemistry, pharmacy and chemical engineering
擁有不同的專業背景，包括生物、化學、藥學及化學工程
- Our core team has an average experience of over 30 years and has held key R&D positions at Procter & Gamble (P&G) and Shiseido
核心團隊平均經驗超過30年，曾擔任寶潔 (P&G) 及資生堂研發要職



R&D Infrastructure

研發基礎設施

- Dual R&D centers in Shanghai and overseas, focusing on product development and the application of new technologies, as well as the development of new ingredients and technologies, and conduct fundamental research activities and product innovation
在上海及海外部署雙科研中心，聚焦於產品開發與新技術應用以及新成份及新技術開發，以及進行基礎研發活動及產品創新
- Equipped with advanced research equipment and facilities
配備先進研究設備及器材

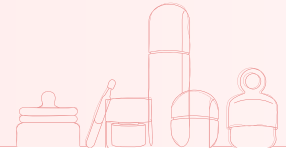


Innovation Achievements

創新成果

- The successful independent development of an exclusive ingredient – the first new cyclic peptide, in addition to our three major fundamental research achievements, have received multiple honors
成功自主研發了獨家原料 – 首款全新環肽，連同3大基礎研究成果，榮獲多項殊榮
- As of 31 December 2023, we possessed approximately 200 patents, including 34 invention patents
截至2023年12月31日，擁有近200項專利，其中包括34項發明專利
- We have published 20 research papers on exclusive patented ingredient research in leading global journals
就獨家專利成份研究在全球領先期刊發表20篇論文
- We have been a member of the International Federation of Societies of Cosmetic Chemists (IFSCC) since 2019
自2019年起一直為國際化妝品化學家學會聯盟會員

Pursuing Beauty with Customers 與客戶一起變美

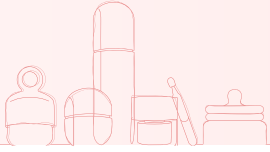


Our innovative products enable us to remain at the forefront of the Chinese domestic cosmetics industry. Our R&D Team closely monitors the development of industry technology, as well as ingredient, formula, and packaging development. We are devoted to creating high-quality products that exceed consumer 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). We have currently upgraded this proprietary core ingredient to *TIRACLE PRO*.
- **AGSE – Activated Grape Seed Extract** – using molecular biology and in cooperation with Dr. Jeffrey 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 and wrinkle reduction effects.
- **Artemisia Naphtha Oil** – we forge a new path for the Artemisia Naphtha Oil (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.

本集團憑著持續的產品創新在國貨化妝品行業站上領先地位。透過我們研發團隊，我們從行業技術發展洞察至成份、配方以及包裝開發均鉅細靡遺，致力為消費者創造超越預期的優質產品，努力不斷提高產品的功效、質量及環境可持續性。以下是我們研發成就亮點：

- **TIRACLE雙菌發酵** – 通過雙菌發酵技術開發的獨家專利核心成份*TIRACLE*針對控制炎症、衰老及保濕功能的基因，能夠達致抗衰、美白和保濕效果，並運用該成份在超過500種產品中（包括*韓束*產品）。我們目前已將此自主核心成分升級至*TIRACLE PRO*。
- **AGSE活性葡萄籽提取物** – 運用分子生物學技術，與普林斯頓大學分子生物學系教授Jeffrey B. Stock博士合作研究，開發出新型*AGSE*（活性葡萄籽提取物）植物提取物，能夠達致滋潤皮膚和減少皺紋的效果。
- **青蒿油AN+** – 開創青蒿油AN+（青蒿提取物）在安敏優化化妝品產品中的新方向，針對解決敏感肌微生態不平衡引致的肌膚問題及其所致的炎症反應。



R&D Innovation of the Year: New Cyclic Peptide Driving Skincare Technology Advancements

Thanks to the dedicated efforts of over 200 researchers from our domestic and international R&D centres, we successfully independently developed an exclusive ingredient – the first new cyclic peptide – during the Reporting Period. This innovative ingredient elevates ordinary linear peptides to three-dimensional cyclic peptides, which has the advantages of stronger absorption, longer effective time, stronger physiological activity, etc.

This remarkable milestone will seamlessly elevate our product range, further enhancing their already exceptional quality standards, achieving scientific anti-aging.

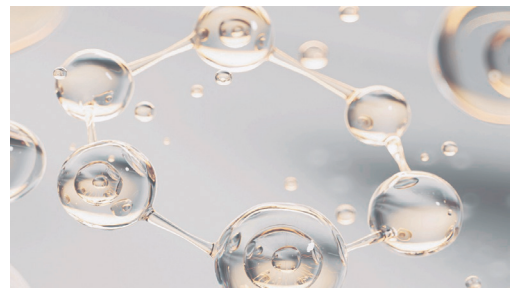
INTELLECTUAL PROPERTY RIGHTS PROTECTION

We are committed to protecting the intellectual property of the Group as well as third parties, including trademarks, copyrights, patents, and domain names. We proactively apply for patents 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.

年度研發創新：全新環肽推動護膚科技發展

憑藉上美股份中國及海外雙科研中心200多位研發人員的長期努力，我們於報告期間成功自主研發了獨家原料—首款全新環肽。這一創新原料將普通線性肽升級為立體空間環肽，具有更強吸收性、更長作用時間、更強生理活性等優勢。

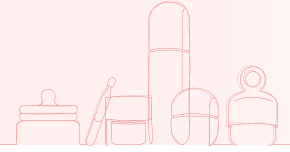


該嶄新成果將運用於我們的產品中，進一步提升了其品質水準，實現科學抗衰。

維護知識產權

我們致力保護本集團以及第三方的知識產權，包括商標、版權、專利及使用的域名等。我們為創新成果申請專利，以保護研發人員的研發成果。為了確保我們的商標不被他人侵犯，我們定期在公共商標註冊平台上進行檢查，亦會通過多種渠道，包括通過銷售公司及銷售人員、市場實地調查、知識產權專家或法律顧問進行調查來識別侵權行為，以及鼓勵消費者通過客戶服務熱線等渠道向我們舉報疑似侵權行為。

一旦發現侵權事件，我們將根據產品侵權行為及具體情況採取跟進行動。



CLEAN BEAUTY AND PRODUCT SUSTAINABILITY

The Group understands the importance of Clean Beauty for product sustainability and customer benefits. We are dedicated to promoting the development of Clean Beauty in the Chinese market, enhancing consumer awareness of aesthetic sensibilities. 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.

純淨美容及產品可持續性

本集團深明純淨美容(Clean Beauty)對產品持續性及客戶利益的重要性，致力推動中國式純淨美容的發展，提升消費者美感意識。我們與全球頂級原料商合作，設立純淨美容綠色原料研究中心，嚴格甄選和創新研發綠色原料成分。從天然純淨成份到環保包裝，我們致力幫助我們的消費者做出適合他們的美容護膚選擇，創造出純淨安全的配方及有效的產品。



R&D Development
科研發展

We strive to leverage sustainable R&D efforts, and we are devoted to developing our products with safe and effective ingredients that cause best results, while increasing transparency about the ingredients in our products.

我們推崇可持續科研發展，矢志研發及使用安全且有效成份配製我們的產品，以創造最佳護膚效果，努力提高產品成份的透明度。

Avoiding the use of 4,421 controversial ingredients*

不使用4,421種有爭議原料*



One Leaf formulates its 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, such as mineral oils, mineral waxes, parabens, formaldehyde-releasing agents and synthetic colors. We believe in providing our customers with the most natural skincare experience possible.

一葉子的產品配方堅持精選安心且有效的成分。我們嚴格遵循歐盟及中國標準，不使用4,421種有爭議原料及可能有害的成份，當中不包括礦物油、礦脂、尼泊金酯類防腐劑、甲醛釋放體、色素等，致力帶給客戶最天然的護膚體驗。

0 addition of 4,700+ risky ingredients*

0添加4,700+風險成分*

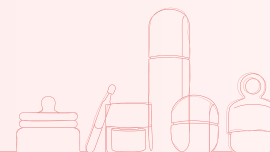


Baby Elephant aspires to accompany every baby to grow up healthily and happily. We promise to use technology-based, safe and essential ingredients and focus on formulating simple, safe and effective products. Our signature product, the *Baby Elephant Ultra Protection Cream*, is formulated without the 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, mineral oil, silicone oil and formaldehyde-releasing agents. With a simple yet effective formula, we provide safe and effective products for babies.

紅色小象致力陪伴每個寶寶健康快樂成長，承諾使用基於技術的安全且必要的成分，專注於研發精簡、安全、有效的產品。紅色小象標誌產品紅色小象舒安特護霜在生產過程中未主動添加4,700+個爭議成份。其中成份蘊含由巴西有機天然提取物紅沒藥醇，不含酒精、水楊酸、色素、視黃醇、礦物油、矽油、甲醛釋放體，成份精簡，為寶寶獻上安全有效的產品。

* 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). 有爭議原料來源於中國化妝品成份白名單2021版／美國環境工作組織(EWG)和美麗修行非綠成份清單

* The terms "0 addition" and "4700+" indicate that the product does not contain any of the 4700+ controversial ingredients actively added from the International Nomenclature of Cosmetic Ingredients (INCI) (2021 version) Beauty Evolution Safety Score (美修安全分). 0添加與4700+是指生產過程中未有主動添加4700+個2021版國際化妝品成分命名法 (INCI) 美修安全分的爭議成份



Raw Material Traceability

原材料可追溯性

We are committed to enhancing the traceability of our raw materials to ensure the sustainability of their sources.

我們致力提高原材料的可追溯性，確保原材料源頭的可持續性。

As an integral part of our responsible procurement strategy, we are delving into understanding the growing environments of our raw materials. Our commitment lies in improving the traceability of ingredients to guarantee their sourcing from sustainable regions. The olive leaf raw material featured in *One Leaf's* products is sourced from olive groves nestled in Longnan, Gansu Province. This region holds prestigious recognition from the International Olive Council (IOC) as a premier area for olive cultivation, ensuring that our olive oil raw materials originate from the finest quality sources.

作為我們負責任採購策略的一部分，我們正在深入了解原材料的生長環境。我們致力提高成份中原材料的可追溯性，以確保其源自可持續地區。一葉子產品所採用的油橄欖葉原料來自於甘肅隴南的油橄欖種植園，該地區為國際油橄欖協會（International Olive Council，簡稱IOC）認可的油橄欖一級適生區，確保我們的油橄欖葉原料均來自最優質的原產地。



Ingredient Transparency

成份透明度

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.

我們樂於透過營銷活動與消費者接觸，提高成份透明度及推廣美感意識，讓消費者有意識地做出最適合自己的正確選擇。

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.

除了產品包裝上，我們定期在社交媒體平台分享產品關鍵成份，使消費者能夠更瞭解他們喜愛的產品中的活性成份、成份選取原因及其功效，提高產品成份透明度，有助消費者選擇最適合的產品。





**Natural Origin
Ingredients**
天然成份

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.

大自然與我們密切共生，提供許多對皮膚有益的豐富美好天然活性成份。我們優先採用尊重環境及肌膚健康的優質成份。



The One Leaf Repair & Embellish Series are enriched with nourishing olive leaf extract that helps repair and strengthen the skin barrier.

一葉子修護修色系列富含油橄欖葉提取物，滋養肌膚，修復肌膚屏障。



One Leaf Avocado Moisturizing Repair Series is inspired by fresh, ripe avocados and formulated with avocado extract and sodium hyaluronate to nourish and moisturize the skin, reducing loss of hydration.

一葉子酪梨保濕修護系列以新鮮成熟的酪梨為靈感，由酪梨提取物和透明質酸鈉配製而成，滋養肌膚，同時有利於保持濕潤，減少水分流失。



The Baby Elephant Chardonnay Essence Cream is formulated with grapefruit extract and olive oil extract, which efficiently replenishes moisture, alleviates post-sun dryness and redness, and cools and refreshes the skin, with a slushy texture that quickly melts and absorbs.

紅色小象霞多麗葡萄精華霜特別添加霞多麗葡萄果提取物+馬齒莧提取物，高效補水保濕，緩解曬後燥紅，清涼爽膚，雪泥質地，瞬融好吸收。



Biodegradability
生物降解性

We are improving the biodegradability of our products, i.e., their ability to be decomposed by natural microorganisms, to reduce their impact on the environment.

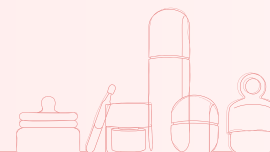
我們正在提高產品的生物降解性，即產品被天然微生物分解的能力，以減少其對環境的影響。

90% natural environment degradability
90%在自然環境中降解



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

一葉子乳酸菌透潤蜜桃面膜的面膜布90%可在自然環境中降解。



Sustainable and FSC® Certified Packaging 可持續及 FSC®認證包裝

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.

作為推崇自然主義的品牌，我們關注消費者健康的美麗以外，也竭力促進包裝可持續設計，努力實踐與大自然和諧共融，最終達致「讓美麗更環保」以及循環經濟的目標。

Highlights of the Year

- Opted for FSC® certified eco-friendly paper for packaging materials
- Employed eco-friendly ink instead of petroleum-based ink for box printing
- Utilized embossed printing instead of ink printing as well as prioritized packaging materials in their natural paper color where feasible to reduce the use of printing ink and minimize chemical safety risks
- Opted for recyclable plastics or bio-based materials to minimize the use of glass whenever possible
- Introduced refillable packaging for selected products to reduce the use of disposable plastic and environmental waste
- Implemented recyclable and environmentally friendly packaging materials
- Addressed plastic pollution by conducting regular marketing campaigns to promote consumer and public awareness regarding recycling and reuse
- Collaborated with our R&D team to explore and develop more sustainable packaging solutions

年度工作要點：

- 選用森林管理委員會FSC®認證的環保紙製作包裝
- 包裝紙盒印刷採用環保油墨代替石油油墨
- 以壓紋突印代替油墨印刷以及儘量以紙張原色製作包裝物料，可減少印刷油墨使用，減少化學安全的風險
- 選擇可循環利用的塑膠或生物基材料，盡可能減少玻璃使用
- 在精選產品上使用可再充裝的包裝，減少使用用完即棄塑膠和環境廢物
- 採用可回收環保包裝系列
- 定期透過營銷活動及包裝訊息提高消費者及公眾對回收再利用的意識，以應對塑膠污染
- 正在與我們的研發團隊探索開發更可持續的包裝



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

有關我們包裝物料管理的詳情，請參閱本報告的「與環境一起變美」章節。



Effective and Safe Product Experience: The Introduction of *One Leaf's* "Luminous Hydrating Repair Essence"

高效安全的產品體驗：一葉子「光透修護水感精華」

During the Reporting Period, we proudly introduced a new addition to the *One Leaf* range - the "Luminous Hydrating Repair Essence", with a core focus on clean beauty and product sustainability. This product features a rich infusion of Vitamin B5, designed to repair damaged skin, deliver deep hydration and address redness and sensitivity. Made with purer, natural ingredients, our aim is to provide consumers with a healthy, safe and truly effective clean beauty experience.

