美瑞健康国际产业集团

Meilleure Health International Industry Group

Meilleure Health International Industry Group Limited

美瑞健康國際產業集團有限公司

Incorporated in Bermuda with limited liability (Stock Code: 2327)

2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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About this Report

Report Overview

The Environmental, Social and Governance (ESG) Report (the "Report") is the annual ESG Report issued by Meilleure Health International Industry Group Limited and its subsidiaries (collectively, "Meilleure Health International", "the Group", "we", "us" or "our"). The Report covers the period from 1 January 2025 to 31 December 2025 (the "Reporting Period", "the Current Year" or "the Reporting Year") and is prepared to disclose the Group's ESG performance for 2025. To enhance the comparability and completeness of the Report, certain information appropriately includes data from prior years.

Report Preparation Basis

The Report has been prepared in accordance with the requirements of the *Environmental, Social and Governance Reporting Code (the "ESG Code")* as set out in Appendix C2 to *the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* (the "*Listing Rules*"), covering all subject areas in respect of the environment and society.

Scope and Boundary of the Report

The scope of this Report is consistent with that of the consolidated financial statements in the Group's 2025 Annual Report. To present the Group's ESG practice outcomes more comprehensively, the scope will be appropriately extended to relevant Group-related entities not included in the consolidated financial statements in terms of specific practice cases. The Report aims to present the Group's environmental and social performance in a balanced manner and encompasses all operations of all entities within the Group. The content of the Report has been defined through a process to identify the management approaches, strategies, priorities, and targets related to our operations in environmental, social, and governance aspects. It describes the management, measurement, and monitoring systems adopted by the Group to implement our ESG strategies, and discloses our key policies, compliance with relevant laws and regulations, our performance, and key performance indicators.

Data Source and Reliability Statement

The data and case studies included in the Report are primarily derived from the Group's official documents, statistical reports, relevant publicly available information, and internal reporting documents. The Group confirms that the Report contains no false records or misleading statements, and accepts responsibility for the authenticity, accuracy, and completeness of its content. Unless otherwise stated, all monetary amounts in the Report are denominated in Hong Kong dollars (HKD).

Reporting Principles

Materiality

The board sets the disclosure threshold by determining the materiality of environmental, social and governance issues that are sufficiently important to investors and other stakeholders to warrant disclosure. The Group identifies material ESG factors through internal and external materiality assessments. Senior management and key employees identify and prioritise material ESG issues through internal materiality assessments. External materiality assessments involve stakeholder engagement to formulate and implement responsible and strategic responses to ESG issues, thereby mitigating risks and maximising opportunities.

The criteria for prioritising and selecting material ESG factors encompass strategic, regulatory, sustainability, governance, corporate social responsibility, and financial dimensions. A material ESG issue refers to a governance, sustainability, or social factor that may affect the financial position or operating performance of the Group's business, considering our business segments, industry, and geographic locations.

When assessing material ESG issues, the Group considers strategic and organisational factors, including our values, policies, strategies, operational management systems, targets, medium-term objectives, financial implications, the magnitude of environmental and social impacts arising from the activities, stakeholder interests and expectations, reputational risks and opportunities, and short-term risk mitigation measures. It also takes into account the external environment, including ESG interests, issues and indicators raised by stakeholders, stakeholder priorities, applicable laws and regulations that are strategically important to the Group and the stakeholders, as well as ESG-related impacts, risks, and opportunities.

Quantitative

The Report discloses quantitative data in accordance with the requirements of the *ESG Code* as set out in Appendix C2 of the *Listing Rules,* and clearly specifies the scope and calculation methodologies for such data.

Balance

The Report presents the Group's ESG performance objectively and avoids disclosure practices that may influence readers' decisions or judgments.

Consistency

In terms of the preparation of the Report, unless otherwise noted, the disclosure scope, calculation methodologies and presentation methods adopted herein are consistent with those of prior years to ensure data comparability.

Statement of the Board

The board assumes full responsibility for the Group's ESG matters. The board is responsible for formulating ESG-related governance policies and strategies, including assessing, prioritising, and managing material issues, and for assessing and identifying the Group's ESG-related risks, as well as ensuring that appropriate and effective ESG risk management and internal control systems are in place. The board is also responsible for reviewing and finalising the annual ESG Report. This Report was approved by the board on 27 March 2026.

Access and Feedback on the Report

The Report is available for viewing and download on the HKEXnews website (www.hkexnews.hk) and the Group's website (www.meilleure.com.cn). If you have any comments or suggestions on this Report, please contact the Group via email at info@meilleure.com.cn. In the event of any inconsistency between the Chinese and English versions of the Report, the Chinese version shall prevail.

About Meilleure Health International

Company Profile

Meilleure Health International Industry Group Limited (02327.HK) is an international industrial group listed on the Main Board of the Hong Kong Stock Exchange, with health-focused business as our core. Our business segments encompass health and medical services, healthy living, health consumer products, and real estate.

The health industry is one of the most dynamic and promising sectors, as well as a key area of global industrial competition in the future. In recent years, Meilleure Health International has strategically expanded our presence in the cell therapy field. In 2019, we made a strategic investment in Wingor Biotechnology, a nationally recognised high-tech enterprise. In 2020, we established Meiaikang to enter the field of cellular immunotherapy. Throughout 2025, both entities continued to achieve scientific research breakthroughs and advanced multiple innovative research projects. In the realm of premium health management, the Group's clinics in Shenzhen and Nanjing, based on functional medicine, provide international-standard health services, and have gained a stable customer base by virtue of their professional teams.

Furthermore, the Group operates in the skin health management sector, integrating medical aesthetic services with efficacious skincare products to provided customers with integrated skin health management solutions. These businesses are advanced through both online and offline channels, with continuous optimisation of product and service portfolios in response to meet market demands.

In terms of overseas operations, the Group is actively advancing the internationalisation strategy by establishing localised operation teams in the European and Australian markets to expand health consumption products and real estate-related businesses, thereby enhancing the Group's business presence and operational flexibility across different markets.

Corporate Culture

Mission

To provide professional solutions spanning from skin health to medical aesthetic services through the integration of cutting-edge technology and natural ingredients, enabling individuals to return to an optimal state of health and comfort.

Vision

To serve the health and beauty of more people with technology and professionalism

Values

Nature as the foundation, science as the enabler; customer-centric, personalised customisation; innovation-driven, sustainable development

Corporate Governance

ESG Governance

ESG Governance Framework

The board, as the ultimate decision-making body for the Group's ESG governance, is responsible for setting ESG strategic directions, formulating and reviewing ESG policies, regularly reviewing ESG strategic targets, overseeing risk response mechanisms, and assessing the performance of senior management. An ESG Committee has been established under the board, comprising senior management and external experts. The Committee is responsible for formulating ESG policies, identifying material ESG issues, and assessing the integration of ESG performance into senior management appraisal. An ESG Working Group is led by the General Manager, with department heads responsible for executing ESG initiatives, compiling the ESG report and reviewing quantitative data, as well as enhancing ESG awareness across the organisation through internal training.

ESG Policy

The Group has formulated and implemented the *Environmental, Social and Governance (ESG) Policy* (the "*ESG Policy*") to systematically regulate our ESG management arrangements and promote the integration of sustainability concepts with business operations. The policy is developed in accordance with applicable laws, regulations, and regulatory requirements, and applies to the Group and our wholly-owned and controlled subsidiaries. It covers key business processes including R&D, production, sales, and supply chain management, ensuring consistent and comprehensive implementation of ESG management across our operations.

In managing ESG affairs, the Group adheres to the principles of compliance, materiality, and transparency, focusing on material ESG issues that have a significant impact on the environment, social and corporate governance. Through integrated management, internal oversight, and regular disclosure, the Group ensures the authenticity, accuracy, and completeness of relevant information, thereby responding to stakeholders' expectations. The ESG Policy stipulates the ESG-related responsibilities at all levels of the Group, the management of core ESG issues, ESG objectives and performance, as well as resource allocation and implementation, providing a framework for the Group's ESG governance.

ESG Strategy and Targets

Meilleure Health International's ESG strategy is established based on the board's overall assessment of ESG-related risks and opportunities performed by the board, and is integrated with the Group's long-term development direction and business strategy. Based on the assessment of the Group's business development and related risks and opportunities, the board points out the ESG directions that aligns with our business, and promotes the progressive implementation of relevant strategies within the Group through the setting of specific targets and management arrangements.

After assessing the ESG risks and opportunities related to the Group's business, the board establishes corresponding management approaches and priority directions, and promotes the implementation and continuous review of relevant targets through short-term measures, medium-term objectives, and long-term value enhancement approaches. These approaches are aligned with the Group's long-term vision and business positioning, serving as an important foundation for promoting the Group's sustainable development. Our strategy is to fulfil our environmental and social responsibilities through achieving environmental and social targets in daily operations. Under the overall supervision of the board and the specific implementation by the management, ESG targets are integrated into business decisions. The Group has established an environmental target of achieving carbon neutrality by 2030, as well as a governance target of zero ESG non-compliance incidents. For example, we optimise production processes to reduce waste emissions and expands the scale of public welfare donations, ensuring that all targets are quantifiable and assessable.

Stakeholder Communication

In the process of promoting ESG management, the Group places great importance on considering stakeholders' opinions and concerns, and incorporates relevant perspectives into ESG management and decision-making considerations. Our stakeholders include shareholders and investors, employees, customers, suppliers, regulatory authorities, and the public, among others. The Group maintains appropriate communication with stakeholders through existing information disclosure and operational management arrangements, and responds to their reasonable expectations where feasible, which serves as an important reference for improving corporate governance and sustainable development management. The Group regularly engages in dialogue with customers and regulatory authorities, such as organising customer seminars to collect feedback, and publishes ESG progress through the official website and social media, such as producing short videos to showcase public welfare project achievements, thereby enhancing brand transparency.

Materiality Analysis

In accordance with the materiality principle of ESG Code, the Group identifies and assesses ESG issues that have a significant impact on our business and stakeholders. During the analysis process, the Group considers the impact of relevant ESG issues on business operations and long-term development, and focuses on the expectations and requirements of key stakeholders, which are used as references for determining the materiality of ESG issues.

The Group will continuously review the appropriateness of material ESG issues and make timely updates in response to changes in business development and regulatory requirements. The Group reports on ESG matters and implements actions based on the results of the materiality analysis. The material ESG issues presented in the Report are not only closely related to our core business but also respond to stakeholders' concerns regarding our sustainability. The Group's latest ESG Policy has identified core ESG issues including product quality management, enhanced access to healthcare, privacy protection and data security, and compliance in emerging businesses.