於報告期間，我們推出了一葉子全新單品——「光透修護水感精華」，其核心理念聚焦於純淨美容和產品可持續性。該產品選用高濃度維生素B5，致力於修補受損肌膚、深層保濕、改善紅敏脆弱肌膚。我們以更純淨、天然的原料作為基礎，為消費者提供健康、安全、有效的純淨美容體驗。

Formula derived from natural
plant-based ingredients*
配方天然植物來源成份*

94%

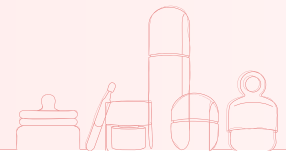
No Paraben preservatives, allergenic
and acne-causing ingredients, and
mineral oil, etc.

無Paraben類防腐劑、無致敏致痘成分、
無礦物油等



* Encompassing naturally derived ingredients and botanical extracts. The calculation method for "natural plant-based ingredients" follows the group standard (T/SHRH 041-2022) "Guidelines on Technical Definitions and Calculation of Natural Ingredients in Cosmetics."

涵蓋天然衍生成份及天然植物成份。「天然植物來源成份」計算方法根據團體標準（「團標」）T/SHRH 041-2022《化妝品中天然成份的技術定義計算指南》。



Forging ahead Clean Beauty Industry Innovation 推動純淨美容市場發展

As industry contributors, we champion sustainability innovation. Leveraging our strong brand power and commitment to clean beauty, we have made concerted efforts as follows during the Reporting Period:

作為業界一分子，我們鼓勵行業的可持續發展創新。憑藉我們雄厚的品牌力以及對純淨美容的堅定承諾，於報告期間：

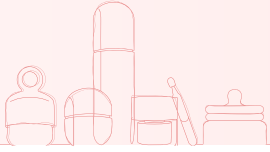
- Released China's inaugural **"White Paper on Clean Beauty Industry"** (《純淨美容行業白皮書》) – a comprehensive document offering insights, competitive advantages and trend analysis of the local clean beauty market and consumer behavior. Developed through collaboration Tmall Beauty, TMIC Tmall Innovation Center (TMIC 天貓新品創新中心) and Kantar, this white paper aims to promote industry awareness of clean beauty and promote sustainability of China's clean beauty industry.

成功發佈中國首份《純淨美容行業白皮書》— 分享了對國內純淨美容市場及消費者洞察、優勢及趨勢分析。該白皮書由本集團與天貓美妝、TMIC天貓新品創新中心及凱度合力編製，旨在倡導行業樹立對純淨美容的認知，助推中國式純淨美容可持續發展。

- Proposed the formulation of the General Principles of Clean Cosmetics (純淨化妝品通則) – initiated by *One Leaf* and organized by the Shanghai Daily Chemical Trade Association ("SDCTA"). This publication establishes clear definitions and quantifiable standards for clean cosmetics, covering aspects such as ingredient selection, formula design and product safety assessment.

《純淨化妝品通則》— 由我們一葉子提出，並由上海日用化學品行業協會組織制定並發佈，明確了純淨化妝品的定義，並從選材、配方設計及產品安全評估等維度，量化了純淨美容的標準。





ENSURING PRODUCT QUALITY AND SAFETY

In order to safeguard the health and safety of our customers and enhance their product experience, we rigorously monitor product quality and safety. 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 raw material sourcing to production and finished product manufacturing, all of which are subject to strict quality control measures.

保障產品質量及安全

為了保障客戶的健康與安全，並提升他們的產品體驗，我們嚴格監控產品質量及安全。我們的生產設施獲取以下國際標準認證，向消費者保證我們產品的質量及安全性：

- ISO 9001 品質管理系統認證
- ISO 22716 化妝品行業良好生產規範認證
- 美國食品和藥品管理局(FDA)化妝品良好生產規範(GMPC)

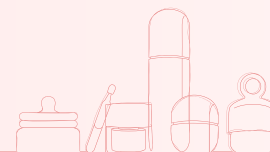
我們對產品質量的執著貫穿整個營運過程 – 由產品開發及接收原材料，以至生產及成品製成，均實施了嚴格的質量控制措施。

1. Product R&D stage 1. 產品研發階段

- Our R&D team is responsible for developing safer and more scientific product ingredients and formulations, thereby enhancing product quality and safety
研發團隊負責研發更安全、更科學化的產品原料及配方，從而提升產品質量及安全性
- Each formula is evaluated for specifications and quality in accordance with relevant laws, regulations and industry standards
根據相關法律法規以及行業標準評估每個配方的規格及質量

2. Receipt of raw material and packaging material stage 2. 原材料及包裝材料驗收階段

- 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
根據原材料質量控制的內部指引，檢查原材料的外觀、規格及功能，並對隨機選取的樣本進行測試
- 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 will adopt measures such as returning the entire batch of raw materials if we determine that the use of such materials will have a significant adverse impact on our production
倘若樣本未能通過測試，我們會對不達標原材料進行全面檢查及調查。若我們認定使用該原材料會對生產造成重大不利影響，我們會採取退回整批原材料等措施



<p>3. Production stage 3. 生產階段</p>	<ul style="list-style-type: none">• 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 對整個生產過程進行全面監督及檢查，保證所有生產設備、機械及人員符合國家及內部標準• We have established comprehensive operating procedures for quality control throughout the entire production process 建立了全面的運營程序，以在整個生產過程進行質量控制• Regular staff compliance checks are conducted in accordance with our internal operation standards 定期查核員工是否遵守內部操作標準• 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 設有專責質量控制檢查團隊，進行現場程序檢查，包括首件檢驗、定期產品樣本檢查、現場環境衛生檢查以及員工操作標準檢查• Regular equipment inspections and maintenance are conducted to ensure our production lines operate at optimal levels 定期進行設備檢查及維護，保證生產線在理想水平運行• We perform routine product inspections and set quality checkpoints during key production processes to ensure product quality 對產品進行常規產品檢查，並於主要生產過程中設立質量檢查點，保證產品質量
<p>4. Finished product stage 4. 製成品階段</p>	<ul style="list-style-type: none">• 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 we select high-quality logistics partners to avoid any product quality issues that may arise during transportation 設有專責質量控制團隊，負責規範監督儲存、運送及銷售階段的產品質量，保證產品在良好狀況下儲存、運送及出售，選擇優質的物流合作商，儘量避免在運輸過程中導致的產品質量問題
<p>5. After-sales stage 5. 售後階段</p>	<ul style="list-style-type: none">• We have established various mechanisms to handle consumer feedback, including hotlines and other feedback channels 建立了多項機制處理消費者反饋，包括熱線等意見回饋渠道• We are committed to promptly communicating with consumers and conducting quality investigation procedures when necessary to enhance customer satisfaction 承諾及時與消費者溝通聯繫，並在必要時開展質量調查程序，以提高顧客滿意度



Shaping the Future of the Industry: Co-building Quality and Safety Standards for Cosmetic Raw Materials

塑造行業未來：共建化妝品原料的質量與安全性標準

We have consistently committed ourselves to open innovation, fostering collaborative development within the industry. During the Reporting Period, we actively engaged various stakeholders, including industry associations and enterprises, to jointly publish association standards for cosmetic raw materials, thereby enhancing the quality and safety of industry products.

我們一直致力於開放式創新，促進行業的協同發展。於報告期間，我們積極吸納各方的力量，與行業協會、企業等共同發佈化妝品用原料的團標，提高行業產品的質量及安全性。

- **Cosmetic Ingredients – Olea Europaea (Olive) Leaf Extract – One Leaf** led the compilation of China's first standard related to olive leaf extract during the Reporting Period. This standard specifies technical requirements, test methods, inspection rules, as well as requirements for product packaging, labelling, transportation, storage, and shelf life for cosmetic raw material olive leaf extract.

《化妝品用原料油橄欖葉提取物》— 一葉子於報告期間牽頭梳理了國內首份油橄欖葉提取物相關的團標，對化妝品原料油橄欖葉提取物的技術要求、試驗方法、檢驗規則和產品包裝、標籤、運輸、貯存和保質期要求做作出了規定。

- **Synthetic Peptide as Raw Material in Cosmetics (化妝品用原料合成多肽)** – KANS jointly released the Synthetic Peptide as Raw Material in Cosmetics (化妝品用原料合成多肽) with 19 companies and organizations and the China Food and Drug Corporation Quality and Safety Promotion Association. This standard provides clear directions and guidelines for peptide raw material R&D, cosmetic production, efficacy evaluation, and enhances the quality and safety of peptide products.

《化妝品用原料合成多肽》— 韓束於報告期間與十九家企業及機構及中國食品藥品企業質量安全促進會正式發佈了國內首部化妝品用原料合成多肽行業團標《化妝品用原料合成多肽》，為多肽原料研發、化妝品生產、功效評價等多個維度提供了清晰的方向與指南，提升多肽類產品的質量與安全性。

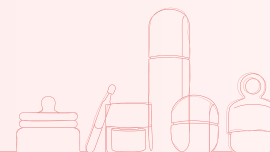
- **General Principles of Clean Cosmetics** – One Leaf led the formulation of the General Principles of Clean Cosmetics in collaboration with the SDCTA during the Reporting Period. It defines pure cosmetics, principles for ingredient selection and use, formula design, and product safety evaluation, providing clear norms for the development and manufacturing of pure beauty products.

《純淨化妝品通則》— 一葉子於報告期間與上海日用化學品行業協會牽頭制定《純淨化妝品通則》，當中規定了純淨化妝品的定義、產品選材與使用原則、配方設計原則，以及產品安全評估原則，為純淨美容產品的開發和製造提供明確的規範。

- **Evaluation of the Efficacy of Cosmetic Products with Skin Microecological Adjustment (《皮膚微生態調節型化妝品功效評價》) and “Quality Requirements and Efficacy Evaluation Methods of Recombinant Collagen Raw Materials (《重組膠原蛋白原料質量要求及功效評價方法》)** – We also participated in the drafting of Evaluation of the Efficacy of Cosmetic Products with Skin Microecological Adjustment (《皮膚微生態調節型化妝品功效評價》) and Quality Requirements and Efficacy Evaluation Methods of Recombinant Collagen Raw Materials (《重組膠原蛋白原料質量要求及功效評價方法》) during the Reporting Period, contributing to the advancement of efficacy evaluation standards.

《皮膚微生態調節型化妝品功效評價》、《重組膠原蛋白原料質量要求及功效評價方法》— 我們於報告期間亦參與了《皮膚微生態調節型化妝品功效評價》及《重組膠原蛋白原料質量要求及功效評價方法》的起草工作，協助推動功效評價標準的發展。





CUSTOMER SATISFACTION

Meeting and exceeding customer expectations is crucial for our business development. 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.

客戶滿意度

滿足及超越客戶的期望對我們業務發展至關重要。我們設有專責客戶服務人員團隊，並持續運營客戶服務系統，確保及時回應一切客戶關切。



Customer Feedback Channel

客戶反饋渠道

- Customers can provide feedback and make inquiries through platform customer services, hotlines and other channels
- 客戶可透過平台客服、熱線等渠道進行諮詢和反饋



Investigation and Handling

調查及處理

- We keep records of all inquiries, feedback and complaints, as well as the results of any investigations or corrective and preventive actions taken
- We investigate the root causes of complaints and implement appropriate solutions
- 保存所有查詢、意見回饋和投訴的記錄，以及任何調查或糾正及防範措施的結果
- 調查投訴原因及執行處理方案



Correction and Prevention

糾正及預防

- We conduct follow-up investigations to ensure customer satisfaction
- Corrective and preventive measures are implemented to avoid recurrence of issues
- 進行後續跟進調查，確保客戶滿意度
- 執行糾正及預防措施，避免問題再次發生



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:

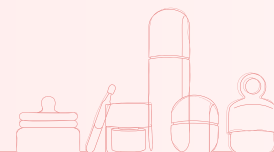
- Establish a product recall program through our sales network in the event that a product does not meet our quality standards
- Label, isolate and handle recalled products in accordance with our nonconforming product control procedures
- Conduct further inspections on the recalled products and adjacent batches
- Make reports on the reasons, scope, and results of the product recall
- Take corrective measures to address any issues with the product recall program and management system
- Arrange and manage costs and compensation related to the product recall

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 (2022: 0), and did not receive any material products and service-related complaints.

我們確保客戶獲得符合標準的產品，若客戶收到的產品有任何缺陷，客戶可向我們提供退換請求。我們會即時檢查退回的貨品，並在確保質量、包裝等符合相關條件才安排重售。我們亦訂有產品召回程序，若我們發現提供給客戶的產品有不合格的情況或任何質量或安全等問題，我們會採取相應的措施，包括但不限於：

- 通過銷售網絡從消費者召回已購買的產品
- 召回產品在處理前必須進行標識和隔離，並根據《不合格產品控制程序》進行處理
- 對需要召回的產品以及相鄰批次的產品留樣進行複查
- 對召回的原因、範圍和結果進行報告
- 對召回程序和管理體系存在的問題採取糾正措施
- 處理與召回相關的費用和賠償安排

為了瞭解客戶的意見及期望，我們對客戶每年進行客戶滿意度調查，收集客戶對我們的產品品質、交貨品質、服務品質等範疇的意見和評分，並根據客戶意見改善我們的產品及服務。於報告期間，我們並沒有任何產品因安全與健康理由而須回收(2022：0)，亦無接獲任何與產品及服務相關的重大投訴。



During the Reporting Period, KANS opened its first experience centre on the departure floor of Terminal 2 at Hongqiao Airport. The store provides consumers with skin testing, brand experiences and other services, aiming to enhance the customer experience.

於報告期間，韓束首家體驗中心在虹橋機場T2出發層開幕。店內為消費者提供皮膚檢測、品牌體驗等服務，務求提升客戶體驗。



The first KANS Hongqiao Airport Experience Centre: Ultimate Brand Experience

首家韓束虹橋機場體驗中心：極致品牌體驗

Equipped with a technology driven interactive H5 experience called “Your Skincare Exploration Test” which generates personalized skincare profiles and product recommendations for consumers

店內設置了科技感十足的趣味互動H5「你的護膚摸底測試」，為消費者生成專屬護膚人設和韓束產品推薦

Featuring a “Scientific Anti-aging” Brand Experience Centre, the centre offers on-site facial care for over a thousand travellers and provided over ten thousand travel-sized and single-use products

具備「科學抗衰」品牌體驗中心，為過千名旅客提供現場面部護理及提供過萬份旅行便攜裝和次拋產品

Establishing a dedicated skincare area equipped with the 7th generation Visia skin analysis device, the centre offers users professional skincare consultations. Skincare consultants provide users with clinic-level skin analysis, thereby offering customized skincare solutions and product recommendations to consumers

設立專業皮膚護理區，配備了第7代Visia皮膚檢測儀，由護膚顧問為用戶提供院線級的皮膚檢測，從而為消費者提供定制化的皮膚問題解決方案和產品推薦

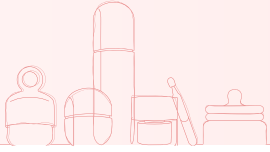
Promotional Collaboration with Douyin and Video programs, Enabling Customers to Explore Product Information from a Fresh Perspective

與抖音、視頻節目合作宣傳，讓客戶以全新角度了解產品資訊

During the Reporting Period, KANS' Cyclic Peptide made appearances on the stage of The Great Chinese Ingredients season 3, created by Douyin e-commerce. Additionally, KANS participated in the programme All Girls Streamer 《所有女生的主播》. These collaborations enabled widespread promotion of KANS products, garnering exposure to millions of viewers. Through various channels such as social media platforms and online programmes, we engaged in deep interactions with customers, sharing stories behind our products and formulations, allowing consumers to gain a deeper understanding of our products.

於報告期間，韓束環肽登上了由抖音電商打造的《了不起的中國成分3》舞台，同時韓束也參與了《所有女生的主播》節目。這些合作讓韓束產品得以廣泛宣傳，獲得億級曝光。我們透過社交平台和線上節目等多元渠道，與客戶深度互動，分享產品背後的故事，讓消費者更深入了解我們的產品和配方。





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.

The Group's 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:

負責任供應鏈

本集團認為可持續供應鏈管理是業務營運和業績的關鍵一環。除了與供應商維持穩定合作關係，我們亦設有一個綜合供應鏈管理系統，涵蓋原材料採購、生產、質量檢查及交付等全生產過程，同時重視供應商的可持續發展表現，包括環境保護、職業安全及健康表現等，以加強負責任的供應鏈管理。

本集團的主要供應商為原材料及服務供應商。為了確保所聘用供應商的產品及服務質量，我們為新供應商的聘用訂立嚴格審核程序：



1. Preliminary Inspection

1. 初步調查

- Conducting preliminary inspection and assessment based on basic information such as the suppliers' business license and quality management

- 根據供應商的營業執照、質量管理等基本信息進行初步調查及評估



2. Supplier Assessment

2. 供應商評估

- Conducting onsite reviews to assess suppliers in areas such as quality, environment and technological capabilities. Guidance for improvement is provided and follow-up reviews are conducted for suppliers who do not meet our standards during on-site reviews

- 進行現場審核，就質量、環境、技術等範疇進行評分，並對現場審核不合格的供應商提出整改及進行複核



3. Incorporation in Supplier List

3. 納入供應商名錄

- Approving suppliers who pass the on-site reviews
- Incorporating approved suppliers in the qualified list of suppliers

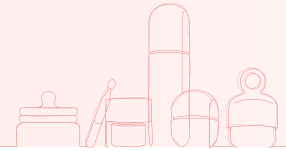
- 對現場審核合格的供應商進行審批
- 將供應商納入合格供應商名錄



4. Ongoing Evaluation

4. 持續評估

- Conducting regular evaluations on design capacities, R&D capabilities, pricing, quality, service, quality, environment, and
- Other relevant areas requiring suppliers who fail to meet the requirements to provide corrective action plans, and if the supplier fails to improve in a timely manner, we will consider terminating the business relationship
- 就設計能力、研發能力服務、價格、質量、服務、環境及安全等範疇進行評級
- 要求不合格供應商提供整改計劃，若供應商未能及時改進，本集團將考慮中斷其合作關係



During the Reporting Period, the Group engaged a total of 77 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

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 regulations². Through these tests, 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.

於報告期間，本集團一共聘用77家主要供應商，所有主要供應商均位於中國。我們向所有主要供應商執行上述供應商聘用慣例。

為了在供應鏈管理上貫徹可持續發展原則，我們定期進行環境、社會及管治風險評估，以識別及緩解供應鏈中的環境及社會風險。我們亦優先考慮表現符合我們可持續發展標準的供應商，例如審核新供應商的環境保護、健康及安全表現並進行評分，以減低供應鏈的環境及社會風險。

為了在揀選供應商時促使多用環保產品及服務，本集團於採購過程中持守綠色採購原則，包括：

- 優先採用FSC®認證的環保紙
- 優先採購具有能源標籤的電器
- 優先選擇採用較少或較環保的包裝物料的產品
- 優先考慮鄰近營運所在地區的供應商以減少運輸中的碳排放

道德責任

第三方測試與管理

我們確保我們進行的第三方測試均符合道德責任。在委託第三方機構進行人體測試和其他產品測試時，本集團確保其根據國家要求取得相關資質，同時遵循相關管理體系和措施，包括配備合資格的醫護人員進行人體測試等，並確保本集團符合相關法律及法規²的要求。透過這些測試，我們不僅確保產品符合安全標準，同時也檢驗產品品質和安全性，並改進設計和製造過程，加強產品品質和客戶安全。



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 regulations², 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 most people's skins.

PROTECTION OF INFORMATION SECURITY AND DATA PRIVACY

To ensure proper use and storage of data and information, our employee handbook and other relevant policies set out principles and measures for protecting information, including but not limited to:

- Protected data and 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 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

保障動物權益及福祉

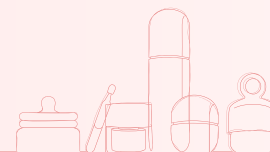
在研發的過程保障動物權益及福祉為本集團的責任。本集團嚴格遵守相關法律及法規²，並一直透過密切關注動物試驗的立法發展以及制定內部指引，積極探索動物測試的替代方案等，確保我們製造品質卓越、有效、安全及適合絕大多數人肌膚的美容護理產品。

保障信息安全及數據私隱

為了確保妥善使用和儲存數據及信息，我們的員工手冊及其他相關政策訂明有關信息保護的原則和措施，包括但不限於：

- 未經批准的情況下，涉及保密數據及信息不得對外使用
- 加強網盤的用戶准入審批及權限配置管控
- 加強員工培訓，強化員工信息安全防範意識，防止員工非法使用、洩露信息
- 未經許可，員工不得安裝、下載、複製未經授權的軟件
- 員工不得利用公司網絡設施發送、獲取、使用違反公司政策的信息或資料

² 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.
有關對本集團業務營運有重大影響的產品責任相關法律及法規，請參閱本報告「重點法律及法規列表」章節。



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

Responsible advertising and labelling are crucial to the reputation and operations of the Group, including providing 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 regulations³ 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.

Our R&D process is equipped with a designated label review procedure. We conduct 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 instructions, 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.

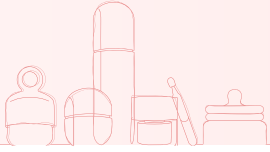
我們積極採取適當的備份、加密、訪問控制和其他必要的技術及組織措施，並制定整體網絡安全和數據保護政策，以保護數據免受未經授權的訪問、披露、竊取、篡改、毀損、損失、非法利用或其他嚴重的事件及違規行為。

廣告及標籤

負責任的廣告及標籤對本集團的聲譽及營運至關重要，包括全面、真實、準確、及時地披露化妝產品相關信息，並確保廣告並不含有任何虛假或者引人誤解的內容，保護消費者的權利及其知情權。我們嚴格遵守行業和營運地點有關廣告及標籤的適用法律及法規³，並制定一系列政策及措施，以確保廣告及標籤內容的真實性。

我們的研發流程設有標識審核程序，並由研發中心及法務部門對產品標籤進行嚴格審核，包括檢查產品成份名稱、功效性描述、使用方法、警示性用語等重要信息，避免消費者因接收到誤導信息而造成健康安全等損害。我們定期就廣告中數據來源或用詞進行審查，確保其真實性，並確保產品廣告內容並無包含虛假的醫療作用描述等。

³ Please refer to the section headed "Significant Laws and Regulations" of the Report for the list of advertising and labelling-related laws and regulations significant to the Group's business operation.
有關對本集團業務營運有重大影響的廣告及標籤相關法律及法規，請參閱本報告「重點法律及法規列表」章節。



Pursuing Beauty with Employees 與員工一起變美

Target:

目標：

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

打造多元共融、平等和安全的工作環境，引領員工發揮傳承精神

The Group is committed to fostering a harmonious and diverse workplace culture, providing competitive benefits, and ensuring a healthy and safe working environment, so as to promote our core values of “diversity” and “optimism.” To ensure employment compliance, we strictly adhere to employment and labour standards-related laws and regulations⁴. 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.

Most material issues covered in this Chapter:

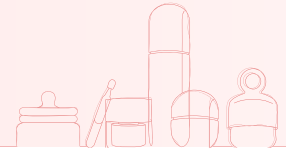
本章涵蓋的最重大議題：

- Employee benefits
- Equal opportunities, diversity and anti-discrimination
- Occupational health and safety
- Employee development and training
- Employment compliance
- 僱員福利
- 平等機會、多元化、反歧視
- 職業健康及安全
- 員工發展及培訓
- 僱傭合規性

本集團致力營造和諧及多元的職場文化、提供具競爭力的福利及健康安全的工作環境，以貫徹「多元」、「樂觀」的核心價值。為了確保僱傭合規，我們嚴格遵守僱傭相關的法律及規例⁴。於報告期間，本集團並不知悉任何有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利且對本集團有重大影響的違規情況，亦不知悉任何有關防止童工或強制勞工的違規情況。

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

有關對本集團業務營運有重大影響的僱傭相關法律及法規，請參閱本報告「重點法律及法規列表」章節。



EMPLOYEE RIGHTS AND EQUAL OPPORTUNITY

We ensure that employee rights are fully protected throughout our operations. 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. Our Human Resources department conducts regular reviews of the human resources management system to ensure the effectiveness of existing measures.

We advocate for a diverse and inclusive work environment, encouraging employees from various backgrounds to grow together at Chicmax. 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.

員工權益及平等機會

我們於營運中確保員工的權益得到充分的保障。我們的員工手冊和人力資源管理制度訂明有關薪酬、招聘及晉升、解僱、工作時數、假期等安排，確保員工的權益受到充分保障。我們於員工入職時檢查其身份證明文件和資格等，堅決杜絕使用童工和任何非法勞動的情況。我們的員工手冊列明有關工時、加班、假期等安排，確保員工有充足的休息，避免強制勞動。若發現童工或強制勞工，我們會立刻終止其工作，亦會根據法例要求處理相關事件並展開調查，以防相關情況再次發生。我們的人力資源部定期審查人力資源管理制度，以確保現有措施的有效性。

我們提倡多元共融的工作環境，鼓勵來自不同背景的員工在上美股份共同成長。我們於員工手冊中向員工傳達多元、平等的企業文化理念，禁止任何職場歧視或騷擾行為。在僱傭政策及相關程序的指導下，本集團根據求職者的能力、學歷、工作經驗等進行招聘，嚴禁任何源於性別、年齡、宗教、種族等歧視，亦按照員工績效評級結果進行升遷、薪酬調整等決定，確保員工得到合理待遇和機會，以確保公平選拔、聘用和待遇。我們為員工設立舉報制度及渠道，鼓勵員工在遇到歧視或騷擾時向我們舉報，並嚴格保護投訴人身份。員工如作出違法的歧視或騷擾行為，可能會受到紀律處分或解僱。



EMPLOYEE WELFARE

The Group values each employee and is dedicated to enhancing their well-being. We provide competitive salaries and comprehensive insurance benefits to our employees, along with performance-linked incentive programmes to reward and motivate them based on individual performance. We offer various leave policies, welfare benefits, and facilities⁵ to cater to the needs of our employees.

員工福祉

本集團重視每一名員工，致力提升他們的福祉。我們向員工提供具競爭力的薪金和綜合保險待遇，並根據個別員工的表現提供與績效掛鈎的激勵計劃，以獎勵和鼓勵員工。我們為員工提供各種假期、福利及設施⁵，以照顧員工的需要。



Special Paid Leaves

特別有薪假期



Staff Welfare and Allowances

員工福利及津貼



Staff amenities

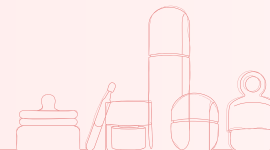
員工設施

- | | | |
|---|--|--|
| <ul style="list-style-type: none"> • Chicmax Family Day (providing special holiday for employees to spend time with their families) • Marriage leave • Compassionate leave • Maternity leave • Prenatal examination leave • Breastfeeding leave • Paternity leave • 上美家庭日（為員工提供特別假期陪伴家人） • 婚假 • 喪假 • 產假 • 產檢假 • 哺乳假 • 陪產假 | <ul style="list-style-type: none"> • Marriage and childbirth gifts • Condolence payment • Birthday gifts and cards • Welcome gifts • Festive benefits • Free product benefits • Free health check-ups • Transportation allowance • Meal benefits • 結婚及生育禮金 • 慰問金 • 生日禮物及賀卡 • 入職禮物 • 節日福利 • 免費產品福利 • 免費身體檢查 • 交通津貼 • 餐飲膳食 | <ul style="list-style-type: none"> • Employee dormitories • Lactation rooms • Employee rest areas • Tea room • 員工宿舍 • 哺乳室 • 悠閒間 • 茶室 |
|---|--|--|

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

我們定期舉辦多種員工活動，包括節日慶祝活動、週年晚宴等，讓員工能在工作和生活之前取得平衡，並提升他們對上美股份的歸屬感。

⁵ Some benefits are only applicable to employees who meet certain implementation conditions.
部份福利僅適用於具備實施條件的員工。



EMPLOYEE TRAINING AND DEVELOPMENT

員工培訓及發展

To enable employees to grow together with Chicmax and utilize their strengths, we provide onboarding training for new employees and 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.

為了讓員工能與上美股份一起成長，並能發揮所長，我們為新入職僱員提供入職培訓及定期為僱員提供量身定制的內部培訓課程，亦會安排僱員參加第三方提供的培訓課程。此外，我們為部分僱員提供管理技能培訓機會，幫助他們發展成為管理人才。

Chicmax's "Star Program" Management Trainee Program to Cultivating Industry Elites 上美「星計劃」管理培訓生項目，培養行業精英

To cultivate industry elites, we continuously organize the "Star Program" management trainee program to train future managers. Through campus recruitment, we recruit graduates and provide them with arrangements such as senior mentors and professional managers for guidance, as well as onboarding training, management trainee seminars, expert lectures, development and training programs, and professional training.

為了培育行業精英，我們持續舉行「星計劃」管理培訓生項目，以培訓未來管理人員。我們通過校園招聘招募畢業生，並為管培生提供安排高層導師和專業經理人進行指導、以及提供入職集訓、管培生座談、大咖課堂、發展培養項目、專業培訓等。



During the Reporting Period, we provided employees with over 18,000 hours of training, covering a wide range of topics including onboarding training, business skills, management techniques, sales, director responsibilities, and business development.