Risk Management

Risk Management System

The Group has established a risk management system to identify, assess, and manage risks that may impact our business operations and long-term development. We adopt a four-tier structure comprising the "Board - Risk Management Committee - Business Departments - Internal Audit", forming a closed-loop governance and management mechanism for decision-making, implementation, and oversight. Within this structure, the Risk Management Committee is responsible for formulating risk appetite and overall strategy, identifying significant material risks, assessing ESG-related risks, and ensuring alignment with the Group's strategic direction, while each business department is responsible for the execution and implementation of specific measures.

Risk Management Process

The Group has established a systematic risk management process to identify, assess, and manage risks relating to its business operations. Firstly, each operating units and senior management proactively identify potential risks that may impact the Group's business, operations, or sustainable development during daily operations. The Group applies consistent assessment criteria to analyse identified risks from two perspectives: the likelihood of risk occurrence and their potential impact on the business. Based on the assessment results, relevant risks are prioritised to assist management in focusing on material risks to the business.

Following completion of the risk assessment and prioritisation, the Group formulates corresponding management and response measures based on the nature and magnitude of impact of individual risks, including risk acceptance, transfer, avoidance, or mitigation. Each operating unit is responsible for implementing relevant risk management measures and continuously monitoring changes in the risk profile. If risks with actual or potential significant impact on the Group's business are identified during the risk management process, such matters will be reported to management and the board through established internal reporting channels for oversight and review.

Internal Control

Internal Control

Under the existing risk management and governance framework, the Group has established an internal control system to safeguard the effectiveness and compliance of business operations and support the implementation of risk management. Relevant internal control arrangements are designed and implemented by the management, with their effective operation ensured through established reporting and monitoring mechanisms.

The internal control system covers the Group's major operational and management processes, and is continuously reviewed and refined in response to changes in business development and risk profile, thereby supporting the sound operation of the business.

Internal Audit

Under the aforementioned internal control arrangements, the Group monitors and assesses the implementation of the internal control system through internal and external audit mechanisms. The relevant audit work assists in identifying areas for improvement in internal control and operational processes, and provides independent views to the management to support the continuous enhancement of the internal control system.

The management will appropriately follow up on audit findings and report relevant matters to the board under established governance arrangements for oversight and review.

Business Ethics and Anti-Corruption

Integrity Management System

The Group attaches great importance to business ethics and integrity in operations, and has formulated anti-corruption policies and management arrangements in accordance with applicable laws and regulations to prevent corruption, bribery, fraud, and other misconduct, ensuring that business activities are conducted in an honest and compliant manner. The relevant anti-corruption requirements have been incorporated into the Group's internal management systems and are applicable to all employees.

At the institutional and procedural level, the Group has established anti-corruption management procedures covering prevention, reporting, and investigation. The relevant arrangements strengthen the prevention of potential corruption risks through systems and codes of conduct; meanwhile, mechanisms are in place to reflect and identify suspected corruption or misconduct; if relevant cases are discovered, follow-up and handling will be conducted in accordance with established procedures to ensure appropriate resolution of issues.

During the Reporting Period, the Group reviewed cases involving corruption in accordance with established procedures, with no major corruption cases occurring during the Reporting Year. Meanwhile, the Group monitors the implementation of relevant systems and procedures through internal and external audit arrangements, and continuously reviews and improves relevant management measures based on audit results to support the effective operation of the integrity management system. The management also continuously monitors matters related to anti-corruption to support the effective operation of the integrity management system.

Business Ethics and Anti-corruption	Unit	2025	2024
Number of corruption litigation cases filed against the Group	cases	-	-
Number of corruption reports / complaints received	cases	-	-
Number of corruption reports / complaints concluded	cases	-	-
Number of corruption reports / complaints concluded and reported	cases	-	-

Business Ethics

The Group has incorporated business ethics and anti-corruption risks into our overall risk management and internal control framework. With reference to the ISO 37001 Anti-Bribery Management Systems standard, the Group has formulated and implemented multiple preventive, management, and monitoring measures for relevant risks. These measures aim to reduce the likelihood of corruption and misconduct occurrence, and ensure that relevant arrangements can be continuously monitored and effectively implemented.

In terms of preventive measures, the Group has adopted multiple arrangements to reduce the risk of corrupt practices, including managing conflicts of interest, restricting the acceptance of gifts or entertainment, and establishing relevant procedures to monitor compliance with prohibitions and restrictions. Furthermore, the Group has designed and implemented anti-corruption control measures for high-risk areas or procedures, such as implementing multiple quotations in procurement projects, establishing corresponding approval mechanisms in supplier selection and authorisation processes, and adopting different levels of authorisation arrangements for bank reconciliations and permission settings.

In terms of systems and management arrangements, the Group has adopted an anti-bribery management system including risk assessment to identify and manage business ethics risks related to our operations. Simultaneously, through the formulation of anti-corruption policies and whistleblower policies, the Group incorporates matters including bribery, kickbacks, political contributions, charitable donations, and sponsorship into our management scope, covering the entire business process.

At the implementation and monitoring level, the Group's legal counsel is responsible for adopting and overseeing anti-corruption preventive measures and reporting procedures, while the heads of relevant business units are responsible for implementing relevant measures and procedures within their scope of duties and reporting to management in accordance with established arrangements. In addition, the Group has established an independent department responsible for monitoring the implementation of relevant measures and procedures.

Whistleblowing and Protection Mechanism

The Group has established a whistleblowing procedure as part of our anti-corruption and business ethics risk management arrangements, enabling employees and relevant individuals to report suspected corruption, misconduct, or violations of business ethics. This whistleblowing procedure is used to supports the identification and follow-up of potential risks, and has been disclosed in previous ESG reports.

Building upon the existing whistleblowing procedure, the Group currently provides diversified complaint and reporting channels, including the Group's email, telephone, and online reporting platforms (such as messages on our official website or official WeChat account), to facilitate relevant parties in submitting complaints or reports.

In terms of whistleblower protection, the Group has explicitly prohibited any form of retaliation or revenge against whistleblowers in our internal policies, and ensures the confidentiality of whistleblower identities through relevant arrangements to support the effective operation of the whistleblowing mechanism.

Compliance Training and Advocacy

The Group emphasises the promotion of compliance management and the advocacy of business ethics, and enhances employees' awareness and adherence to compliance requirements through relevant management arrangements. Within the existing compliance management framework, the Group conducts targeted compliance training activities from time to time based on business needs.

In 2025, the Group conducted a compliance training for the finance department regarding tax-related matters of our subsidiaries in Mainland China. The training included systematic interpretation of relevant tax regulations, analysis of typical cases, and practical operation exercises, to strengthen the finance team's understanding of fulfilling tax obligations in accordance with the law and their practical handling capabilities, while ensuring the compliance of relevant tax treatments.

The relevant training helped to enhance the financial staff's understanding of policy requirements and their practical operational capabilities, and to reduce tax compliance risks to a certain extent. It also promotes tax coordination among subsidiaries and provides support for the Group's overall tax management.

Compliance Training	Unit	2025	2024
Number of anti-corruption training sessions	sessions	1	1
Average hours of anti-corruption training	hours	1	1
Number of participants in anti-corruption training	persons	13	11
Directors	persons	7	7
Employees[1]	persons	6	4

[1] During the Reporting Period, the anti-corruption training conducted by the Group primarily involved the Finance Department.

Anti-Unfair Competition and Responsible Marketing

In product promotion and marketing activities, the Group places importance on compliant operation in accordance with the law, and is committed to ensuring that relevant behaviours comply with applicable laws, regulations, and industry norms. Under the existing principled requirements of product responsibility and compliance management, the Group continuously standardises market behaviours to protect fair competition and consumers' rights and interests. The Group also complies with applicable laws and regulations related to anti-unfair competition, adheres to the principles of fairness, impartiality, and integrity in market promotion and competitive behaviours, and avoids any conduct that may constitute unfair competition.

Product Responsibility

Product and Service Quality

Fostering Innovation

Meilleure Health International has always attached great importance to R&D investment and talent acquisition, continuously advancing technological and product innovation to enhance the capability of transforming research outcomes into practical applications. Closely aligned with cutting-edge biotechnology trends, the Group systematically builds an integrated comprehensive health ecosystem covering health management, technology-based skincare, and biomedicine, committed to accelerating the R&D process and transformation of innovative technologies and products, and continuously providing products and services with high technological content and high added value.

In 2023, Meilleure Health International was successfully included in Shenzhen's list of "Specialised, Refined, Distinctive, and Innovative" Small and Medium-sized Enterprises (SMEs). This recognition represents characteristics of specialisation, refinement, differentiation, and innovation, with strong innovation capabilities, significant development potential, high operational quality and efficiency, and good economic benefits. This recognition not only fully affirms the Group's technological innovation and product R&D capabilities, but also reflects the high recognition from the industry and various sectors of society for our independent innovation and comprehensive strength in quality and efficiency in the medical aesthetics and skincare fields.

In 2021, the Group was awarded the "National High-tech Enterprise" certificate (valid for three years) and re-certified in 2024. This honour is one of the highest accolades for technology enterprises in China and the most authoritative affirmation of an enterprise's scientific research strength. It signifies that Meilleure Health International has been highly recognised in terms of technological R&D capabilities, transformation capability of scientific and technological achievements, organisational management level, and enterprise growth potential.



Meilleure Health's innovation-related certifications

In the field of light aesthetic medical services, Meilleure's brand Jixiaojian focuses on the two major areas of medical aesthetics and effective skincare. The series of products apply the latest research achievements and patented technologies in plant-extracted efficacious skincare ingredients, led by skincare technology innovation, pioneering the new concept of "Intelligent Skincare".

In the field of cell therapy, Meilleure's subsidiary Wingor Biotechnology (Wingor Bio), leveraging solid R&D capabilities and continuous technological accumulation, deeply cultivates the cell medical industry. Wingor Bio has mastered multiple industry-leading core technologies and has been recognised with qualifications including "National High-Tech Enterprise", "Science and Technology based Small and Medium-Sized Enterprise" in China, and "Specialised, Refined, Distinctive, and Innovative Small and Medium-Sized Enterprise" in Shenzhen. Wingor Bio has applied for nearly 80 cell technology-related patent protections, and are steadily advancing the clinical development of four cell therapy drugs under research, strategically focusing on high-potential areas such as tumour immunotherapy, tissue repair, and regenerative medicine, laying a solid foundation for future commercialisation.