於報告期間，我們一共為員工提供超過18,000小時的培訓，培訓內容涵蓋入職培訓、業務技能、管理技巧、銷售、董事職責及業務發展等。



OCCUPATIONAL HEALTH AND SAFETY

Based on our management approach of “safety production, people-oriented”, We are committed to ensuring the safety and health of our employees. To this end, we strictly comply with occupational health and safety related laws and regulations⁶. To ensure the effectiveness of occupational safety management, our occupational health and safety management system⁷ 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.

Production safety

Health and safety assessment

- Identifying and rating safety risks and conduct various inspections of the working environment and business premises, including checking protective equipment, fire safety measures, etc.
- If safety hazards are identified, remedial measures are implemented immediately, and effect evaluation will be conducted.
- Investigating and reporting any safety incidents in the workplace to the management and take corrective measures in a timely manner.

職業健康及安全

本著「安全生產、以人為本」的管治方針，我們致力保障員工的安全及健康。為此，我們嚴格遵守職業健康與安全相關法律及法規⁶。為了確保職業安全管理的有效性，我們的職業健康安全體系⁷獲取ISO 45001證書，亦制定了健康及安全手冊、政策和標準操作程序等。我們定期制定安全生產目標和進行安全績效評估，以持續優化本集團的安全管理。

生產安全

健康及安全審查

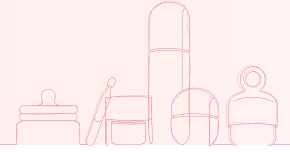
- 對安全風險進行識別及評級，並對工作環境和經營場所進行各種檢查，包括檢查防護設備、防火措施等
- 若識別出安全隱患，立即執行治理措施及進行效果評估
- 在工作場所發生任何安全事故時調查事故及匯報管理層，並及時採取糾正措施

6 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.

有關對本集團業務營運有重大影響的職業健康與安全法律及法規，請參閱本報告「重點法律及法規列表」章節。

7 During the Reporting Period, Shanghai Zhongyi Daily Chemical Co., Ltd. (“Shanghai Zhongyi”) held the ISO 45001 Occupational Health and Safety Management System certificate.

於報告期間，上海中翊日化有限公司（「上海中翊」）持有ISO 45001 職業健康與安全管理體系證書。



Reducing safety risks and improving risk response capabilities

- Providing safety rules and procedures that must be followed in the workplace to workers.
- Personnel working in high-risk jobs must meet relevant competency tests and obtain relevant licenses before they are allowed to work.
- Strictly monitoring installations and protective equipment and provide employees with protective equipment such as safety nets, protective fences and goggles.

Raising employee safety awareness

- Environmental, health and safety trainings are provided to employees on a regular basis.
- Tests are required at the end of training sessions and the test results are considered in determining the overall performance of employees.
- Providing employees with materials covering safety practices and hazard management knowledge to enhance their occupational safety and health knowledge.

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 that is material to the Group and there has been no records of any work-related fatalities in the past three years (including the Reporting Period).

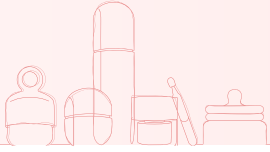
減低安全風險和提升風險應對能力

- 為作業人員提供工作崗位必須遵守的安全規則及程序
- 從事高傷亡風險工作的人員必須符合相關能力考核及獲得相關證照才能上崗
- 對裝置和安全防護裝備進行嚴格監控，並為員工提供安全網、防護圍欄、護目鏡等防護設備

提高員工的安全意識

- 定期為僱員提供環境、健康及安全培訓
- 在培訓課程結束時需接受測試，並在確定僱員的整體表現時考慮該等測試的結果
- 為員工提供涵蓋安全守則和危害處理知識的材料，以提升員工職安健知識

於報告期間，本集團並不知悉任何嚴重違反對本集團有重大影響提供安全工作環境及保護員工免受職業性危害相關違規情況，並於過去三年（包括報告期間）無錄得任何因工亡事故。



ANTI-CORRUPTION

The Group is committed to upholding the highest standards of business ethics and maintains a zero-tolerance policy towards corruption and bribery throughout the entire value chain. We fully comply with applicable laws and regulations⁸ 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 also require suppliers to comply with the Group's anti-corruption requirements.

We encourage employees, customers and suppliers to report any fraud or misconduct through our grievance mechanism and whistleblowing channels in accordance with our Anti-Fraud, Whistleblowing and Reward System and Reward System for Recovery of Economic Losses. The system clearly outlines our commitment to protecting whistleblowers and that our procedures from the filing of a complaint to its investigation are handled in an open, fair, honest and transparent manner.

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.

反貪污

本集團致力維護最高的商業道德標準，對整個價值鏈上的貪污及賄賂行為採取零容忍態度。全面遵守適用的反貪污法律及法規⁸，嚴禁在營運中索取或收受利益、任何形式的賄賂、勒索、欺詐或洗黑錢行為。我們的《員工行為規範》和《員工手冊》清楚列明我們對商業道德的行為準則和要求，而我們亦要求供應商符合本集團有關反貪污的要求。

我們鼓勵員工、客戶及供應商根據《反舞弊舉報獎勵制度》及《經濟損失追回的獎勵制度》，通過申訴機制和舉報渠道舉報任何舞弊或不當行為。該制度清楚表述我們對保護舉報人的承諾，以及我們從提出申訴到調查的程序均以公開、公正、誠信、透明的原則處理。

我們定期向我們的員工及董事提供反貪污及反賄賂合規培訓，確保瞭解反貪措施及慣例。新入職員工的迎新培訓亦涵蓋相關內容，加強他們對反貪污適用法律法規的認識和反貪意識。

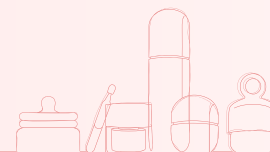
於報告期間，本集團並不知悉有關防止賄賂、勒索、欺詐及洗黑錢相關法律及規例方面的重大的違規行為，亦不知悉任何對本集團或其員工提出並已審結的貪污訴訟案件。

⁸ 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.

有關對本集團業務營運有重大影響的反貪污相關法律及法規，請參閱本報告「重點法律及法規列表」章節。

Pursuing Beauty with the Environment

與環境一起變美



Target:

目標：

To leverage green beauty by enhancing climate resilience and establishing a low-carbon operational model

提升氣候抵禦力，構建低碳的營運模式，讓美麗更環保

As a leader in clean beauty, Chicmax respects nature and is committed to promoting environmental sustainability throughout its operations and product development processes, showcasing sustainable beauty. 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 environmental laws and regulations⁹ 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.

Most material issues covered in this

Chapter:

本章涵蓋的最重大議題：

– Environmentally friendly products

– 環境友好產品

作為純淨美容的領導者，上美股份尊重大自然，致力於營運及產品開發的過程中推動環境可持續發展，展現可持續之美。我們的環境保護管理體系已取得ISO 14001認證，並建立全面環境保護政策，由我們的環保、健康及安全部門（「EHS部門」）負責監控及預防與環境相關的風險。本集團除嚴格遵守相關環境法律法規⁹外，亦不斷積極改善我們營運的環境表現。於報告期間，本集團並不知悉任何嚴重違反相關環境法律及法規的行為。

⁹ 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.

有關對本集團業務營運有重大影響的環境法律及法規，請參閱本報告「重點法律及法規列表」章節。

Pursuing Beauty with the Environment

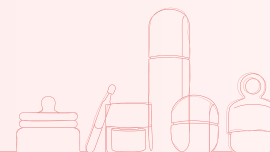
與環境一起變美



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

為了提升和審視我們的環境管理表現，我們訂立溫室氣體排放、能源使用效益、用水效益和廢物管理相關綠色目標，並持續追蹤我們的進度。

Aspect 範疇	Green target 綠色目標	Progress in 2023 2023年進度
 <p>GHG emissions 溫室氣體排放</p>	<p>Reduce GHG emission intensity by implementing energy-saving measures and adopting clean energy. 通過實行節能措施和採用清潔能源減少溫室氣體排放密度。</p>	<p>Achieved 已達成</p> 
 <p>Energy use efficiency 能源使用效益</p>	<p>Continue to implement energy management measures and improve energy use efficiency. 持續實行能源管理措施和提升能源使用效益。</p>	<p>Achieved 已達成</p> 
 <p>Water use efficiency 用水效益</p>	<p>Reduce water consumption and improve water use efficiency through water conservation measures. 通過實行節水措施減低水資源消耗並提高用水效益。</p>	<p>Achieved 已達成</p> 
 <p>Waste management 廢物管理</p>	<p>Continuously optimize waste management, reduce waste generation intensity, and maximize recycle and reuse of waste. 持續優化廢棄物管理，減少廢棄物總量密度，並盡可能實行廢物回收及重用。</p>	<p>Achieved 已達成</p> 



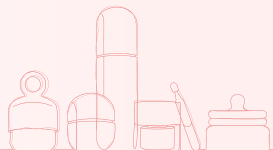
CLIMATE RESILIENCE AND MANAGEMENT

氣候抵禦力及管理

During the Reporting Period, we continued to identify and manage climate-related issues within our operations. The table below summarizes climate-related risks and the corresponding mitigation measures we have implemented.

我們於報告期間繼續識別和管理與業務中與氣候相關的事宜。下表總括了與氣候相關的風險，以及我們採取的應對措施。

Risk Category 風險範疇		Risk Description 風險描述	Our Response Measures 我們的應對措施
Physical risks 實體風險	Increased severity and frequency of extreme weather events and temperature rise 極端天氣事件和氣溫升高的嚴重性及頻率增加	<ul style="list-style-type: none"> • Potential damage to facilities and equipment at the operation sites • Potential for operational disruption and reduced revenue • Increased health and safety risks for employees • 可能會損壞營運地設施及器材 • 有機會造成營運中斷並導致收入減少 • 增加員工的健康與安全風險 	<ul style="list-style-type: none"> • Implementing energy-saving measures • Conducting inspections to prevent floods and typhoons • Developing emergency response plans for natural disasters • 落實節約用電措施 • 進行防洪防颱檢查 • 制定自然災害下的應急處置方案
Transition risks – policy and legal risk 過渡風險 – 政策和法規風險	Changes in climate-related policy and regulatory requirements 與氣候相關的政策及監管要求的轉變	<ul style="list-style-type: none"> • Potentially leading to greater operating costs for the Group to comply with the relevant new requirements • 可能令本集團承受更大的營運成本以符合相關新規定 	<ul style="list-style-type: none"> • Regularly reviewing government policies, regulatory requirements and the latest developments related to climate change to ensure adequate preparation • Encouraging employees to learn about the new requirements for climate-related disclosures • 定期檢視與氣候相關的政府政策、監管要求及最新發展，確保可作充足的準備 • 鼓勵員工學習氣候相關披露新要求的相關知識
Transition Risks – market risk 過渡風險 – 市場風險	Changes in consumer behavior and market demand due to climate change 氣候變化導致的消費者行為和市場需求轉變	<ul style="list-style-type: none"> • Failure to anticipate and respond to changing consumer trends and preferences may impact the brand, business performance and financial status • 未能預測並適當應對不斷變化的消費者趨勢與偏好，品牌、經營業績及財務狀況均可能受到影響 	<ul style="list-style-type: none"> • Continuously monitoring market trends, customer satisfaction, and corporate reputation • Communicating with stakeholders to explain the implemented sustainability initiatives • 密切監察市場趨勢、客戶滿意度及集團聲譽 • 與持份者溝通解說已實施的可持續發展措施



Low-carbon Operation Measures 低碳營運措施

The Group acknowledges that GHG emissions generated during operations can exacerbate climate change. Therefore, we have implemented a series of low-carbon operation measures to reduce the GHG generated during our operations.

本集團意識到營運過程產生的溫室氣體排放會加劇氣候變化。為此，我們實施一系列低碳營運措施，以減少營運過程產生的溫室氣體排放。

- 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 reducing paper use, turning off air conditioning and lighting when not in use, etc.
- 通過儀錶和傳感器測量能源使用情況，持續進行能源監控
- 開展工廠的光伏建設項目，減少使用化石燃料
- 使用電動車，減少排放和燃料消耗
- 採用節能的生產和辦公室設備
- 落實綠色辦公室措施，包括減少用紙、於不使用時關掉空調及照明等

RESOURCE MANAGEMENT

Energy Management

Our resource consumption mainly includes electricity, energy and water consumption to support our business operations, including production and office facilities. To conserve energy and improve energy efficiency in our operations and production processes, we have implemented a range of measures, including:

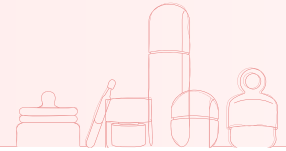
- Replacing conventional lightings with more energy-efficient LED lights in offices and factories
- Installing motion-sensor lighting systems to reduce unnecessary electricity consumption
- Upgrading and retrofitting air-conditioning systems to improve energy efficiency
- Purchasing appliances with higher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

資源管理

能源管理

我們的資源消耗主要包括電力消耗、能源消耗及水消耗，以支持我們的業務運營，包括生產設施及辦公設施。我們於營運和生產流程中落實一系列措施，以節約能源和提升能源使用效益，包括：

- 於辦公室和工廠更換較節能的LED燈
- 安裝人體感應照明系統，減少不必要用電
- 更換及改造空調系統，提升能源使用效率
- 採購能源效益較高的電器
- 提醒員工節約用電



Water Resources Management

The Group's water consumption mainly comes from the operation of production facilities and the municipal water consumption of our offices. 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

We have always designed products inspired by nature, aiming to reduce the environmental impact throughout the product lifecycle. 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.