Case Study Wingor Biotechnology Wins Three Major Awards at the Guangdong-Hong Kong-Macao Greater Bay Area Top 50 Biotech Innovation Enterprises

On 15 October 2025, Wingor Bio won three prestigious honours at the Guangdong-Hong Kong-Macao Greater Bay Area Biotech Innovation Summit: "The Top 50 Innovative Biotechnology Companies in Guangdong-Hong Kong-Macau Greater Bay Area Award – the Pioneer Enterprise", "2025 Most Valuable Investment Enterprise", and "The Most Popular Enterprise". These accolades highlight its technological strength in the field of cell and gene therapy and its positive contribution to the industrial development of the Greater Bay Area.

At the summit, Wingor Bio prominently introduced the "Human Umbilical Cord Mesenchymal Stem Cell Injection" (Code: WG103) — the first stem cell new drug in Shenzhen to receive approval for registered drug clinical trials. This project has now entered the Phase II clinical trial stage, and its R&D progress has attracted significant industry attention.



Wingor Biotechnology's Honour at Biotech Industry Summit

Product and Service Quality

Meilleure Health International assumes full responsibility for the Group's products and services, having established a comprehensive quality management system. The Group's main products and services have obtained corresponding qualifications (such as the Medical Device Registration Certificate issued by the National Medical Products Administration). This system encompasses product planning, procurement, acceptance inspection, sales, after-sales service, continuous improvement, and employee training, ensuring high-quality products and services through systematic processes. The Group implements strict quality assurance measures, including raw material testing and finished product inspection, and conducts regular internal quality audits. Integrating customer feedback with internal data analysis, the Group continuously promotes systematic quality improvements, ensuring steady enhancement of product and service quality.

The Group has effectively fulfilled the customer-centric commitment, ensuring that customer requirements and relevant laws, regulations, and regulatory provisions are clearly defined, fully understood, and consistently implemented. Simultaneously, the Group actively identifies and addresses risks and opportunities that may affect product and service compliance and customer satisfaction, continuously optimising quality performance, and strictly adhering to quality assurance and product recall policies and procedures.

The Group's quality requirements for products and services encompass not only conditions explicitly stated by customers (including delivery and post-delivery activities), but also standards that, although not explicitly stated, are necessary for intended use, internal Group specifications, applicable statutory and regulatory requirements, as well as new requirements that differ from existing contracts or orders.

For products, services, or processes provided by external suppliers (including suppliers delivering directly to customers on behalf of the Group, or participating in parts of the production process according to the Group's instructions), the Group ensures our compliance with the Group's quality standards through audits, verification, and other control measures.

Product and Service	Unit	2025	2024
Number of products recalled due to safety and health reasons[1]	number of products	-	-
Percentage of products recalled due to safety and health reasons	%	-	-
Number of complaints received regarding products and services[2]	cases	-	-
Number of complaints responded to regarding products and services	cases	-	-
Response rate	%	-	-
Number of complaints resolved regarding products and services	cases	-	-
Resolution rate	%	-	-
Number of resolved complaints with recurrence regarding products and services	cases	-	-
Repeat rate	%	-	-
Average response time per complaint	days	-	-

[1] During the Reporting Period, there were no product recalls due to safety and health reasons in the Group.

[2] During the Reporting Period, the Group received no complaints regarding products and services in either business for its end consumers (including offline and online service provision and product sales) or its cooperative business with corporate customers (supplier and retailer collaboration).

Quality Assurance Mechanism

Customer Communication Mechanism

The Group has established a customer communication mechanism with 24-hour response, requiring all customer complaints to receive an initial response within 24 hours. Complaints are uniformly received by dedicated customer service personnel and processed in accordance with the standard four procedures: investigation and verification, solution formulation, customer confirmation, and follow-up implementation. The entire process emphasises the principle of information confidentiality and establishes a clear responsibility traceability mechanism to ensure proper resolution of issues. To continuously improve service quality, the Group also conducts regular customer satisfaction surveys and, through cross-departmental collaboration mechanisms, integrates front-end and back-end resources to enhance the targeting and precision of services. Simultaneously, the Group actively optimises the complaint handling process, strengthens professional training for frontline staff, and establishes rapid response channels, among other specific measures, committed to improving service timeliness and overall customer experience.

In terms of customer communication channels, the Group has established diverse and convenient contact methods, including a 24-hour customer service hotline, online customer service system, email feedback, and social media platform interactions, ensuring customers can choose an appropriate method to contact us based on their preferences. For daily inquiries and complaints, the Group implements a real-time response mechanism; for our main customers, the Group maintains long-term, stable communication relationships through quarterly or annual regular return visits, promptly understanding their needs and opinions.

In 2025, the Group conducted a customer satisfaction survey, primarily targeting the customers who received services at our clinics. The survey results showed that overall customer satisfaction improved compared to previous years, with particularly high ratings in areas such as service attitude and customer service response speed. Regarding service innovation capabilities and personalised need satisfaction, customers also expressed expectations for further optimisation, which the Group will take as directions for continuous improvement.

Product Recall Procedures

The Group continuously identifies and controls products or services not conforming to quality requirements to prevent their unintended use or delivery, and implement methods of redress, with consequences already addressed, including making amends to all affected customers (ongoing product recalls, service correction, or compensation). The relevant recall procedures cover collecting data on product safety or quality issues, assessing whether a recall needs to be initiated, establishing a dedicated team, bringing affected products under the Group's control, notifying all affected customers, monitoring recall progress, and uniformly executing handling procedures for product and service returns, recalls, or compensation.

Responsible Marketing

The Group recognises the importance of responsible marketing and is committed to providing customers with accurate and truthful product and service information relevant to their purchasing or consumption decisions. In the advertising production process, content is strictly reviewed to eliminate exaggerated or misleading statements, effectively protecting consumer rights and interests.

In terms of compliant promotion and marketing, the Group ensures compliant operations through multi-dimensional resource investment and systematic actions. At the resource level, the Group allocates dedicated budgetary funds for compliance training, promotional material production, and technology platform construction. Simultaneously, the Group has established a full-time compliance team responsible for policy interpretation and implementation oversight, and introduced digital tools to enhance management efficiency.

In terms of specific actions, the Group has formulated standardised compliance procedures that comprehensively cover the full-process approval of marketing activities. Concurrently, a series of responsible marketing trainings are conducted, with regular organisation of top-down learning, and further enhancement of sales compliance awareness through internal case study sharing sessions and special reviews of high-risk areas, ensuring all marketing behaviours comply with laws, regulations, and industry norms.

Intellectual Property Protection

Meilleure Health International values the protection of our innovation achievements and regards intellectual property as a vital component of core competitiveness. The Group strictly complies with the *Trademark Law of the People's Republic of China,* the *Copyright Law of the People's Republic of China,* and the *Patent Law of the People's Republic of China* as well as relevant laws and regulations. The Group has established intellectual property policies, procedures, and control measures to ensure compliance with, respect for, and protection of the Group's and its partners' intellectual property rights, covering patents, licences, copyrights, trademarks, and design rights. The Group's chief executive officer, legal counsel, and procurement managers collaborate to oversee intellectual property management, regularly review the validity of existing rights, and proactively monitor the market for potential infringement risks. Simultaneously, the Group continuously monitors the intellectual property status held by suppliers that is relevant to the Group's product sales, to mitigate associated legal risks.

The Group ensures that all product labels are accurate, legitimate, clear, and not misleading, not only complying with regulatory requirements but also effectively maintaining brand reputation and consumer rights and interests, strengthening intellectual property protection at the source. Meanwhile, the Group implements strict confidentiality management for internal and external partners: All employees, suppliers, and partners are required to sign confidentiality agreements, which explicitly prohibit the unauthorised disclosure, reproduction, use, or dissemination of the Group's technical data, R&D achievements, and other sensitive information. In 2025, the Group experienced no significant intellectual property infringement or trade secret leakage incidents, indicating that the intellectual property protection mechanism is operating effectively.

Information Security and Privacy Protection

Meilleure Health International strictly complies with the *Personal Information Protection Law of the People's Republic of China,* the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China* in Mainland China, *the Cap.486 Personal Data (Privacy) Ordinance* in Hong Kong, and relevant laws and regulations in other

operating locations. We have formulated consumer data protection and privacy policies covering all businesses. The Group has established clear specifications in the data protection and privacy policies. The Group's data security policies and procedures strictly protect personal privacy, as well as commercially sensitive information and other privacy-protected information. The nature, purpose, and methods of information collection, as well as information retention and processing, are transparently disclosed to customers and suppliers. The Group adheres to a "zero tolerance" principle regarding any violation of privacy protection. Upon verification, immediate and severe disciplinary measures will be taken, including but not limited to termination of employment.

Meilleure Health International Privacy Protection Measures and Practices

Data Collection	When collecting customers' personal data, the Group strictly follows the principles of lawfulness, justification, and necessity, limiting collection to the minimum necessary scope for achieving specific processing purposes. Customers must be fully informed of the purposes in advance and obtain their explicit consent.
Data Use	All consumers' personal data may only be used for authorised purposes within the necessary business scope, premised on the explicit consent of the data provider, and accessible only to employees with legitimate business needs requiring such knowledge. All use of information is strictly limited to the originally intended collection purposes, and shall not be disclosed externally without authorisation or misappropriated for other uses.
Data Retention	When the Group no longer needs to use customers' relevant data or information, and there is no requirement for continuous retention to fulfil legal or regulatory obligations, the Group will promptly delete such data from the systems or render them de-personalised.
Data Processing	Regarding personal data held by the Group, data providers have the right to access, correct, or delete such data, or object to processing by the Group. They may also request detailed information about the data collected by the Group, including the purposes, methods, and legal basis (where applicable).

To ensure information security and privacy protection compliance, the Group's legal counsel regularly communicates key policy points to management and relevant stakeholders (including suppliers and customers), and oversees the implementation of consumer data protection and privacy policies by various operating units. All relevant administrative measures must comply with applicable laws and regulations.