水資源管理

本集團的水資源耗用主要來自生產營運消耗和辦公室的市政用水消耗。本集團於報告期間在求取適用水源上沒有任何問題。以下為本集團在節約用水方面採取的措施。

- 於工廠設置廢水回用系統，減少污染和水資源消耗
- 進行水平衡測試，以全面瞭解工廠用水管網狀態，加強用水管理
- 發現滲漏時及時對用水設備進行修復
- 採用用水效益較高的用水設備
- 於辦公室張貼節約用水標識，提升員工節水意識

包裝物料管理

我們一直以自然為靈感設計產品，務求減低產品生命週期的環境影響。我們通過專注簡約包裝設計，從一開始就減少包裝材料消耗。我們亦會優先採購環境足跡較少、更具可持續性的材料，以實現循環經濟的最終目標。



We are mindful of our packaging choices 我們仔細選擇包裝



Sustainably sourced

可持續採購

- 95% of *One Leaf's* new 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's* 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
- 一葉子95%的新品和*newpage*一頁全線產品選用森林管理委員會FSC®認證的環保紙製作包裝，確保其包裝原物料是來自負責任森林及保證原材料的可追溯性。未來，一葉子的產品將全面採用FSC®認證的環保紙製作包裝
- 一葉子新品100%採用環保植物油墨印刷包裝盒，取代傳統石油油墨，減少傳統石油油墨印刷中重金屬、揮發性有機化合物（「VOCs」）等對環境的影響



We prioritize natural and minimal design 我們優先考慮自然極簡設計

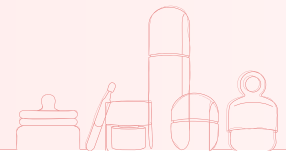


Resource use efficiency

資源使用效益

- 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
- Using embossed printing instead of ink printing and opting for packaging materials made from paper in their natural colour as much as possible can reduce the use of printing ink, thereby minimizing chemical safety risks
- 我們正在與研發團隊通力合作，探索簡約包裝設計及合理調整包裝尺寸，盡可能減少及消除不必要的包裝
- 以壓紋突印代油墨印刷以及儘量以紙張原色製作包裝物料，可減少印刷油墨使用，減少化學安全的風險





We design with circularity in mind 我們在設計時考慮循環性



Designed for reuse and refill

為重複使用和可再補充而設計

- 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
- 我們的消費者可以通過他們的購買決定幫助減少對環境的影響，包括購買環保補充裝的產品，有助減少及節省包裝物料
- 一直為精選產品引入可替換的包裝及補充裝



Replaced petroleum-based plastics with bioplastics

用生物塑料代替石油基塑料

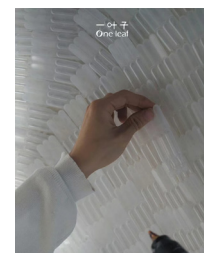
- We have launched the first *One Leaf* Mild Moisture Cleanser using recyclable and reusable Bio-PE (bio-based polyethylene) eco-friendly packaging
- 推出首款採用可回收再利用Bio-PE(生物基聚乙烯)環保包裝的*One Leaf*氨基酸保潔溫和潔面乳

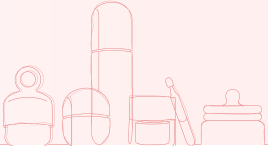


Interactions with stakeholders on environmental protection

與持份者的環保互動

- 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
- 我們提供純淨、舒適護膚體驗，同時鼓勵包裝可回收及可重複使用等循環行為。透過包裝提示、社交媒體互動與網站宣傳等，加強消費者對包裝可回收及可持續性的意識





EMISSION MANAGEMENT

Wastewater Treatment

The Group ensures that wastewater discharge meets national standards. 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:

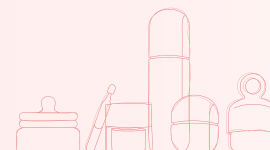
- Partnering with a qualified environmental protection company to handle waste oil and residual sludge in wastewater
- Establishing a sludge dewatering system to reduce the amount of sludge generated during wastewater treatment processes in our factories
- Strengthening the management of on-site equipment 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

排放管理

廢水處理

本集團確保廢水排放符合國家標準。我們的工廠設有廢水處理站，採用具體工序處理生產和生活廢水，經處理後通過市政廢水網送至污水處理廠。我們採取一系列措施將廢水的影響降到最低，包括：

- 與合資格環保公司簽訂合約，處理廢水中的廢油和剩餘污泥
- 於工廠建立污泥脫水系統，減少廢水處理工程的污泥量
- 加強現場設備設施的管理，減少和控制現場跑冒滴漏情況生產廢水
- 設立除臭設施以處理廢水池產生的臭味
- 使用活性碳氧化物及過濾系統，以減少廢水釋放的有害氣體



Waste Management

The Group's hazardous waste generated mainly includes waste ink and cleaning solutions, waste materials from inspections, waste resin, waste activated carbon the operation of production facilities. Non-hazardous waste mainly consists of thin packaging films, paper packaging materials, glass and office waste. 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.

廢棄物處理

本集團產生的有害廢棄物主要包括工廠營運產生的廢油墨及清洗廢液、檢測廢物、廢樹脂、廢活性炭等，而所產生的無害廢物主要包括包裝薄膜、紙類包裝材料、玻璃以及辦公室垃圾等。為了確保所有廢物均根據相關標準要求妥善處理，我們產生的生活固體廢物會由政府部門收集處理，而其他無害廢棄物則由合資格承包商收集處理。我們於有害廢棄物的儲存、運輸和處理等階段實行監管措施，避免環境危害和污染的風險。如發生任何突發事件造成環境污染，我們的EHS部門將與責任方聯繫，並迅速採取糾正行動。



Storage
儲存



Transportation
運輸



Treatment
處理

- | | | |
|--|---|---|
| <ul style="list-style-type: none"> • Collection bins are installed with dedicated labels for hazardous waste collection • Daily inspection are conducted by site supervisors to ensure proper collection, classification and labeling of hazardous waste • 設置張貼專用標籤的收集桶收集危險廢物 • 現場主管進行日常檢查，查看危險廢棄物收集、分類和標籤是否正確 | <ul style="list-style-type: none"> • Designated personnel transfer the hazardous waste to the hazardous waste warehouse and record the date and quantity information • 由專人轉移到危險廢物倉庫內，並記錄日期、數量信息 | <ul style="list-style-type: none"> • Hazardous waste is transported to qualified units for treatment, for example, waste activated carbon is incinerated for treatment • 將有害廢棄物送至有資質單位處理，例如將廢活性炭等進行焚燒處理 |
|--|---|---|

Air Emissions

The Group's air emissions mainly come from air emissions produced from emulsification operations, boiler fumes, and waste gas from wastewater treatment plants. In addition, our use of vehicles also generates sulphur oxides (SO_x), nitrogen oxides (NO_x) and particulate matter (PM). The organic solvents we use also produce VOCs.

廢氣

本集團的廢氣排放主要來乳化作業產生的廢氣、鍋爐的煙氣、污水處理站的廢氣等。此外，我們所使用的汽車亦會產生硫氧化物(SO_x)、氮氧化物(NO_x)以及顆粒物(PM)等。此外，我們使用的有機溶劑亦會產生揮發性有機化合物(VOCs)。



Air Emission Treatment

廢氣處理

- 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
- 工廠設置袋式除塵、活性炭吸附、油煙淨化等裝置
- 定期對廢氣處理裝置進行活性炭等更換，確保廢氣處理設施正常運行



Air Emission Testing

廢氣檢測

- We commission third-party testing of our air emissions on an annual basis to monitor emission indicators and ensure compliance with relevant regulations
- We regularly use VOC detectors to test waste our air emissions facilities
- 委託第三方每年對廢氣進行檢測，監視廢氣的排放指標，確保達標
- 使用VOC檢測器定期測試廢氣排放設施

CONSERVING ECOLOGY AND BIODIVERSITY

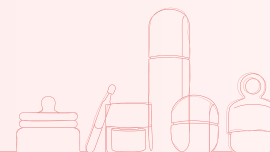
In order to reduce the environmental impact on natural resources during construction and implementation processes, before construction begins and throughout the project, we conduct environmental assessments and monitoring of the ecological environment, soil quality and noise levels. We have implemented 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, etc., in order to protect ecology and biodiversity.

維護生態及生物多樣性

為了減低建設和施工的過程對環境和天然資源的影響，我們於進行建設前和在施工過程中對建設地點的生態環境、土壤、聲環境等進行調查和監控，並採取了多項措施和特別施工安排，包括安裝消聲器、將噪聲較大的機械盡量遠離項目邊界、設置隔聲屏障、採用除塵器和活性炭處理廢氣等，以維護生態及生物多樣性。

Pursuing Beauty with the Community

與社區一起變美



Target:

目標：

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

肩負企業社會責任，為社區帶來正向改變

The Group actively promotes public welfare initiatives to fulfil corporate social responsibility. During the Reporting Period, our community investments focused on safeguarding children and families, caring for the community, and raising public environmental awareness. In the future, Chicmax will continue to actively fulfil its social responsibilities, persisting in philanthropy throughout the long-term development of the enterprise, demonstrating the role of domestic enterprises.

Most material issues covered in this Chapter:

本章涵蓋的最重大議題：

– Community investment and wellbeing

– 社區投資及福祉

本集團積極推行公益行動，以肩負企業社會責任。於報告期間，本集團的社區投資專注於守護兒童及家庭、關愛社群、提升公眾環保意識等範疇。未來，上美股份將繼續積極履行社會責任，在企業的長期發展過程中堅持做公益，彰顯國貨企業擔當。



Total amount of donation
approximately 2.5 million

總捐款金額約250萬



Total hours of
employee participation
over 500 hours

總員工參與時數 超過500小時



Safeguarding Children and Families

守護兒童及家庭

In addition to enhancing product quality and safety, during the Reporting Period, we initiated various community welfare projects aimed at safeguarding the health and well-being of children and families. We are committed to bringing positive impact and value to them.

除了提升產品的質量及安全外，我們於報告期間發起各種社區公益項目，以守護兒童及家庭的健康與福祉，致力為他們帶來正面影響及價值。

The *Baby Elephant* “Guardian New Voice” Charity Concert

Each year, we allocate RMB 500,000 to the dedicated fund under our brand *Baby Elephant* to organize charity events supporting local children and families. During the Reporting Period, we collaborated with the Women’s Federation of Jiading District and the Jiading Representative Office of the Shanghai Children’s Foundation to successfully host the *Baby Elephant* “Guardian New Voice” Charity Concert. The event brought together approximately 200 disadvantaged children and families, inspiring their musical potential while practicing social care.

紅色小象「守護新聲」公益音樂會

我們每年投入50萬元人民幣於旗下品牌紅色小象專項基金，舉辦慈善活動支持當地兒童及家庭。於報告期間，我們與嘉定區婦女聯合會及上海市兒童基金會嘉定代表處合作，成功舉辦紅色小象「守護新聲」公益音樂會，為約200名困境兒童及家庭帶來了美妙的音樂饗宴，啟發其音樂潛能，實踐社會關懷。



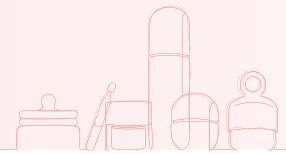
The *Baby Elephant*, Shining Stars” Charity Project

During the Reporting Period, we partnered with the Women’s Federation of Jiading District and the Jiading Representative Office of the Shanghai Children’s Foundation, to launch the “*Baby Elephant*, Shining Stars” initiative. The project aims to provide more comprehensive treatment and support for children with autism, bringing them a brighter future.

「紅色小象，星光閃亮」公益項目

於報告期間，我們和嘉定區婦女聯合會和上海市兒童基金會嘉定代表處攜手啟動「紅色小象，星光閃亮」計劃，旨在為自閉症兒童提供更全面的治療和支援，為他們帶來更明亮的未來。





Baby Elephant Children's Friendly Neighbourhood

During the Reporting Period, we proudly launched the *Baby Elephant* Children's Friendly Neighbourhood. This project aims to create a healthier, safer, more inclusive, green, and prosperous public space for children, providing them with a place full of joy and learning opportunities. On the opening day, we interacted with approximately 100 children through interactive games, educational activities, and enjoyed facilities such as children's stages and play equipment, making the neighbourhood a paradise for their laughter and growth.

紅色小象兒童友好街區

於報告期間，我們隆重推出紅色小象兒童友好街區。該項目旨在為孩子們打造一個更加健康、安全、包容、綠色、繁榮的公共空間，為孩子們提供一個充滿歡樂和學習機會的場所。於開幕當天，我們與約100名兒童進行互動遊戲、科普教學等環節，享受兒童舞台、遊戲設施等設施，讓街區成為他們歡笑、成長的樂園。



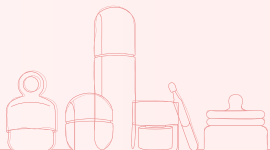
"Walk with Love" Summer Camp Initiative

During the Reporting Period, we launched the *Baby Elephant* "Walk with Love summer camp initiative". We donated 1,300 sets of primary school care packages to children of working parents in special positions such as public security, health, and technology through the Shanghai Children's Foundation, committed to helping children working parents enjoy a safe, healthy, happy, and rewarding holiday.

與愛同行安心暑託班行動

於報告期間，我們啟動了紅色小象「與愛同行安心暑託班行動」，我們透過上海市兒童基金會，向公安、衛生、科技等特殊崗位系統的暑期託管職工家庭子女捐贈了1,300套小學系列關愛禮包，致力於幫助雙職家庭的孩子度過安全、健康、快樂、有益的假期。





Caring for the Community 關愛社群

As a socially responsible enterprise, we have continuously been offering our help to communities in need, assisting those facing difficulties in society.

作為有責任心的社會型企業，我們持續向有需要的社群伸出援手，協助社會中有需要的渡過難關。

Aid for Natural Disaster from Heavy Rain and Flooding

During the Reporting Period, severe rainstorms and flooding caused by Typhoon “Doksuri” affected areas such as Beijing, Tianjin, and surrounding regions. We donated products and materials worth RMB 1 million to the disaster-stricken area of Zhuozhou, providing exclusive protection for the skin of adults and children in the affected areas and addressing the shortage of supplies in some disaster areas.

暴雨洪水救災工作

於報告期間，受颱風「杜蘇芮」影響，京津冀等地遭遇嚴重暴雨洪澇災害。我們向涿州災區捐贈價值100萬元人民幣的產品物資，為受災地區成人、兒童肌膚提供專屬守護，解決部分災區物資缺乏的情況。



Earthquake Relief Efforts in Gansu

During the Reporting Period, to stand in solidarity with the victims of the earthquake in Gansu, we donated RMB 1 million in cash to the Shanghai Public Welfare Foundation to support the earthquake relief efforts in Gansu.

甘肅地震救災工作

於報告期間，為了與甘肅地震的災民共度難關，我們向上海市公益基金會捐贈100萬元現金，以支援甘肅地震的救災工作。



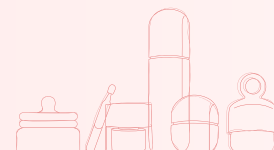
Rural Area Inspection and Exchange Initiative in Yunnan

During the Reporting Period, we collaborated with a few other caring entrepreneurs to conduct an exchange in Moding and Yao'an of Chuxiong in Yunnan Province. We donated supplies to 1,280 students, provided financial support to 10 students with special needs, and donated RMB50,000 of charity funds for township infrastructure construction based on local needs. Meanwhile, our Vice President, Ms. Ying Yu, along with other caring entrepreneurs, conducted on-site visit to rural areas and schools, fostering discussions on subsequent support initiatives.

雲南鄉村地區考察交流行動

於報告期間，我們與其他數位愛心企業家共同前往雲南省楚雄州牟定縣和姚安縣進行考察交流。我們捐贈的物資涵蓋1,280名學生、對10名特困學生給予資金資助，並結合當地需求，捐贈5萬元人民幣愛心基金用於鄉鎮基礎建設。同時，我們的副總裁俞瑛女士與其他愛心企業家也先後前往鄉村及學校進行實地考察，交流探討後續幫扶舉措。





Raising Public Environmental Awareness

提升公眾環保意識

In addition to enhancing the sustainability of our products and operations, we also aim to promote environmental awareness and concepts of conservation to the public through the influential power of our brand.