Furthermore, the Group has established a robust data security protection system, comprehensively utilising technical and managerial measures to effectively prevent personal data from leakage, tampering, or loss. The Group provides privacy protection-related training to employees. All employees who may handle business or consumer data receive relevant training to ensure they are aware of and comply with relevant regulations and maintain appropriate security of information systems. At the implementation level, the Group has established a dedicated working group responsible for overseeing implementation progress. For any violation of privacy policies, an accountability mechanism is activated, with warnings or disciplinary actions imposed based on the severity of the case, and even legal prosecution pursued in accordance with the law, to effectively safeguard customer rights and corporate reputation. In 2025, the Group experienced no significant information security incidents or customer privacy leakage incidents.

Environmental Protection

Climate Change Response

Meilleure Health International has formulated relevant policies for the identification and mitigation of significant climate-related issues or risks that have affected or may affect the Group, for compliance by employees. Such policies cover climate-related issues or risks, opportunities, actual and potential impacts, actions taken to manage risks, targets, and actual performance against such targets.

Governance

The board oversees climate-related risks and opportunities. The board is informed of significant climate-related issues arising at any time during the Reporting Period through internal reporting procedures. The board considers climate-related issues when reviewing and guiding the strategy, major action plans, risk management policies, annual budgets and business plans, as well as when setting the Group's performance targets, monitoring implementation and performance, and overseeing investments, acquisitions, and divestments. The board monitors and oversees progress towards achieving the climate targets set by the Group.

The chief executive officer reports to the board and, with the support of heads of various operating units, is responsible for assessing, managing, and monitoring climate-related risks or issues, as well as day-to-day opportunities. Heads of operating units are responsible for identifying, assessing, prioritising, and managing climate-related risks or issues, and reporting to the chief executive officer upon identification of significant risks or issues.

Strategy

The Group has identified acute physical risks, chronic physical risks, policy risks, legal risks, technology risks, market risks, and reputation risks as the key climate-related risks relevant to our business, strategy, and financial planning. Meanwhile, the Group has also identified climate-related opportunities, namely resource efficiency and cost savings, adoption of low-emission energy, development of new products or services, market expansion, and enhanced supply chain resilience.

The Group is committed to ensuring that its strategy is flexible in responding to climate-related risks and opportunities, while considering the transition to a lower-carbon economy consistent with a 2°C or below scenario, as well as, where relevant to the Group, scenarios involving increased climate-related physical risks. The actual and potential impacts of significant climate-related risks and opportunities on the Group's business, strategy, and financial planning mainly include: increased operational costs arising from enhanced emissions reporting obligations, higher R&D expenditures for new and alternative technologies, demand for capital investment planning in technology development, and revenue growth from new products or services related to subsequent resilience.

The Group applies consistent criteria to assess and prioritise all risks, including climate-related risks. Such criteria include determining the likelihood, i.e., the probability of occurrence, and determining impact, i.e., the consequence or effect of the risk, which may be assessed using both qualitative and quantitative measures. The significant climate risks identified that have affected or may affect the Group are as follows:

Risk Type	Specific Description
Acute physical risks	Risks arising from extreme weather events such as storms, floods, fires or heatwaves, which may damage production facilities and disrupt the value chain
Chronic physical risks	Risks stemming from long-term climate change, including temperature shifts, sea level rise, water scarcity, biodiversity loss and changes in land and soil productivity
Policy risks	Transition risks affected by energy efficiency requirements, carbon pricing mechanisms impacting fossil fuel prices, or policies promoting sustainable land use
Legal risks	Transition risks arising from litigation due to failure to avoid or mitigate adverse climate impacts or to adapt to climate change
Technology risks	Transition risks relating to the replacement of higher climate-impact technologies with lower climate-impact alternatives
Market risks	Transition risks arising from shifting preferences among consumers and business customers towards products and services with lower climate impact
Reputation risks	Transition risks arising where the Group is perceived to have a damaging climate impact, impairing its ability to attract and retain customers, employees, business partners and investors

Risk Management

The Group has systematically integrated the processes of identifying, assessing, managing, and monitoring climate-related risks into our overall risk management framework. At the risk management level, the Group has formulated clear climate risk management policies to guide business units in conducting regular monitoring and reporting on climate-related issues. Specifically, the Group identifies material climate-related issues that have affected or may affect the Group by analysing the climate characteristics of operating locations, industrial policy trends, and market dynamics. These include acute and chronic physical risks, as well as transition risks such as policy, legal, technology, market, and reputation risks. The Group subsequently assesses and prioritises risks based on the likelihood of occurrence and potential impact on finance, operations, and strategy, to determine material risks requiring focused attention.

The board is the highest hierarchical level of the Group's risk management system and bears ultimate responsibility for the management of climate-related risks and opportunities. It regularly reviews climate risk assessment results, the progress and effectiveness of management measures, and integrates relevant considerations into the Group's long-term strategic planning and decision-making.

Metrics and Targets

The sustainability indicators monitored by the Group include greenhouse gas (GHG) emissions, hazardous and non-hazardous waste, energy use efficiency, and water use efficiency. The Group is committed to setting and continually monitoring climate-related targets in these areas. A series of actions have been taken to lay the foundation for effective disclosure of climate-related information, particularly for the progressive achievement of GHG emission reduction targets. These include systematically integrating climate change considerations into major governance processes and strengthening oversight at the level of the board; conducting specific analysis of the financial impacts of climate risks and their relationship with revenues, expenditures, assets, liabilities, and financial capital; and adjusting existing enterprise-level and other risk management processes to address climate risks, such as incorporating climate scenario analysis into investment approval and asset management.

The Group has established the following GHG emission reduction targets

- **5%** reduction of Scope 2 emissions over five years compared with 2022 as a baseline;
- **5%** reduction of Scope 3 emissions over five years compared with 2022 as a baseline;
- **5%** reduction of GHG intensity over five years compared with 2022 as a baseline.

Greenhouse Gas Emissions

GHG Emission Summary

With a focus on climate change, the Group has incorporated GHG emissions into the key regulatory scope of environmental management system. Given that there is no direct fuel combustion link in the Group's core business operations, no corresponding direct emission data was generated. The Group's GHG emissions mainly comprise indirect emissions from electricity consumption for operations, indirect emissions from business air travel, and indirect emissions from waste disposal. The Group has established a GHG emission data collection and statistical mechanism, conducts regular emission inventories based on relevant accounting standards, and has set emission reduction targets to continuously optimise our environmental performance.

GHG Emission Indicators[1]	Unit	2025	2024
Total GHG emissions (Scope 1 + 2)[2]	tonnes CO_2e	23.32	50.81
Total GHG emissions (Scope 1 + 2 + 3)	tonnes CO_2e	28.08	55.31
GHG emissions intensity (Scope 1 + 2)	tonnes CO_2e / million HKD revenue	0.65	1.00
GHG emissions intensity (Scope 1 + 2 + 3)	tonnes CO_2e / million HKD revenue	0.78	1.09
Direct GHG emissions (Scope 1)	tonnes CO_2e	-	-
Fuel	tonnes CO_2e	-	-
Refrigerants	tonnes CO_2e	-	-
Indirect GHG emissions (Scope 2 – location-based)[3]	tonnes CO_2e	23.32	50.81
Purchased electricity	tonnes CO_2e	23.32	50.81
Indirect GHG emissions (Scope 3)[4]	tonnes CO_2e	4.77	4.50
Category 5 – Waste disposal5	tonnes CO_2e	0.82	0.83
Category 6 – Business travel6	tonnes CO_2e	3.95	3.67

[1]The Group's GHG emission data are presented in carbon dioxide equivalent and calculated based on, but not limited to, reporting requirements and emission factors including the *2023 Electricity Carbon Dioxide Emission Factor* published by the Ministry of Ecology and Environment of the People's Republic of China and the National Bureau of Statistics of China, the *HKE Sustainability Report 2024* published by HK Electric, the *National Greenhouse Accounts (NGA) Factors: 2024* published by the Australian Government, Department of Climate Change, Energy, the Environment and Water, the *Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong* published by the Environmental Protection Department and the Electrical and Mechanical Services Department of Hong Kong, the *DSD Sustainability Report 2023-24* published by the Drainage Services Department of the Hong Kong Special Administrative Region Government, and the *Carbon Audit Toolkit for Small and Medium Enterprises in Hong Kong* published by the University of Hong Kong. GHG emission factors for the Reporting Year have been updated based on timeliness. For consistency in disclosure, historical emission data (2023 and 2024) continue to apply the original emission factors. Therefore, attention should be paid to differences in emission factors when comparing GHG emission data across years.

[2]The Group had no significant Scope 1 GHG emissions in 2025.

[3] In the Group's accounting of Scope 2 indirect GHG emissions for 2025, purchased electricity consumption covers office areas in Hong Kong, Shenzhen, and Australia.

[4] In the Group's accounting of Scope 3 indirect GHG emissions for 2025, the disclosed categories (Scope 3 Category 5 and Scope 3 Category 6) cover only those relevant to the Group for which data are available.

[5] The calculation of emissions from waste disposal under Scope 3 Category 5 (waste disposal), considers only emissions related to the disposal of office paper. The statistical scope includes the collected consumption and disposal data from both Mainland China and Hong Kong. The relevant data for 2024 have been updated accordingly.

[6]The emissions under Scope 3 Category 6 (business travel) include only those from air travel.

GHG Emission Reduction Measures

The Group has formulated systematic emission reduction measures targeting the main sources of GHG emissions, covering core areas such as electricity consumption, waste paper disposal, and employee business travel, while strengthening emission reduction collaboration across the entire value chain to ensure effective implementation of emission reduction targets.

Optimising Electricity Consumption to Reduce Scope 2 Emissions

Electricity consumption is the main source of the Group's GHG emissions. To address this, the Group has formulated a specific electricity conservation policy that promotes energy conservation and emission reduction through both equipment upgrades and behavioural guidelines. In terms of equipment optimisation, high energy-efficiency lighting (such as LED bulbs) has been fully deployed to replace traditional incandescent lamps, with regular inspections to the condition of lighting equipment to ensure cleanliness for maintaining optimal lighting efficiency. Regarding usage discipline, office air conditioning is set at no lower than 25°C, with doors and windows closed during operation to minimise energy loss. Employees are required to turn off non-essential electrical appliances such as lights and air conditioners promptly after work or after meetings, to avoid unnecessary electricity consumption. Furthermore, where feasible, the Group is exploring the procurement of renewable energy to further reduce indirect emissions from electricity consumption.

Standardising Waste Paper Management to Reduce Indirect Emissions from Waste

Targeting indirect GHG emissions generated from waste paper landfilling, the Group vigorously promotes paper conservation and recycling. On one hand, we actively promote digital office practices, encouraging employees to prioritise the use of digital tools such as email and cloud-based documentation to reduce printing and copying. On the other hand, we standardise paper use behaviour, requiring employees to make good use of double-sided printing and optimise document layout to improve utilisation, thereby avoiding unnecessary printing waste. Simultaneously, dedicated waste paper recycling bins are placed in office areas (especially next to copiers). Single-sided printed paper is collected separately for secondary printing, while double-sided printed waste paper is uniformly recycled and processed, minimising waste paper generation and subsequent emissions.

Optimising Travel Methods to Control Business-related Emissions

For indirect emissions generated by employees traveling on business, the Group optimises management and control through two approaches: travel planning and transportation mode selection. In terms of travel planning, on one hand, we strictly control the number of our owned vehicles and reasonably plan the frequency of business trips. We selected to purchase electric vehicles in 2025 to further reduce GHG emissions. On the other hand, employees are encouraged to use virtual meetings to replace overseas in-person gatherings. In terms of transportation mode selection, short-distance business travel is encouraged to prioritise low-carbon transportation modes such as railways, reducing the frequency of air travel and lowering the carbon footprint. Simultaneously, employees are guided to prioritise the use of public transportation when commuting for business in the local area, further reducing transportation-related emissions.

Strengthening Value Chain Collaboration to Systematically Reduce Indirect Impacts

In addition to internal operational emission reductions, the Group also focuses on emission reduction collaboration across the entire value chain, promoting systematic management of emission sources. By estimating the carbon footprint of the overall value chain, we clarify emission reduction priorities for each segment; promote strengthened emission reduction commitments from suppliers and service providers, incorporating environmental performance into the supplier evaluation system; meanwhile communicate low-carbon concepts to customers, employees, and contractors, encouraging all parties to proactively manage their own emission sources, thereby forming an internally and externally linked emission reduction synergy. Furthermore, we continuously improve operational efficiency and climate resilience, providing support for emission reduction work from the management level, thereby ensuring effective implementation of various measures.

Waste Management

The Group places high importance on the potential impact of waste on the environment, and strictly complies with relevant laws and regulations on waste management. With reference to the GRI 306: Waste standard, we have established a systematic waste management system, integrating environmental protection concepts throughout the entire process of waste generation, classification, and disposal, implementing classified management and control for hazardous and non-hazardous waste separately, and vigorously promoting waste reduction at source and waste recycling, thereby ensuring that waste management work is standardised, compliant, and sustainable.

Waste Statistics Summary

The Group's waste management strictly follows the environmental priority principles of "waste reduction at source, reuse, recycling, energy recovery or other regeneration". Among these, waste reduction at source is the most fundamental and core management strategy, aiming to reduce the quantity and hazardous components of waste through various measures before generation, thereby minimising adverse impacts on the environment and human health.

The Group's waste is mainly divided into two categories: First, hazardous waste, primarily medical waste produced during operations; second, non-hazardous waste, including general office waste such as paper, metal, and recyclable plastics generated during office and operational processes. The Group adopts waste transfer to first separate different types of materials, such as paper, metal, recyclable plastic, organic waste and electronic waste, from general waste, and then reuse, recycle and compost them instead of incinerating or landfilling them. Waste produced from all operational processes is incorporated into the Group's waste management system. The general administration manager is responsible for the adoption, implementation, and monitoring of the waste management system, and regularly reports to the head of general administration, and to the board when necessary, ensuring that management measures are effectively implemented and continuously optimised.

Waste Management[1]	Unit	2025	2024
Hazardous waste generated and recovered	tonnes	0.08	0.29
Intensity of hazardous waste generated and recovered	tonnes / billion HKD revenue	2.22	5.72
Medical or clinic waste	tonnes	0.08	0.29
Non-hazardous waste generated and disposed of [2]	tonnes	0.39	0.37
Intensity of non-hazardous waste generated and disposed of	tonnes /billion HKD revenue	10.90	7.30
General office waste	tonnes	0.39	0.37
Non-hazardous waste generated and recovered[3]			
General office waste	tonnes	0.09	0.01
Printers	unit	1	-
Computer monitors	unit	1	-

[1] Waste data cover hazardous and non-hazardous waste generated within the Group's operational control, primarily including medical and clinic waste, and general office waste such as waste paper. Disposal pathways include sending to landfills, recycling, and treatment through qualified contractors.

[2] Non-hazardous waste typically includes paper, plastic, glass, and other general office waste. The weight statistics for non-hazardous waste for the current and prior years are derived using scientific estimation methods. The Group will continue to optimise the waste statistics methods and further enhance the data accuracy.

[3] During the Reporting Year, the Group's Hong Kong office properly recycled and disposed of one faulty small printer and one computer monitor through a qualified recycling contractor, achieving compliant disposal of electronic waste. In addition, estimated volumes of daily newspaper deliveries at the Hong Kong office during the year have been included in recycled waste statistics.

Waste Management Measures

Based on the distinct characteristics and environmental impacts of hazardous and non-hazardous waste, the Group implements a management model of classified control and differentiated strategies, formulating specialised management measures for each type. These measures cover the entire process from generation, classification, and storage to disposal, ensuring that all waste management is legal, compliant, eco-friendly, and efficient, while strictly adhering to the environmental priority principles of "waste reduction at source, reuse, recycling, energy or other resource regeneration".

Hazardous waste

The Group's hazardous waste primarily consists of medical waste produced during operations, which is dangerous and polluting. The core management focus is on "strict classification, standardised storage, legal disposal, and full-process controllability", resolutely preventing environmental pollution and safety risks. Specific measures are as follows:

First, strict source control and reduction. During the material procurement stage, priority is given to selecting non-hazardous or low-hazard materials and components as substitutes, replacing original hazardous product procurement with non-hazardous solutions, thereby reducing the generation of hazardous waste such as medical waste at the source. Operational processes are optimised, and the use of medical consumables is standardised to avoid unnecessary waste and reduce hazardous waste emissions.

Second, classification and identification management. Regular practical training on hazardous waste management and waste reduction is provided to relevant staff, clarifying the classification standards, identification methods, and operational procedures for medical waste. This ensures that staff can accurately distinguish between hazardous and non-hazardous waste, preventing the mixing of the two types and avoiding the generation of additional hazardous waste through secondary contamination. Staff are required to separately classify medical waste and further subdivide it for storage according to specific types.

Third, standardised storage and protection. Dedicated storage facilities for hazardous waste are equipped, with clear warning signs and protective equipment placed in storage areas. Medical waste is uniformly placed in dedicated bags and containers bearing warning symbols, clearly labelled with information such as the hazardous nature, generation date, and generating department. The storage time for hazardous waste is strictly controlled to ensure timely disposal. During storage, leakage prevention and pollution control measures are implemented to prevent impacts on the surrounding environment and human health.

Fourth, legal disposal and full-process traceability. We strictly comply with laws and regulations related to hazardous waste disposal, entrusting only licensed waste disposal institutions with appropriate qualifications for the regular on-site collection, transportation, and disposal of hazardous waste. A full-process traceability mechanism for hazardous waste has been established, with detailed records kept of the amount generated, classification status, storage time, disposal institution, and disposal quantity for each batch of hazardous waste. This ensures that every batch is traceable and that the disposal process is legal, standardised, and transparent.

Fifth, regular review and optimisation. Regular reviews are conducted on the implementation of hazardous waste management measures, inspecting the execution of various stages including classification, storage, and disposal, promptly identifying and rectifying issues. Hazardous waste reduction and management measures are continuously optimised, with control strategies adjusted according to operational conditions, ensuring continuous improvement and effective implementation of hazardous waste management work.

Non-hazardous waste

The Group's non-hazardous waste primarily consists of general waste such as paper, metal, and plastic generated during office and operational processes. The core management focus is on "source reduction, classified recycling, and circular use", minimising the environmental impact of incineration and landfilling. Specific measures are as follows:

First, source reduction control. Digital office operations are promoted, encouraging employees to prioritise the use of digital tools such as email and cloud storage for document transmission, reducing the need for paper printing and copying. Paper usage is standardised, requiring employees to make good use of double-sided printing and adjust document formats to enhance paper efficiency, avoiding unnecessary printing waste. In material procurement and product design stages, processes are optimised to reduce material use, reducing non-hazardous waste generation at the source.

Second, classification and storage management. Dedicated non-hazardous waste classification and recycling facilities are installed in all office areas, subsidiaries, and business units, with clear signage to guide employees in standardised waste sorting. Specifically, paper recycling bins are placed separately next to copiers to facilitate the secondary recycling of single-sided printed paper, preventing the mixing of different types of non-hazardous waste and laying the foundation for subsequent recycling and disposal.\

Third, recycling and circular use. A stable cooperation mechanism for non-hazardous waste recycling has been established, with uniformly recycled and processed paper, metal, and recyclable plastics collected through sorting, promoting material circular reuse. Electronic waste (such as obsolete office equipment) undergoes specialised recycling, entrusted to qualified institutions for dismantling and regeneration treatment to avoid resource waste. The reuse of paper, plastic bags, and containers is vigorously promoted, forming a closed-loop management model of "use-recycle-reuse", reducing the waste conversion rate.

Fourth, waste reduction collaboration across the value chain. In supply chain management, non-hazardous waste reduction and recycling requirements are incorporated into supplier selection criteria, urging suppliers to optimise packaging and reduce material waste. Sustainable consumption concepts are actively communicated to customers, guiding them to jointly reduce non-hazardous waste generation through product sharing, circular reuse, and recycling. Within the Group's own value chain, circular business models are implemented, establishing a management system for long-life, refurbishable, and remanufacturable products and materials, further enhancing the circular use rate of non-hazardous waste.

Waste Management Targets

Based on the concept of sustainability, the Group has voluntarily established clear long-term waste management targets. Taking 2022 as the baseline, we have set five-year waste reduction and recycling targets as follows:

Waste Management Targets

- **5%** of reduction of hazardous waste over five years compared with 2022 as a baseline;
- **5%** reduction of non-hazardous wastes with a waste diversion rate of **90%** over five years compared with 2022 as a baseline.

To ensure the smooth achievement of the above targets, the Group has formulated corresponding implementation plans, continuously optimising source reduction measures, improving classification and recycling systems, strengthening value chain-wide collaboration, regularly reviewing waste reduction and diversion achievements, and promptly adjusting management strategies based on implementation progress. These efforts continuously drive quality and efficiency enhancement in waste management work, contributing to environmental sustainability.