除了提升產品和營運的可持續性以外，我們亦希望通過本集團的品牌影響力向公眾宣揚環保的理念及意識。

One Leaf Released the Sustainability-themed Short Film

On April 22nd, World Earth Day, we released a groundbreaking sustainability film titled “Harmonizing with Nature, Making Beauty More Eco-Friendly” under our brand *One Leaf*. This film showcases our environmental principles and initiatives across various dimensions such as raw materials, research and development, production, and retail. Through the social influence of our brand, we aim to promote sustainable development and inspire others to adopt eco-friendly practices.

一葉子重磅發佈可持續態度片

4月22日世界地球日，我們發佈了全新可持續態度片一葉子《與自然和諧共生，讓美麗更環保》，從原料、研發、生產、零售等多維度，展現一葉子的環保理念與舉措，以通過品牌社會影響力推動可持續發展。



“A Dialogue between Art and the Earth”

During the Reporting Period, following the success of the collaboration with young artist Zhi Lin, we invited another talented young ceramic artist, Mr. Ren Xuyifan, to kick off the second edition of “A Dialogue between Art and the Earth.” Through his ceramic artwork, Mr. Ren promotes the concept of coexistence with nature. He crafted 300 exquisite ceramic flower vessels, presented in limited edition gift boxes, to convey environmental consciousness and showcase the beauty of art to the public.

「一場藝術與地球的對話」

繼青年藝術家直林後，我們於報告期間邀請年輕陶藝藝術家任徐乙凡先生開啟第二場「一場藝術與地球的對話」，通過陶瓷作品宣揚與自然共生的理念。他打造了數百個精美陶藝花器，置於限定禮盒內，藉此向大眾傳達環保意識與展示藝術之美。



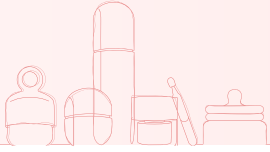
Responding to Earth Hour and Public Advocacy

We continue to leverage our brand influence and social media platforms to enhance public conservation and environmental awareness. For example, we responded to the Earth Hour initiative by the World Wildlife Fund (WWF), taking action to encourage and appeal to the public to protect the environment. At the same time, we posted on social media platforms on occasions like Arbor Day, encouraging the public to protect biodiversity and adopt sustainable lifestyles.

響應地球一小時與公眾宣傳

我們持續運用品牌影響力及社交媒體平台，提升公眾的保育及環保意識，例如響應世界自然基金會發起的「地球一小時」，以行動鼓勵和呼籲大眾保護環境。同時我們於植樹節等日子發佈社交媒體帖子，鼓勵公眾保護生物多樣性及可持續生活方式。





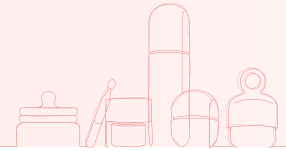
Significant Laws and Regulations

重點法律及法規列表

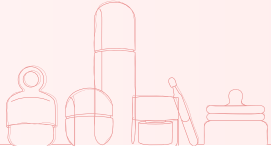
Significant Laws and Regulations 重點法律及法規		
Aspect 層面	The PRC 中國	Overseas 海外
Aspect A. Environmental A. 環境	<ul style="list-style-type: none"> • The Law on the Prevention and Control of Water Pollution of the PRC (中華人民共和國水污染防治法) • The Law on the Prevention and Control of Atmospheric Pollution of the PRC (中華人民共和國大氣污染防治法) • The Law on the Prevention and Control of Environmental Pollution by Solid Waste of the PRC (中華人民共和國固體廢物污染環境防治法) • The Regulations on Urban Drainage and Sewage Treatment (城鎮排水與污水處理條例) • The Regulations of Shanghai Municipality on Drainage and Sewage Treatment (上海市排水與污水處理條例) • The Law on the prevention and control of soil pollution of the PRC (中華人民共和國土壤污染防治法) • The Environmental Protection Law of the PRC (中華人民共和國環境保護法) 	<ul style="list-style-type: none"> • Water Pollution Prevention Act (水質污染防治法) • Basic Act on the Environment (環境基本法) • Soil Contamination Countermeasures Act (土壤污染對策法) • Pollutant Release and Transfer Register (化學物質排出移動量屆出制度) • Waste Disposal Act (廢棄物處理辦法)

Significant Laws and Regulations

重點法律及法規列表



Significant Laws and Regulations 重點法律及法規		
Aspect 層面	The PRC 中國	Overseas 海外
Aspect B1: Employment 層面B1：僱傭 Aspect B4: Labour Standards 層面B4：勞工準則	<ul style="list-style-type: none"> • The Labour Law of the PRC (中華人民共和國勞動法) • The Labour Contract Law of the PRC (中華人民共和國勞動合同法) • The Implementation Rules of the Labor Contract Law of the PRC (中華人民共和國勞動合同法實施條例) • The Regulations on Paid Annual Leave for Employees (職工帶薪年休假條例) • The Social Insurance Law of the PRC (中華人民共和國社會保險法) • The Regulations on the Administration of Housing Provident Funds (住房公積金管理條例) 	<ul style="list-style-type: none"> • The Labor Standards Act (勞動基準法) • The Labor Contract Act (勞動契約法) • The Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers (確保勞動派遣事業適當運營及改善派遣勞動者就業條件法)
Aspect B2: Health and Safety 層面B2：健康與安全	<ul style="list-style-type: none"> • The Law on Occupational Disease Prevention and Control of the PRC (中華人民共和國職業病防治法) • The Production Safety Law of the PRC (中華人民共和國安全生產法) 	<ul style="list-style-type: none"> • The Industrial Safety and Health Act (產業安全衛生法)



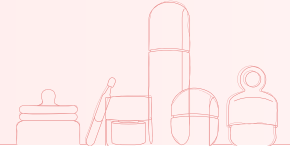
Significant Laws and Regulations

重點法律及法規列表

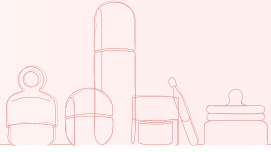
Significant Laws and Regulations 重點法律及法規		
Aspect 層面	The PRC 中國	Overseas 海外
Aspect B6: Product Responsibility 層面B6：產品責任	<ul style="list-style-type: none"> • The Product Quality Law of the PRC (中華人民共和國產品質量法) • The Advertising Law of the PRC (中華人民共和國廣告法) • The E-Commerce Law of the PRC (中華人民共和國電子商務法) • The Live Network Marketing Management Measures (for trial implementation) (網絡直播營銷管理辦法(試行)) • 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) • The Copyright Law of the PRC (中華人民共和國著作權法) • The Trademark Law of the PRC (中華人民共和國商標法) • The Patent Law of the PRC (中華人民共和國專利法) • The Measures for the Administration of Internet Advertising (互聯網廣告管理辦法) • The Provisions on Prohibiting the Abuse of Intellectual Property Rights to Exclude or Restrict Competition (禁止濫用知識產權排除、限制競爭行為規定) • The Regulations on the Supervision and Administration of Cosmetics (化妝品監督管理條例) • The Measures for the Administration of the Registration and Recordation of Cosmetics (化妝品註冊備案管理辦法) • The Measures for the Administration of Cosmetic Labels (化妝品標籤管理辦法) • The Measures for the Supervision and Administration of Cosmetics Production and Operation (化妝品生產經營監督管理辦法) • The 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) • The Hygienic Standard for Cosmetics (化妝品衛生標準) • The Procedures and Methods of Safety Evaluation for Cosmetics (化妝品安全性評價程序和方法) • The Supervision and Administration Regulations of Children's Cosmetics《兒童化妝品監督管理規定》 • Technical Principles for Children's Cosmetics (兒童化妝品技術指導原則) 	<ul style="list-style-type: none"> • Act on Securing Quality, Efficacy and Safety of Products Including Pharmaceuticals and Medical Devices (確保醫藥品、醫療機器等的品質、功效及安全的法律) • Consumer Contract Act (消費者合同法) • Consumer Safety Act (消費者安全法) • Act against Unjustifiable Premiums and Misleading Representations (不當贈品贈獎及不當標識防止法) • Product Liability Act (製造物責任法) • Trade Mark Act (商標法)

Significant Laws and Regulations

重點法律及法規列表




Significant Laws and Regulations 重點法律及法規		
Aspect 層面	The PRC 中國	Overseas 海外
Aspect B7: Anti-corruption 層面B7：反貪污	<ul style="list-style-type: none"> The Criminal Law of the PRC (中華人民共和國刑法) The Anti-Unfair Competition Law of the PRC (中華人民共和國反不正當競爭法) 	<ul style="list-style-type: none"> Unfair Competition Prevention Act (不正競爭防止法) Penal Code (刑法)



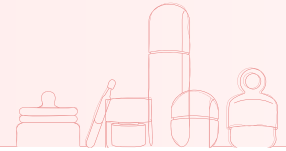
Awards and Recognitions

年度獎項及榮譽

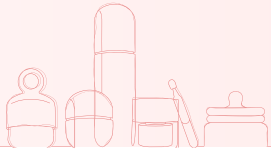
 Sustainable Development	可持續發展	Organizer	頒發機構
EDGE AWARDS Global Innovation Selection – Annual ESG Innovation Enterprise (EDGE AWARDS全球創新評選 – 年度ESG創新企業) <ul style="list-style-type: none"> Chicmax 	EDGE AWARDS全球創新評選 – 年度ESG創新企業 <ul style="list-style-type: none"> 上美股份 	TMTPost	鈦媒體
2022 – ESG Brand of YOUNG 100 Influential Brands (YOUNG100年度影響力品牌2022 – ESG品牌) <ul style="list-style-type: none"> One Leaf 	YOUNG100年度影響力品牌 2022-ESG品牌 <ul style="list-style-type: none"> 一葉子 	PaiDong (湃動)	湃動
“Sustainable Collision with Personal Care” Cosmetics Sustainability Forum – Sustainable Practitioner (「可持續與個人護理的美麗碰撞」化妝品可持續論壇 – 可持續踐行者) <ul style="list-style-type: none"> One Leaf 	「可持續與個人護理的美麗碰撞」化妝品可持續論壇 – 可持續踐行者 <ul style="list-style-type: none"> 一葉子 	Jumeili	聚美麗
2023 Excellent Cases of ESG Environmental Protection in the Flavors, Fragrances and Cosmetics Industry (2023香料香精化妝品行業ESG環境保護優秀案例) <ul style="list-style-type: none"> One Leaf 	2023年度香料香精化妝品行業ESG環境保護優秀案例 <ul style="list-style-type: none"> 一葉子 	China Association of Fragrance Flavour and Cosmetic Industries	中國香料香精化妝品工業協會
The 8th Annual ZhiTong Financial Listed Company Selection – Best ESG Company Award (第八屆智通財經上市公司評選 – 最佳ESG公司獎) <ul style="list-style-type: none"> Chicmax 	第八屆智通財經上市公司評選 – 最佳ESG公司獎 <ul style="list-style-type: none"> 上美股份 	ZhiTong Financial	智通財經
2023 cls.cn Zhiyuan Award – ESG Vanguard Award (2023財聯社致遠獎 – ESG先鋒獎) <ul style="list-style-type: none"> Chicmax 	2023財聯社致遠獎 – ESG先鋒獎 <ul style="list-style-type: none"> 上美股份 	cls.cn (財聯社)	財聯社
 Community Care	社會公益	Organizer	頒發機構
The 2023 Excellence Award for Outstanding Enterprises (2023臻善獎年度臻善企業大獎) <ul style="list-style-type: none"> Chicmax 	2023臻善獎年度臻善企業大獎 <ul style="list-style-type: none"> 上美股份 	Jiemian News	界面新聞

Awards and Recognitions

年度獎項及榮譽



 Recognition of Corporate Capabilities	企業實力認可	Organizer	頒發機構
The Blue Rose Award – 2023 Annual Influential Listed Company (藍玫獎 – 2023年度影響力上市公司) <ul style="list-style-type: none"> Chicmax 	藍玫獎 – 2023年度影響力上市公司 <ul style="list-style-type: none"> 上美股份 	China Cosmetics Summit	中國化妝品大會
Shanghai-based Benchmark Enterprise in the Digital Transformation of Cosmetics Production Sector (上海市化妝品生產領域數字化轉型標杆企業) <ul style="list-style-type: none"> Chicmax – Shanghai Zhongyi 	上海市化妝品生產領域數字化轉型標杆企業 <ul style="list-style-type: none"> 上海中翊 	Shanghai Industrial Internet and Daily Chemical Industry Association (上海市工業互聯網與日用化學品行業協會)	上海市工業互聯網與日用化學品行業協會
2023 Annual Star Listed Companies (2023年度明星上市公司) <ul style="list-style-type: none"> Chicmax 	2023年度明星上市公司 <ul style="list-style-type: none"> 上美股份 	Global Cosmetics (化妝品報)	化妝品報
2023-2024 Annual Brand Business Narrative Award – Annual Case of Cultural Value Sector (2023-2024年度品牌商業敘事獎 – 文化價值板塊年度案例) <ul style="list-style-type: none"> One Leaf 	2023-2024年度品牌商業敘事獎 – 文化價值板塊年度案例 <ul style="list-style-type: none"> 一葉子 	Fat Whale	胖鯨
The Snowball Annual Gold List – Top 100 Growth Listed Companies of 2023 (雪球年度金榜 – 2023年度成長力上市公司100榜) <ul style="list-style-type: none"> Chicmax 	雪球年度金榜 – 2023年度成長力上市公司100榜 <ul style="list-style-type: none"> 上美股份 	Snowball Finance	雪球
The 2023 Whale Tide Award – Annual Value Growth Award (2023鯨潮獎 – 年度最具成長價值獎) <ul style="list-style-type: none"> Chicmax 	2023鯨潮獎 – 年度最具成長價值獎 <ul style="list-style-type: none"> 上美股份 	Blue Whale Finance	藍鯨財經
 Recognition of Product and Service Quality	產品及服務質素認可	Organizer	頒發機構
The 8th Cherry Award – Annual Outstanding Performance Award for Baby Bath Product Brand (第八屆櫻桃大賞 – 年度寶寶洗浴品牌傑出表現大獎) <ul style="list-style-type: none"> Baby Elephant 	第八屆櫻桃大賞 – 年度寶寶洗浴品牌傑出表現大獎 <ul style="list-style-type: none"> 紅色小象 	Myguanacha.com	母嬰行業觀察
The 8th Cherry Award – Annual Growth Dark Horse (第八屆櫻桃大賞 – 年度增長黑馬) <ul style="list-style-type: none"> newpage 	第八屆櫻桃大賞 – 年度增長黑馬 <ul style="list-style-type: none"> newpage 一頁 	Myguanacha.com	母嬰行業觀察

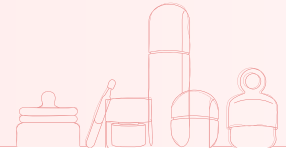


Awards and Recognitions 年度獎項及榮譽

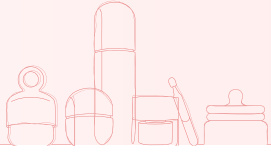
A decade of the new era for brand – Excellent Development Power Brand 2012-2022 (2012-2022新時代品牌十年 – 卓越發展力品牌) • Chicmax	2012-2022新時代品牌十年 – 卓越發展力品牌 • 上美股份	China Brand	《中國品牌》雜誌社
Brand Star Awards 2022 – Annual Potential New Consumer Brand (2022星球獎 – 年度潛力新消費品牌) • newpage	2022星球獎 – 年度潛力新消費品牌 • newpage 一頁	Brand Star	品牌星球
Annual Popular Baby Care Product – Baby Elephant Ultra Protection Cream (年度人氣洗護用品寶寶用品 – 紅色小象舒安特護霜) • Baby Elephant	年度人氣洗護用品寶寶用品 – 紅色小象舒安特護霜 • 紅色小象	China Parenting Network Holdings Limited	育兒網
Annual Popular Mother Care Product – Baby Elephant Japanese Sakura Essence Skincare Set (年度人氣洗護用品媽媽用品 – 紅色小象日本晚櫻煥顏禮盒) • Baby Elephant	年度人氣洗護用品媽媽用品 – 紅色小象日本晚櫻煥顏禮盒 • 紅色小象	China Parenting Network Holdings Limited	育兒網
InnoCosme Formulation Award (美耀配方獎) – One Leaf Repair & Embellish Moisturizing Mask • One Leaf	美耀配方獎 – 一葉子修護修色補水面膜 • 一葉子	innocosme award Committee	innocosme award 組委會
Top 10 Newsmakers in the Chinese Cosmetics Industry of 2022 (2022中國化妝品行業十大新聞人物) • Dr. Hiroshi Huang Oh (黃虎), Chicmax	2022中國化妝品行業十大新聞人物 • 黃虎, 上美股份	China Cosmetics Review	中國化妝品
17th Trust in Your Beauty – Annual Trusted Cosmetics – Gold Honeycomb Firming Eye Mask (第17屆「我美麗我信賴」 – 年度值得信賴化妝品 – 韓束黃金蜂窩肌肽緊致撫紋眼膜) • KANS	第17屆「我美麗我信賴」 – 年度值得信賴化妝品 – 韓束黃金蜂窩肌肽緊致撫紋眼膜 • 韓束	Fashion.sohu.com	搜狐時尚
17th Trust in Your Beauty – Annual Trusted Cosmetic – Baby Elephant Ultra Protection cream (第17屆「我美麗我信賴」 – 年度值得信賴化妝品 – 紅色小象舒安特護霜) • Baby Elephant	第17屆「我美麗我信賴」 – 年度值得信賴化妝品 – 紅色小象舒安特護霜 • 紅色小象	Fashion.sohu.com	搜狐時尚
17th Trust in Your Beauty – Annual Trusted Cosmetics – newpage Baby Balancing Cream (第17屆「我美麗我信賴」 – 年度值得信賴化妝品 – newpage一頁嬰童安心霜) • newpage	第17屆「我美麗我信賴」 – 年度值得信賴化妝品 – newpage一頁嬰童安心霜 • newpage 一頁	Fashion.sohu.com	搜狐時尚

Awards and Recognitions


年度獎項及榮譽



Beautiful Journey Annual List – <i>Baby Elephant</i> Antarctic Cream (美麗修行年榜 – 紅色小象益生元南極冰藻霜) • <i>Baby Elephant</i>	美麗修行年榜 – 紅色小象益生元南極冰藻霜 • 紅色小象	Beauty Evolution	美麗修行
Beautiful Journey Annual List – <i>Baby Elephant</i> Kids Shampoo & Body wash (美麗修行年榜 – 紅色小象兒童洗髮沐浴露) • <i>Baby Elephant</i>	美麗修行年榜 – 紅色小象兒童洗髮沐浴露 • 紅色小象	Beauty Evolution	美麗修行
2023 ADMEN International Award for Creative Communication Gold Case (2023年度ADMEN國際大獎創意傳播類實戰金案) • <i>newpage</i>	2023年度ADMEN國際大獎創意傳播類實戰金案 • <i>newpage</i> 一頁	ADMEN Award	ADMEN國際大獎
2023 Annual Interface News New Face List Brand Top 10 (2023年度界面新聞新顏榜品牌Top10) • <i>KANS</i>	2023年度界面新聞新顏榜品牌Top10 • 韓束	Jiemian Fashion Awards	界面新顏獎
2023 Super Growth Brand (2023超級增長品牌), 2023 Outstanding Brand in the Domestic Cosmetics Category (Face Creams and Lotions) (2023國貨化妝品類優秀品牌面霜／乳液品類) • <i>KANS</i>	2023超級增長品牌、2023國貨化妝品類優秀品牌面霜／乳液品類 • 韓束	Global Cosmetics	化妝品報
2023 National Cosmetics Category (Infant) Outstanding Brand (2023國貨化妝品類(嬰童)優秀品牌) • <i>Baby Elephant</i>	2023國貨化妝品類(嬰童)優秀品牌 • 紅色小象	Global Cosmetics (化妝品報)	化妝品報
2023 Annual Repair Essence Award (2023年度修護精華獎) • <i>ARMYIO</i> – Artemisia Naphta Oil (安敏優 – 青蒿油AN+)	2023年度修護精華獎 • 安敏優 – 青蒿油AN+	CTF Beauty Awards	中國好配方大獎
Double 11 New Generation Brand Award (雙11新銳品牌獎) • <i>newpage</i>	雙11新銳品牌獎 • <i>newpage</i> 一頁	Tmall	天貓
2023CBME China Maternity and Baby Industry Award – Annual New Energy Brand (2023CBME中國孕嬰童產業獎 – 年度新勢能品牌) • <i>newpage</i>	2023CBME中國孕嬰童產業獎 – 年度新勢能品牌 • <i>newpage</i> 一頁	CBME Awards (中國孕嬰童產業獎)	CBME中國孕嬰童產業獎

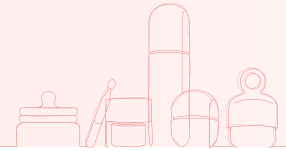


Awards and Recognitions 年度獎項及榮譽

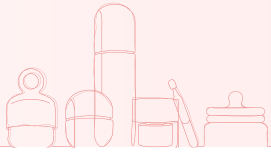
2023 Tmall Baby Awards – Maternal and Child Charity Leader award (天貓金嬰獎 – 母嬰公益領路人) • <i>Baby Elephant</i>	2023年天貓金嬰獎 – 母嬰公益領路人 • 紅色小象	Tmall	天貓
2023 MEIYI Awards – Annual favourite TOP list award for pregnancy, infant, and child skincare products (2023美伊大賞年度摯愛TOP榜 – 孕嬰童護膚大獎) • <i>Baby Elephant</i>	2023美伊大賞年度摯愛TOP榜 – 孕嬰童護膚大獎 • 紅色小象	MEIYI	美伊大賞
Annual Celebrity Skin Care Gift Box in Beauty Industry (年度美妝行業明星護膚禮盒) – KANS Polypeptide Collagen Softening Series (紅蠻腰系列) • <i>KANS</i>	年度美妝行業明星護膚禮盒 – 韓束紅蠻腰系列 • 韓束	Ocean Engine	巨量引擎
New Cosme Awards – Super Single Product – <i>Baby Elephant</i> Kids Cleansing Foam (2022-2023年度「新妝大賞」 – 「超級大單品」 – 紅色小象兒童雲感柔潤潔面泡泡) • <i>Baby Elephant</i>	2022-2023年度「新妝大賞」 – 「超級大單品」 – 紅色小象兒童雲感柔潤潔面泡泡 • 紅色小象	C2CC	C2CC
 Recognition of Technological and Innovative Capabilities	科技及創新水平認可	Organizer	頒發機構
Brand Star Awards 2022 – Special Innovation Award – Annual Industry Best New Product in Product Design Innovation Category – <i>newpage</i> Baby Balancing Cream (2022星球獎 – 專項創新獎 – 產品設計創新組年度最佳新品 – <i>newpage</i> – 頁嬰童安心霜) • <i>newpage</i>	2022星球獎 – 專項創新獎 – 產品設計創新組年度最佳新品 – <i>newpage</i> – 頁嬰童安心霜 • <i>newpage</i> – 頁	Brand Star	品牌星球
2022 Fashion Bazaar Design Award – Annual Product Design – <i>newpage</i> Baby Balancing Cream (2022時尚芭莎設計大賞 – 年度產品設計 – <i>newpage</i> – 頁嬰童安心霜) • <i>newpage</i>	2022時尚芭莎設計大賞 – 年度產品設計 – <i>newpage</i> – 頁嬰童安心霜 • <i>newpage</i> – 頁	Harper's Bazaar	時尚芭莎
InnoCosme Ingredient Award – Tiracle Pro (InnoCosme美耀原料獎 – Tiracle Pro) • Chicmax	InnoCosme美耀原料獎 – Tiracle Pro • 上美股份	innocosme award	innocosme award

Awards and Recognitions

年度獎項及榮譽



Packaging Design Award – Silver Award – Dual Repair Series Essence Cream (包裝設計獎 – 銀獎 – 雙修系列水乳精華霜)	包裝設計獎 – 銀獎 – 雙修系列水乳精華霜 • 一葉子	MUSE Design Awards	MUSE Design Award
Packaging Design Award – Silver Award – Baby Elephant Ultra Protection Cream (包裝設計獎-銀獎 – 紅色小象舒安特護霜)	包裝設計獎 – 銀獎 – 紅色小象舒安特護霜 • 紅色小象	MUSE Design Awards	MUSE Design Award
Packaging Design Award – Silver Award – Moisturizing Oil (包裝設計獎 – 銀獎 – 潤膚油)	包裝設計獎 – 銀獎 – 潤膚油 • newpage 一頁	MUSE Design Awards	MUSE Design Award
Packaging Design Award – Silver Award – Hair Care Series (包裝設計獎 – 銀獎 – 系列洗髮護髮素)	包裝設計獎 – 銀獎 – 系列洗髮護髮素 • 極方	MUSE Design Awards	MUSE Design Award
Packaging Design Award – Silver Award – Essence Fluid (包裝設計獎 – 銀獎 – 精華液)	包裝設計獎 – 銀獎 – 精華液 • PP2A	MUSE Design Awards	MUSE Design Award
National Business Science and Technology Innovation Enterprise Award (全國商業科技創新型企業獎)	全國商業科技創新型企業獎 • 上美股份	China Cosmetics	中國化妝品
2023 Personal Care Industry – Ringier Technology Innovation Award (Award Categories: Functional Ingredients) (2023年個人護理品行業 – 榮格技術創新獎(功效性配料類別))	2023年個人護理品行業 – 榮格技術創新獎(功效性配料類別) • 青蒿油AN+	Ringier Trade Media Ltd	榮格工業傳媒
Cosmetics Packaging Design Award – Dual A Alcohol Essence (化妝品類包裝設計獎 – 雙A醇精華)	化妝品類包裝設計獎 – 雙A醇精華 • 韓束	iF Product Design Award Committee	IF產品設計獎組委會

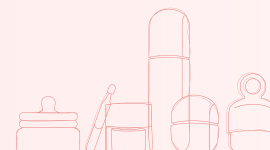


Awards and Recognitions 年度獎項及榮譽

2023 New National Goods CoolTOP20 Product Award (Blue Copper Peptide) (2023新國貨CoolTOP20產品獎(藍銅肽))	2023新國貨CoolTOP20產品獎(藍銅肽)	iyiou.com	億歐網
• KANS	• 韓束		
2022-2023 Shanghai Design 100+ (Polypeptide Collagen Softening Series) (2022-2023年度上海設計100+(紅蠻腰系列))	2022-2023年度上海設計100+(紅蠻腰系列)	WDCC2023	2023世界設計之都大會
• KANS	• 韓束		
Annual Beauty Product Innovation Achiever Award (年度美容產品創新成就者獎)	年度美容產品創新成就者獎	2023 WWD CHINA HONORS	2023 WWD CHINA HONORS
• Chicmax	• 上美股份		
Best Event Marketing Innovation Award (<i>newpage</i> Short Video to Parents Who Hear Their Children Crying) (最佳事件營銷創新獎(<i>newpage</i> 一頁短片致聽見孩子哭聲的父母))	最佳事件營銷創新獎(<i>newpage</i> 一頁短片致聽見孩子哭聲的父母)	Mawards	梅花獎
• Chicmax	• 上美股份		
Cosmetic Upgrade Innovative Finalist Products (Third Batch) Cosmetic Upgrade Product – KANS Polypeptide Collagen Softening Cream (化妝品升級創新入圍產品(第三批)化妝品升級產品 – 韓束多肽膠原彈嫩精華霜)	化妝品升級創新入圍產品(第三批)化妝品升級產品 – 韓束多肽膠原彈嫩精華霜	China Association of Fragrance Flavour and Cosmetic Industries	中國香料香精化妝品工業協會
• KANS	• 韓束		
Outstanding Case of New Domestic Brand Innovation for the year of 2023 (2023年度新國貨品牌創新優秀案例)	2023年度新國貨品牌創新優秀案例	Boao Forum for Entrepreneurs	中國企業家博鰲論壇
• One Leaf, KANS	• 一葉子、韓束		
Amazing Chinese Ingredients “Top 10 Chinese Innovative Ingredients” Award (了不起的中國成分「中國創新原料Top10」獎)	了不起的中國成分「中國創新原料Top10」獎	Chunlei Society (春雷社)	春雷社
• ARMIYO – Artemisia Naphta Oil (安敏優-青蒿油AN+)	• 安敏優 – 青蒿油AN+		
China Cosmetics Black Swan Award – Annual Scientific Brand (中國化妝品黑天鵝獎 – 年度科學品牌)	中國化妝品黑天鵝獎 – 年度科學品牌	Jumeili	聚美麗
• Chicmax	• 上美股份		

Performance Data Summary

數據表現摘要

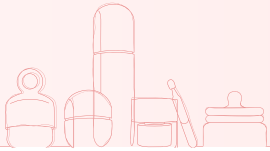


Environmental KPI ¹⁰	環境關鍵績效指標 ¹⁰	2023 2023年	2022 2022年	Unit 單位
GHG	溫室氣體			
Total GHG emissions ¹¹ (Scope 1 and 2)	溫室氣體排放總量 ¹¹ (範圍1及2)	11,546.55	10,236.63	tonnes of CO2-e 噸二氧化碳當量
Direct emissions (Scope 1)	直接排放(範圍1)	3,633.43	2,075.83	tonnes of CO2-e 噸二氧化碳當量
Indirect emissions (Scope 2)	間接排放(範圍2)	7,913.12	8,160.80	tonnes of CO2-e 噸二氧化碳當量
Total GHG emission intensity (Scope 1 and 2)	溫室氣體排放總量密度(範圍1及2)	2.76	3.83	tonnes of CO2-e/ RMB million revenue 噸二氧化碳當量/ 人民幣百萬元收入
Air emissions	廢氣			
Nitrogen oxides (NO _x)	氮氧化物(NO _x)	2,531.48	1,833.63	kg 公斤
Sulphur oxides (SO _x)	硫氧化物(SO _x)	130.77	111.97	kg 公斤
Particulate matters (PM)	懸浮顆粒物(PM)	140.96	90.18	kg 公斤
Energy	能源			
Total energy consumption	能源總耗用量	28,970.40	23,045.82	MWh 千個千瓦時
Purchased electricity	電力	13,293.58	13,539.26	MWh 千個千瓦時
Natural gas	天然氣	3,267.70	2,968.51	MWh 千個千瓦時
Unleaded petrol	無鉛汽油	484.75	438.06	MWh 千個千瓦時
Diesel	柴油	5,389.27	664.72	MWh 千個千瓦時
LPG	液化石油氣	6,535.11	5,435.26	MWh 千個千瓦時
Total energy consumption intensity	能源總耗用量密度	6.91	8.61	MWh/RMB million revenue 千個千瓦時/人民幣百萬元 收入

10 Totals may not be the exact sum of numbers shown here due to rounding.
基於四捨五入，總計未必為所示數字的準確總和。

11 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.