For the year ended 31 December 2025, there were no confirmed incidents of non-compliance or complaints regarding exhaust gas and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

Use of Energy and Resources

The Group deeply recognises that the efficient and economical use of various resources, including energy, water resources, and packaging materials, is a core aspect of environmental sustainability and an important manifestation of corporate social responsibility. We strictly comply with relevant laws and regulations, and with reference to industry standards and sustainability concepts, have established a full-process management system covering energy consumption, water resource use, and packaging material control. The concepts of resource conservation, use efficiency improvement, and environmental impact reduction are integrated throughout the entire operational process. Simultaneously, we set clear management targets and implementation plans, continuously promoting intensive resource use and contributing to green and low-carbon development.

Energy Use

The Group's energy consumption primarily consists of indirect energy consumption, namely purchased electricity for office and operational purposes, with no significant direct energy consumption (such as consumption from company-owned fuel equipment). We have established a comprehensive mechanism for collecting, consolidating, and monitoring energy consumption data. We regularly record electricity purchase and consumption data, track energy use trends, analyse key areas of energy consumption, and provide data support for the formulation and optimisation of energy conservation measures, ensuring that energy management work is standardised, controllable, and traceable.

Energy consumption	Unit	2025	2024
Total energy consumption	MWh	55.19	61.64
Energy consumption intensity	MWh / million HKD revenue	1.54	1.22
Direct energy consumption[1]	MWh	-	-
Indirect energy consumption	MWh	55.19	61.64
Purchased electricity[2]	MWh	55.19	61.64

[1] During the Reporting Period, the Group had no activities or statistical information related to direct energy consumption (including coal, petrol, diesel, natural gas).

[2] The Group's indirect energy consumption comes entirely from purchased electricity, with the geographical scope covered by statistics including office areas in Hong Kong and Shenzhen in China, as well as Australia.

The Group is committed to voluntarily achieving the following targets related to energy use efficiency

- **5%** reduction of electricity consumption over five years compared with 2022 as a baseline.

To achieve the targets of reducing fuel and electricity consumption, the Group has implemented the following steps: First, the set temperature of the air conditioning system was raised from 22°C to 25°C to reduce cooling energy consumption; second, operational processes were redesigned to improve overall electricity efficiency; simultaneously, high-efficiency lighting equipment and energy-saving appliances were comprehensively adopted, and changes in energy usage, energy savings, and energy intensity are continuously tracked and reported to systematically manage energy consumption and drive continuous improvement.

Office Paper Management

The Group's office paper is mainly used in operational scenarios such as daily word processing and document printing. Adhering to the management principle of "reduce and reuse", we reasonably control total paper consumption and reduce waste paper generation by standardising use behaviour and promoting digital workflows. We have established a statistical mechanism for office paper data, tracking paper consumption and waste paper disposal, providing data support for further optimising paper management.

Paper Consumption	Unit	2025	2024
Total waste paper consumed and disposed of [1]	tonnes	0.27	0.30
Intensity of waste paper consumed and disposed of	tonnes / billion HKD revenue	7.55	6.00

[1] The statistical scope of our office paper consumption covers the Group's Hong Kong office areas, Shenzhen Meilleure Health Technology Company Limited, and Wuhu Meilleure Health Management Company Limited. The data for 2024 has been updated accordingly.

Water Use of Resources

The Group requires employees to reduce water consumption in offices. Some office locations are in leased premises, where water supply and drainage are uniformly controlled by the building management office. Therefore, submeter data for individual tenants' water intake and discharge cannot be obtained. However, we continuously optimise water resource management and reasonably control our own water use behaviour. For example, we encourage employees to completely empty any containers before cleaning, promptly turn off faucets, check faucets and pipes for leaks, and adopt water-saving equipment. At our work sites, water pressure is set to the minimum practical level; used water is collected for cleaning floors; notices and signs are posted near water sources in pantries, restrooms, or offices to remind employees of their responsibility to conserve water.

Water Consumption[1]	Unit	2025	2024
Total water consumption	m^3	864.00	727.27
Water consumption intensity	m^3 / million HKD revenue	24.10	14.35

[1] The geographical scope of the Group's water resource consumption statistics includes office areas in Shenzhen and Australia.

The Group is committed to voluntarily achieving the following water use efficiency targets

- **1%** reduction of water consumption over five years compared with 2022 as a baseline.

To achieve the targets of reducing water consumption, the Group adheres to the management principle of "water as a shared resource", committed to reducing water consumption across the entire value chain. Through behavioural guidance and facility improvements, employees are encouraged to align their water withdrawal, consumption, and discharge practices with the convenience of catchment area conservation. Simultaneously, we continuously improve water use efficiency, promote freshwater reuse, actively introduce water-saving technologies and processes, and explicitly prohibit the installation of decorative fountains, systematically implementing water-saving measures at every stage.

Packaging Materials

The Group's packaging materials are mainly used for product transportation and storage, primarily including types such as cardboard boxes and plastics. The Group adheres to the philosophy of "green packaging, economical and efficient", reasonably controlling the total amount of packaging materials used, optimising the composition of packaging materials, avoiding excessive packaging, promoting recyclable and reusable packaging materials, reducing the use of single-use packaging materials, and minimising the generation of packaging waste. We have established a mechanism for collecting and monitoring packaging material usage data, regularly compiling statistics on packaging material procurement, usage, and disposal. It analyses packaging material usage, identifies areas of packaging waste, and provides data support for optimising packaging material management, ensuring that packaging material management is standardised, eco-friendly, and sustainable.

Packaging Material Consumption	Unit	2025	2024
Total packaging material consumption	tonnes	0.65	0.65
Packaging material consumption intensity	tonnes / million HKD revenue	0.02	0.01
Plastics	tonnes	0.12	0.12
Paper-based materials	tonnes	0.53	0.53
Wood-based materials	tonnes	-	-

Promoting Conservation

Regarding electricity management in office areas, the Group focuses on implementing streamlined and efficient energy-saving measures, improving energy management and control mechanisms, and clarifying division of responsibilities. We progressively phase out high energy-consuming equipment by replacing it with high energy-efficiency LED lighting and energy-saving appliances. Simultaneously, through internal publicity and guidance, we strengthen employees' energy conservation awareness, standardise usage procedures for equipment such as air conditioners and lighting, optimise office models, effectively reduce electricity consumption, and steadily improve energy use efficiency.

At the level of water resource management, we focus on water conservation and recycling, standardising water usage behaviour for all employees. Water-saving signs are posted in office areas to strengthen guidance; potential hazards in water facilities such as faucets and pipes are regularly inspected; leaks are promptly repaired to eliminate hidden waste. Simultaneously, a water reuse model is implemented, where recyclable wastewater is treated and then used for floor cleaning, green space irrigation, etc., continuously improving water resource use efficiency.

Furthermore, regarding the use of packaging materials for product sales, we adhere to the concept of green environmental protection. We optimise packaging design to eliminate excessive packaging, reasonably match product sizes, reduce packaging layers, prioritise the selection of recyclable and degradable green eco-friendly materials, reduce the use of single-use plastics, establish a control system for packaging material requisition, build a recycling system, and carry out secondary utilisation of reusable packaging for the purpose of contributing to the circular development of packaging materials.

Focusing on Talent

The Group adheres to the employment principles of "fairness, impartiality, and equal opportunities", and strictly complies with relevant laws and regulations, including the *Labour Law of the People's Republic of China* and the *Employment Ordinance of Hong Kong*, and has established and improved a standardised employment management system to protect the legitimate rights and interests of all employees.

Employment Management

The Group has formulated clear employment policies covering the full employment lifecycle, including recruitment, hiring, promotion, transfer, and dismissal, ensuring that all employment decisions are based on objective assessment and are not affected by factors such as employees' gender, age, nationality, race, marital status, religious belief, or disability. The Group attracts talents through fair, flexible, and transparent recruitment strategies. The recruitment process covers job requisition, position briefing, application collection, interview, selection, approval, and offer issuance. In terms of promotion and transfer, the Group adopts employees' work performance, competencies, and future career potential as core assessment criteria, providing equal promotion channels and development opportunities for outstanding talent.

In addition, the Group resolutely prohibit child labour and forced labour. Prior to employment, the Group reviews, verifies, and retains valid age identification documents for each employee to ensure full compliance. The basic principles of "no child labour, no forced labour", together with the related rights protection requirements, are clearly communicated to all employees.

The Group attaches great importance to workplace diversity, continuously optimises personnel structure, and promotes collaboration among employees of different genders, ages, regions, and backgrounds. As of 31 December 2025, the Group's employee structure data are as follows:

Employment	2025		2024	
	Number of employees as at 31 December (persons)	Average number of employees (persons)	Number of employees as at 31 December (persons)	Average number of employees (persons)
Total number of employees	42	44	46	52
By gender				
Female	22	23	24	28
Male	20	21	22	24
By age group				
Under 30 years old	1	2	3	12
30 to 50 years old	35	37	38	35
Over 50 years old	6	6	5	5
By region				
Hong Kong	11	12	13	13
Mainland China	28	29	30	35
Other countries / regions	3	3	3	4
By employment type				
Full-time	41	42	43	44
Part-time	1	2	3	2
Contract staff	-	-	-	6
Interns	-	-	-	-
Volunteers	-	-	-	-
By employee category				
Senior management	12	13	13	14
Middle management	5	5	5	8
General staff	25	27	28	30

The Group values the stability of our employee team, enhancing employees' sense of belonging and loyalty through a comprehensive compensation and benefits system, a healthy working environment, and clear career development pathways. In addition, the Group has established a standardised departure management process to continuously improve the level of human resource management. Employee turnover data for 2025 are as follows:

Employee Turnover[1]	2025		2024	
	Number (persons)	Rate (%)	Number (persons)	Rate (%)
Total employee turnover number / rate	7	15.91	16	30.77
Employee turnover number / rate – by gender				
Female	5	21.74	10	35.71
Male	2	9.52	6	25.00
Employee turnover number / rate – by age group				
Under 30 years old	1	50.00	2	16.67
30 to 50 years old	6	16.22	10	28.57
Over 50 years old	-	-	4	80.00
Employee turnover number / rate – by region				
Hong Kong	5	41.67	1	7.69
Mainland China	2	6.90	13	37.14
Other countries / regions	-	-	2	50.00

[1] The employee turnover rate reflects the number of employees whose employment with the Group was during the Reporting Period, including voluntary resignation, dismissal, retirement, and death during the Reporting Period. The specific calculation formula is: Employee turnover rate = (Number of employees who left in the category during the Reporting Year ÷ Average number of employees in the category for the full year) * 100%.

The Group strictly comply with labour laws and regulations in each operating region, and meets statutory requirements in respect of salary and wage payment, working hours, and leave entitlements, so as to fully protect employees' basic rights and interests. As at the end of 2025, there were no confirmed non-compliance incidents related to employment management during the Reporting Year. One employee complaint was received during the Reporting Period and is currently being actively processed in accordance with established internal procedures. The Group has established a comprehensive complaint handling mechanism to ensure that all cases are followed up fairly, promptly, and appropriately.

Employee Communication

The Group values effective communication with all employees, and has established a multi-level and multi-channel communication mechanism to ensure timely, accurate, and transparent information flow, while fully listening to employee opinions and feedback, promoting internal collaboration and trust, and building a harmonious and inclusive working atmosphere.

The Group has established diversified communication channels centred on tiered communication, supported by regular engagement mechanisms: On one hand, we encourage the organisation of employee forums at different tiers, focusing on specific topics such as daily management and business operations, promoting direct communication between management and frontline employees. On the other hand, relying on regular channels such as internal information communication platforms and regular departmental meetings, the Group ensures timely transmission of information on corporate strategies, policy updates, and business developments, while facilitating employees to provide feedback on issues encountered in their daily work.

Through such multi-channel and multi-form communication mechanisms, the Group ensures that employees' concerns are addressed and followed up in a timely manner, enabling management decisions to better align with employees' needs and the Group's development, further enhancing employees' sense of belonging and team cohesion.

Compensation and Benefits

The Group has established a comprehensive and standardised compensation management system, strictly complying with relevant laws and regulations such as the *Labour Law of the People's Republic of China* and the *Employment Ordinance of Hong Kong*, as well as local government requirements, ensuring full compliance in compensation management.

The formulation and implementation of the compensation system are based on the principles of fairness and impartiality, with due regard to market conditions and the Group's operating conditions, to safeguard employees' legitimate rights and interests. The Group makes contributions to the employees in accordance with the statutory "five social insurances and one housing fund" requirements as stipulated by national and local government regulations, and has introduced seniority-based pay to recognise employees' long-term service contributions. In addition, the Group strictly implements compensation-related compliance requirements, including local minimum wage standards and relevant salary and wage payment regulations, thereby ensuring that all compensation is paid in full and on time.

The Group implements a compensation confidentiality system, which is integrated into the overall confidentiality system, regulating the administration of employee compensation information, and maintaining the fairness and integrity of compensation management. In 2025, no non-compliance incidents or employee complaints related to compensation management were recorded, demonstrating the effective and proper implementation of the Group's compensation system.

Employee Care

In compliance with an employee-oriented philosophy and with a focus on employee well-being, the Group has built a multi-dimensional employee support framework that not only protects employees' statutory rights but also enhances their work experience and sense of belonging, thereby promoting a healthy work-life balance.

In terms of health protection

- The Group operates an on-site clinic equipped with full-time doctors and nurses, providing employees with free in-person and teleconsultation services to address their health needs in a timely manner. The Group also strictly implements various leave policies, including statutory public holidays, annual leave, marriage leave, maternity leave, paternity leave, parental leave, carer's leave, and bereavement leave, ensuring employees' right to rest and meeting their living needs at different stages, thereby helping them balance work and family responsibilities.

In terms of incentives and care

- The Group conducts quarterly and annual outstanding employee award schemes to present certificates and bonuses to high-performing employees with outstanding contributions, acknowledging their valuable work. For employees working overtime, the Group provides corresponding welfare support, including designated refreshments and beverages at the Group's staff rest area "Alien Charging Station", as well as transportation subsidies, which are all reimbursed and distributed according to established procedures.

The Group upholds respect for employee rights and continuously optimises the support initiatives to foster a respectful, inclusive, and caring workplace, helping employees to grow together with the Group. In 2025, all caring measures were effectively implemented, and no related complaints or non-compliance incidents were recorded.

Talent Development and Cultivation

Talent Cultivation

The Group regards talent cultivation as the core driving force for enterprise growth. Aligned with our business strategies and market demands, the Group has established a multi-level training system covering "basic essentials - professional upgrading - comprehensive advancement", providing precise learning support for employees of different positions and levels, assisting employees in strengthening their professional competence and core competitiveness, and achieving mutual growth with the Group.



The Group adopts flexible and diversified training approaches by integrating internal and external high-quality resources

On one hand, the Group provides in-house thematic training, sessions delivered by external professional trainers and external advanced learning programmes to ensure training content is closely aligned with operational needs.

On the other hand, we emphasise practical capability development through on-the-job training and simulations, enabling employees to transform theoretical knowledge into practical skills. For new joiners, the Group organises systematic induction training, covering corporate culture, management policies, and basic business knowledge to facilitate their early integration. For existing employees, the Group provides role-specific training covering professional skills, safe operation and compliance procedures, together with thematic updates in line with business and policy changes, to ensure employees remain competent in their roles. In addition, to support long-term career development, the Group also conducts advanced programmes in leadership development, cross-departmental collaboration, and innovative thinking, nurturing a talent pipeline to underpin the Group's high-quality development.

To encourage employees to participate in job-related training, the Group has formulated a training reimbursement policy for eligible employees, with corresponding service periods agreed based on the amount of training expenses, forming a virtuous cycle of "training - enhancement - contribution".

A summary of key 2025 talent development statistics showing training participation, training hours and coverage is as follows:

Employee Training and Development[1]	Unit	2025	2024
Total number of employees trained	persons	18	25
Employee training coverage rate[2]	%	40.91	48.08
Number of employees trained – by gender			
Female	persons	9	14
Male	persons	9	11
Number of employees trained – by employee category			
Senior management	persons	8	9
Middle management	persons	3	2
General staff	persons	7	14

[1] Such training refers to any type of vocational training and instruction, including paid educational leave granted by the Group to employees, external training or education for which the Group bears all or part of the employees' remuneration, and/or training on specific topics.

[2] The employee training coverage rate represents the proportion of employees who received training during the Reporting Period, measuring the coverage of the Group's training resources across its workforce. The number of employees trained is based on a headcount basis. An employee who attended more than one training course during the Reporting Period is counted only once. The specific calculation formula is: Employee training coverage rate = Number of employees trained during the Reporting Period ÷ Average number of employees for the full year * 100%.

Employee Training and Development	Unit	2025	2024
Total employee training hours	hours	154	79
Total employee training hours – by gender			
Female	hours	121	53
Male	hours	33	26
Total employee training hours – by employee category			
Senior management	hours	32	15
Middle management	hours	8	8
General staff	hours	114	56

Employee Training and Development	Unit	2025	2024
Average training hours per employee[1]	hours	3.50	1.52
Average training hours per employee – by gender			
Female	hours	5.26	1.89
Male	hours	1.57	1.08
Average training hours per employee – by employee category			
Senior management	hours	2.46	1.07
Middle management	hours	1.60	1.00
General staff	hours	4.30	1.87

[1] The average training hours per employee represent the average distribution of total training hours provided to employees by the Group to employees during the Reporting Period. The specific calculation formula is: Average training hours per employee = Total training hours for employees in the category ÷ Average number of employees in the category for the full year * 100%.

Employee Development

The Group adheres to the philosophy of "growing together with our employees" and has established a comprehensive career development system that combines performance evaluation with career progression, providing employees with clear growth pathways while promoting work-life balance to support their long-term development.

The Group has established an objective and fair performance appraisal system to assess employees' work performance scientifically. Appraisal results not only serve as an important reference for employees' career development but also helped employees clarifying their personal development directions. The Group encourages employees to conduct self-assessments and take the initiative in career planning. Department heads maintain close communication with employees, and jointly formulate personal performance improvement plans and career development plans based on appraisal results, individual strengths, and development aspirations, so as to provide clear guidance for employees' promotion and development.

To support employees' diversified development, the Group provides broad development opportunities for outstanding talent. Based on the Group's development needs and employees' capabilities and qualities, appropriate job rotations and promotion opportunities are offered to enable employees to realise their full potential in suitable roles. At the same time, the Group also values employees' work-life balance by appropriately structuring workloads, implementing various leave policies, and organising team-building activities to alleviate work pressure, which allows employees to pursue career development while maintaining quality of life and achieving well-rounded physical and mental development.

The Group has always regarded employee development as the core driving force for enterprise growth, continuously optimising the career development system and support initiatives to foster a positive culture that encourages growth and pursuit of excellence, ensuring employees to achieve long-term and stable career development within the Group.

Occupational Health and Safety

The Group upholds the core principle of "safety first, prevention focused", strictly complies with applicable laws and regulations including the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, and the *Occupational Safety and Health Ordinance of Hong Kong*. The Group has established and maintained a comprehensive occupational health and safety management system covering policy development, workplace improvement, risk prevention and control, training and drills, and health support, to fully protect employees' physical and mental health and personal safety at work.

In respect of workplace environment and facilities

The Group has established comprehensive policies for a safe working environment and occupational hazard prevention to provide a sound basis for safety management. By optimising workplace layout, equipping clear safety warning signs, and providing standard-compliant ventilation and lighting, the Group ensures the physical workplace meets health and safety requirements. In addition, employees are provided with necessary personal protective equipment to strengthen physical safety safeguards. Furthermore, the Group conducts regular safety and health inspections, as well as occupational hazard monitoring and risk assessments. Targeted control and management measures are implemented for potential hazards such as dust and noise to promptly identify and eliminate safety risks.

In terms of safety training and awareness enhancement

The Group places high importance on occupational health and safety training and enhances safety awareness across all employees through various initiatives. Not only does the Group disseminate to employees essential safety knowledge and operating procedures, including the "five-off" requirements in office areas (turning off doors, windows, air-conditioning, lights, and unused electrical appliances after work), fire safety regulations, and guidelines for violent incidents, but also encourages employees to proactively strengthen their safety knowledge and awareness.

In terms of health support and emergency response

The Group operates an on-site clinic equipped with full-time doctors and nurses, providing employees with free in-person and remote medical consultation services. The Group also encourages employees to pay attention to their own health, providing support for voluntary health improvement programmes to help employees enhance lifestyle habits, reduce work pressure, and promote employees' physical and mental well-being. For employees sustaining work-related injuries, the Group strictly implements statutory injury leave and corresponding benefits in accordance with applicable regulations to ensure that they receive timely treatment and proper support. The Group has established a comprehensive safety accident emergency response mechanism, with clear procedures for various emergency situations, ensuring rapid response and effective handling to minimise personnel injury and property loss.