根據由世界企業永續發展協會及世界資源研究所發行的溫室氣體盤查議定書 - 企業會計與報告標則(修訂版)，範圍1直接排放涵蓋有本集團擁有或控制的業務直接產生的溫室氣體排放，而範圍2間接排放則涵蓋來自本集團內部消耗(購回來的或取得的)電力熱能、冷凍及蒸氣所引致的「間接能源」溫室氣體排放。



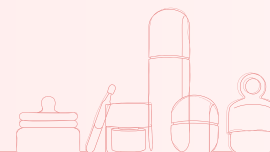
Environmental KPI ¹⁰	環境關鍵績效指標 ¹⁰	2023 2023年	2022 2022年	Unit 單位
Water use	用水			
Total water consumption	總耗水量	227,528.73	225,877.39	m ³ 立方米
Total water consumption intensity	總耗水量密度	54.29	84.43	m ³ /RMB million revenue 立方米／人民幣百萬元收入
Waste	廢棄物			
Non-hazardous waste	無害廢棄物			
Total non-hazardous waste generated	無害廢棄物總量	1,949.07	1,433.86	tonnes 噸
Total non-hazardous waste intensity	無害廢棄物總量密度	0.47	0.54	tonnes/RMB million revenue 噸／人民幣百萬元收入
Hazardous waste	有害廢棄物			
Total hazardous waste generated	有害廢棄物總量	6.46	6.00	tonnes 噸
Total hazardous waste intensity	有害廢棄物總量密度	0.002	0.002	tonnes/RMB million revenue 噸／人民幣百萬元收入
Finished product packaging materials	製成品包裝材料			
Total packaging materials used	包裝材料總量	91,185.53	76,342.75	tonnes 噸
Paper	紙	16,221.60	11,529.97	tonnes 噸
Plastic	塑膠	60,653.15	60,755.55	tonnes 噸
Metal	金屬	2.61	1.85	tonnes 噸
Glass	玻璃	13,600.00	3,553.13	tonnes 噸
Others	其他	708.17	502.25	tonnes 噸
Total packaging material intensity	包裝材料總量密度	21.76	28.54	tonnes/RMB million revenue 噸／人民幣百萬元收入

10 Totals may not be the exact sum of numbers shown here due to rounding.
基於四捨五入，總計未必為所示數字的準確總和。

11 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.
根據由世界企業永續發展協會及世界資源研究所發行的溫室氣體盤查議定書 - 企業會計與報告標則(修訂版)，範圍1直接排放涵蓋有本集團擁有或控制的業務直接產生的溫室氣體排放，而範圍2間接排放則涵蓋來自本集團內部消耗(購回來的或取得的)電力熱能、冷凍及蒸氣所引致的「間接能源」溫室氣體排放。

Performance Data Summary

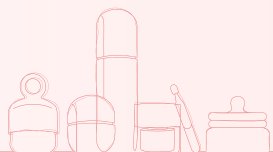
數據表現摘要



Social KPI	社會關鍵績效指標	2023 2023年	2022 2022年	Unit 單位
Employee distribution¹²	員工分佈 ¹²			
By gender	按性別劃分			
Male	男性	542	388	No. of people 人
Female	女性	1,341	2,184	No. of people 人
By age group	按年齡組別劃分			
30 or below	30歲或以下	1,030	980	No. of people 人
31-50	31-50歲	826	1,566	No. of people 人
51 or above	51歲或以上	27	26	No. of people 人
By employment type	按僱傭類別劃分			
Senior management	高級管理層	5	5	No. of people 人
Middle management	中級管理層	200	146	No. of people 人
General and technical staff	一般及技術員工	1,678	2,421	No. of people 人
Full-time and part-time distribution	全職及兼職員工分佈			
Full-time	全職	1,883	2,572	No. of people 人
Part-time	兼職	-	-	No. of people 人
By geographical region	按地區劃分			
The PRC	中國	1,796	2,505	No. of people 人
Overseas	海外	87	67	No. of people 人
Employee turnover rate¹³	員工流失比率 ¹³			
By gender	按性別劃分			
Male	男性	24	36	%
Female	女性	56	40	%

12 Included the number of employees of the whole Group during the Reporting Period (excluding contract workers and interns).
包含整個集團的員工人數（勞務及實習人員除外）。

13 The employee turnover rate is calculated using the average employee number of 2023 and 2022.
員工流失比率乃根據2023及2022年的平均員工人數計算。

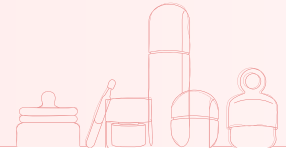


Social KPI	社會關鍵績效指標	2023 2023年	2022 2022年	Unit 單位
By age group	按年齡組別劃分			
30 or below	30歲或以下	35	45	%
31-50	31-50歲	62	37	%
51 or above	51歲或以上	56	13	%
By geographical region	按地區劃分			
The PRC	中國	51	40	%
Overseas	海外	18	10	%
Employee training¹⁴	員工培訓¹⁴			
Training percentage	培訓百分比			
By gender	按性別劃分			
Male	男性	24.13	24.11	%
Female	女性	75.87	75.89	%
By employment type	按僱傭類別劃分			
Senior management	高級管理層	0.65	0.60	%
Middle management	中級管理層	4.35	4.46	%
General and technical staff	一般及技術員工	95.00	94.94	%
Average training hours	平均培訓時數			
By gender	按性別劃分			
Male	男性	11.60	2.31	Hours 小時
Female	女性	4.86	1.28	Hours 小時

14 The employee training data is calculated using the total number of employees in our core businesses during the Reporting Period, and includes training data for resigned employees to accurately reflect the training resources invested by the Group.
員工培訓數據乃根據報告期間我們主要業務的總員工人數計算，並包括離職人員的培訓數據，以準確反映本集團投入的培訓資源。

Performance Data Summary

數據表現摘要

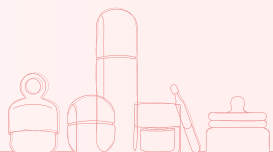


Social KPI	社會關鍵績效指標	2023 2023年	2022 2022年	Unit 單位
By employment type	按僱傭類別劃分			
Senior management	高級管理層	22.00	8.00	Hours 小時
Middle management	中級管理層	4.46	0.82	Hours 小時
General and technical staff	一般及技術員工	6.49	1.46	Hours 小時
Health and safety	健康與安全			
Work-related fatalities ¹⁵	因工亡故人數 ¹⁵	-	-	No. of people 人
Rate of work-related fatalities ¹⁴	因工亡故比率 ¹⁴	-	-	%
Lost days due to work injuries	因工傷損失工作日數	184	275	Days 日

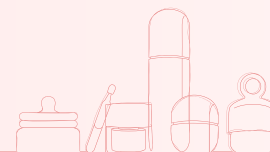
¹⁵ Included data in the past three years.
包括過往三年的數據。

ESG Reporting Guide Index

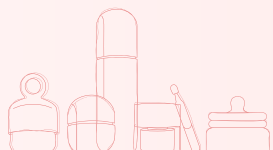
環境、社會及管治報告指引索引



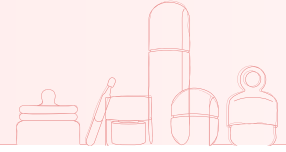
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵業績指標		Chapter/Disclosure 章節 / 披露	Page 頁數
A. Environmental A. 環境			
A1. Emissions A1. 排放物			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排汙、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Pursuing Beauty with the Environment Significant Laws and Regulations 與環境一起變美 重點法律及法規列表	56-65 71-74
KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Performance Data Summary 數據表現摘要	82-86
KPI A1.2	Direct and energy indirect greenhouse gas emissions and intensity. 直接及能源間接溫室氣體排放量及密度。	Performance Data Summary 數據表現摘要	82-86
KPI A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Performance Data Summary 數據表現摘要	82-86
KPI A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Performance Data Summary 數據表現摘要	82-86
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Pursuing Beauty with the Environment 與環境一起變美	56-65
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Pursuing Beauty with the Environment Emission Management 與環境一起變美 排放管理	56-65 63



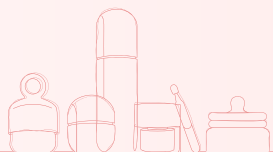
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵業績指標		Chapter/Disclosure 章節 / 披露	Page 頁數
A2. Use of Resources			
A2. 資源使用			
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Resource Management 資源管理	59-62
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及 / 或間接能源總耗量及密度。	Performance Data Summary 數據表現摘要	82-86
KPI A2.2	Water consumption in total and intensity. 總耗水量及密度。	Performance Data Summary 數據表現摘要	82-86
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Pursuing Beauty with the Environment Resource Management 與環境一起變美 資源管理	56-65 59-62
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Pursuing Beauty with the Environment Resource Management 與環境一起變美 資源管理	56-65 59-62
KPI A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	Performance Data Summary 數據表現摘要	82-86
A3. The Environment and Natural Resources			
A3. 環境及天然資源			
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Conserving Ecology and Biodiversity 維護生態及生物多樣性	65
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Conserving Ecology and Biodiversity 維護生態及生物多樣性	65



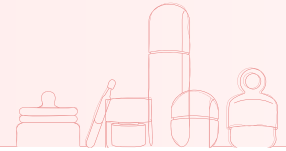
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵業績指標		Chapter/Disclosure 章節 / 披露	Page 頁數
A4. Climate Change A4. 氣候變化			
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Resilience and Management 氣候抵禦力及管理	58-59
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. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Resilience and Management 氣候抵禦力及管理	58-59
B. Social B. 社會			
B1. Employment B1. 僱傭			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Pursuing Beauty with Employees Significant Laws and Regulations 與員工一起變美 重點法律及法規列表	49-55 71-74
KPI B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Performance Data Summary 數據表現摘要	82-86
KPI B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Performance Data Summary 數據表現摘要	82-86



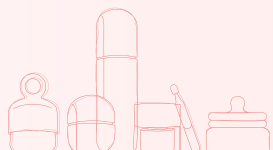
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵業績指標		Chapter/Disclosure 章節 / 披露	Page 頁數
B2. Health and Safety			
B2. 健康與安全			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Occupational Health and Safety Significant Laws and Regulations 職業健康及安全 重點法律及法規列表	53-54 71-74
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）因工作關係而死亡的人數及比率。	Occupational Health and Safety Performance Data Summary 職業健康及安全 數據表現摘要	53-54 82-86
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	Occupational Health and Safety 職業健康及安全	53-54
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Occupational Health and Safety 職業健康及安全	53-54



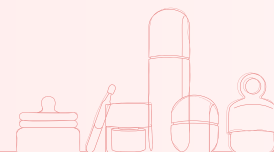
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵業績指標		Chapter/Disclosure 章節 / 披露	Page 頁數
B3. Development and Training			
B3. 發展及培訓			
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Employee Training and Development 員工培訓及發展	52
KPI B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Performance Data Summary 數據表現摘要	82-86
KPI B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Performance Data Summary 數據表現摘要	82-86
B4. Labour Standards			
B4. 勞工準則			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. A 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Pursuing Beauty with Employees Employee Rights and Equal Opportunity Significant Laws and Regulations 與員工一起變美 員工權益及平等機會 重點法律及法規列表	49-55 50 71-74
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employee Rights and Equal Opportunity 員工權益及平等機會	50
KPI B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Employee Rights and Equal Opportunity 員工權益及平等機會	50



Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵業績指標		Chapter/Disclosure 章節 / 披露	Page 頁數
B5. Supply Chain Management			
B5. 供應鏈管理			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Responsible Supply Chain 負責任供應鏈	45-46
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Responsible Supply Chain 負責任供應鏈	45-46
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. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	Responsible Supply Chain 負責任供應鏈	45-46
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Responsible Supply Chain 負責任供應鏈	45-46
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Responsible Supply Chain 負責任供應鏈	45-46



Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵業績指標		Chapter/Disclosure 章節 / 披露	Page 頁數
B6. Product Responsibility			
B6. 產品責任			
General Disclosure 一般披露	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. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Pursuing Beauty with Customers Significant Laws and Regulations 與客戶一起變美 重點法律及法規列表	27-48 71-74
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Customer Satisfaction 客戶滿意度	42-44
KPI B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Customer Satisfaction 客戶滿意度	42-44
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Protection of Intellectual Property Rights 維護知識產權	31
KPI B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Ensuring Product Quality and Safety Customer Satisfaction 保障產品質量及安全 客戶滿意度	39-41 42-44
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Protection of Information Security and Data Privacy 保障信息安全及數據私隱	47-48



Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵業績指標		Chapter/Disclosure 章節 / 披露	Page 頁數
B7. Anti-corruption			
B7. 反貪污			
General Disclosure 一般披露	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. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption Significant Laws and Regulations 反貪污 重點法律及法規列表	55 71-74
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. 於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反貪污	55
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	Anti-corruption 反貪污	55
KPI B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污	55
B8. Community Investment			
B8. 社區投資			
General Disclosure 一般披露	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. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Pursuing Beauty with the Community 與社區一起變美	66-70
KPI B8.1	Focus areas of contribution. 專注貢獻範疇。	Pursuing Beauty with the Community 與社區一起變美	66-70
KPI B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Pursuing Beauty with the Community 與社區一起變美	66-70

CHICMAX

上海上美化妝品股份有限公司

Shanghai Chicmax Cosmetic Co., Ltd.