Over the past three years (including the year 2025), no major safety incidents, work-related fatalities or occupational health non-compliance cases were recorded within the Group. All safety management and health protection measures were effectively implemented, providing employees with a safe, healthy and secure working environment.

Key statistics relating to occupational health and safety for 2025 is as follows:

Occupational Health and Safety	Unit	2025	2024
Number of work-related fatalities[1]	persons	-	-
Proportion of work-related fatalities (per hundred employees)	%	-	-
Number of lost days due to work injury[2]	days	-	-

[1] Reportable work injury refers to the injury resulting from work-related accidents or work-related incidents as defined under appropriate local laws and/or regulations (where applicable). Work-related fatalities arise from hazardous exposure at work, including fatalities arising from commuting accidents involving transportation arranged by the Group.

[2] Work injury arises from exposure to hazards at work. The Group requires business units to report work-related injuries that result in incapacity for work exceeding one day.

Win-Win Cooperation

Supplier Management

Meilleure Health International regards responsible supply chain management as a core component of sound business operations and risk prevention and control, and also as an important foundation for ensuring product quality, regulatory compliance and sustainable development. The Group focuses on core requirements such as environmental compliance, labour standards, and integrity procurement. Through enhancing the management systems, strengthening process control, and deepening supplier collaboration, the Group establishes a supply chain ecosystem that combines efficiency and accountability, ensuring that the entire supply chain process complies with applicable laws, regulations, and industry standards, and safeguarding the provision of high-quality, healthy, and safe products and services.

System Architecture

The Group has established a supplier management system in accordance with the standards of the ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 20400 Sustainable Procurement, ISO 22301 Business Continuity Management System, and ISO 28000 Supply Chain Security Management System. In accordance with general procurement standards, the Group defines clear management requirements in key areas including ethical business practices, conflicts of interest, cost control, delivery assurance, quality management, supply continuity, compliance requirements, labour practices (including the prohibition of child labour and forced labour), environmental protection, anti-corruption, data protection, and intellectual property rights. Concurrently, through annual reviews and continuous optimisation, the Group ensures that the system remains aligned with applicable laws, regulations, industry standards and business development needs.

In terms of supply chain management responsibilities, the Group has appointed a Procurement Manager who is responsible for overseeing the effective operation of the supply chain management system. Their key responsibilities include identifying environmental and social risks in the supply chain, screening suppliers, conducting due diligence, participating in supplier selection, evaluating supplier performance, and collaborating with relevant departments of the Group to address significant actual and potential negative environmental and social impacts identified in the supply chain, as well as to prevent, mitigate, or remediate such negative impacts. The Procurement Manager shall report relevant issues or deficiencies, as well as proposed remedial actions, to the chief executive officer.

Supplier Management

The Group has established a management system covering the full supplier lifecycle, thereby achieving standardised management of the entire process from potential pre-engagement to termination of cooperation through standardised processes and risk management tools, aiming to ensure stable quality, compliant operation, and sustainability of the supply chain, and to foster a long-term and stable cooperative ecosystem.



In addition, we emphasise the professional development of supply chain management, continuously enhancing the professional competence of procurement and other related management personnel as well as suppliers. The Group has established necessary channels to raise the awareness of employees (especially procurement personnel) and suppliers regarding the Group's supply chain management expectations and the effective system operation, including requirements in areas such as supplier evaluation, selection, approval, procurement and performance assessment, in particular the expected standards for suppliers in environmental and social aspects.

Also, the Group encourages suppliers to participate in relevant training or guidance programmes to meet expectations for sustainability, responsiveness, and product quality, and to engage in capacity-building activities to identify gaps in their capabilities and knowledge, determine prioritised rectification plans, and allocate reasonable budgets to address such gaps.

Supply Chain Management	Unit	2025	2024
Total number of suppliers for the year	suppliers	42	108
By region			
Hong Kong	suppliers	-	-
Mainland China	suppliers	42	105
Other countries / regions	suppliers	-	3

Sustainable Supply Chain

Meilleure Health International seeks and values long-term stable relationships with suppliers. By embedding ESG standards into the entire process of supplier screening, evaluation, cooperation, and remediation, the Group promotes upstream and downstream partners to jointly fulfil their responsible commitments, so as to achieve the common sustainable development of the supply chain ecosystem.

Integrity Procurement

Based on the procurement principles of openness, fairness, and impartiality, as well as in strict compliance with relevant laws and regulations including the *Tendering and Bidding Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*, the Group has built a transparent supply chain governance system centred on integrity and compliance. In accordance with relevant laws and regulations, the Group continuously enhances the management policies and procedures relating to tendering and procurement, establishing clear requirements for suppliers in terms of business ethics compliance and anti-corruption. Meanwhile, during the tendering process, the Group makes every effort to promote competition, review and approve contract terms, comply with laws and regulations, prevent and identify bribery or fraudulent behaviour in the tendering and procurement process, and achieve improved procurement efficiency and cost savings.

Green Procurement

The Group actively promotes the green transition of the supply chain, integrating the concepts of environmental protection, resource conservation, and sustainable procurement into the full cycle of supplier management. Through the *Supply Chain Code of Conduct* and relevant procurement management policies, the Group systematically formulates green procurement standards and supplier environmental performance assessment requirements, encouraging suppliers to adopt clean technologies, energy-saving processes, and eco-friendly materials for the purpose of building a full-chain green cooperation system.

We select suppliers based on criteria favouring positive environmental impact, including eco-friendly products and services, management systems and training to address environmental risks related to production, GHG emissions and energy use, air emissions, water resource management, waste management, packaging, pollution prevention, raw materials, and the local impacts of transportation methods. Among them, key indicators of focus include hazardous substance content, post-consumer recycled content, emissions per unit of output, and bio-based or energy-efficient products.

Community Investment

Since its establishment, Meilleure Health International has always adhered to the original intention of giving back to society, and actively fulfilled its corporate citizenship responsibilities through long-term dedication to philanthropy. The Group has received numerous national, provincial, and municipal honours including "Charity Figure", and was even awarded the Compassion Donation Award by the Ministry of Civil Affairs, recognising our sustained contributions to public welfare. Past philanthropic initiatives include multiple donations to the Talent Introduction Fund of Wuhan University, as well as support for public welfare projects such as the "Teach for China Gala", effectively contributing to educational development and rural revitalisation. The Groups adheres to the original intention of public welfare and plans to deepen charitable layout in the future, continuously promoting social inclusion and sustainable development through pragmatic actions.

Local communities are defined as individuals or groups living and working in any areas that are economically, socially or environmentally impacted either positively or negatively by the Group's operations. Such communities may include those living in proximity to the Group's operations, as well as those further afield yet still impacted. The Group is committed to supporting communities in its operating locations, and establishing long-term, mutually trusting, and win-win cooperative relationships with local communities, primarily through various types of community investments and community activities. We maintain close communication and interaction with local communities to accurately respond to their needs and protect their vital interests, thereby promoting local development.

Meilleure Health International promotes social contributions across labour resources, community activities, and environmental protection. In terms of labour resources, based on our actual business layout, the Group actively expands local recruitment channels, prioritising the hiring of community residents to enhance employment opportunities and human capital value, thereby achieving synergistic effects between enterprise development and optimal allocation of regional human resources. At the community activity level, the Group systematically organises and participates in diverse types of public welfare practices, covering areas such as health advocacy, sports promotion, cultural heritage, volunteer services, and charitable donations, strengthening employees' sense of social responsibility while enhancing community cohesion and identity. In terms of environmental protection, the Group promotes the participation of all employees in environmental protection actions, enhancing residents' ecological awareness and sustainable living concepts, helping to build a green community ecosystem.

Incorporating community investment into our medium and long-term sustainability strategy and focusing on core operating locations such as Shenzhen, Hangzhou, and Kuala Lumpur, the Group carries out targeted community health and education support projects, aiming to alleviate or mitigate the potential negative impacts that our operations may have on local communities. Through transparent communication mechanisms, such as regular disclosure of key indicators like construction duration, cash donations, and in-kind contributions to management and stakeholders, the Group ensures the substantiveness and verifiability of community engagement, effectively fulfilling corporate social responsibility and promoting shared value creation.

Community Investment	Unit	2025	2024
Total amount of charitable donations	ten thousand HKD	-	-
Cash donations	ten thousand HKD	-	-
In-kind donations	ten thousand HKD	-	-
Total volunteer hours of employees[1]	hours	-	12

[1] The Group did not deploy volunteer resources in 2025. In prior years, volunteer resource contributions were made in Futian District, Luohu District and Nanshan District of Shenzhen, Xiaoshan District of Hangzhou, and the Federal Territory of Kuala Lumpur, Malaysia. Employee volunteers focused on targeted areas such as education and health, fully reflecting the Group's corporate culture and community responsibility.

Appendix

Appendix A Content Index of the ESG Code

Benchmarking	Description	Chapter
Aspect A1	Emissions	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Protection - Climate Change Response / Greenhouse Gas Emissions / Waste Management
KPI A1.1	The types of emissions and respective emissions data.	Environmental Protection - Greenhouse Gas Emissions / Waste Management
KPI A1.2	[Repealed 1 January 2025]	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Protection - Waste Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Protection - Waste Management
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Environmental Protection - Climate Change Response / Greenhouse Gas Emissions / Waste Management
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.	Environmental Protection - Waste Management
Aspect A2	Use of Resources	
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Environmental Protection - Use of Energy and Resources
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Environmental Protection - Use of Energy and Resources
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Protection - Use of Energy and Resources
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Protection - Use of Energy and Resources
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.	Environmental Protection - Use of Energy and Resources
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Environmental Protection - Use of Energy and Resources

Benchmarking	Description	Chapter
Aspect A3	The Environment and Natural Resources	
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Protection - Use of Energy and Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Protection - Use of Energy and Resources
Aspect A4	Climate Change [Repealed 1 January 2025]	
KPI A4.1	[Repealed 1 January 2025]	
Aspect B1	Employment	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Focusing on Talent - Employment Management / Compensation and Benefits
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Focusing on Talent - Employment Management
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Focusing on Talent - Employment Management
Aspect B2	Health and Safety	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Focusing on Talent - Occupational Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Focusing on Talent - Occupational Health and Safety
KPI B2.2	Lost days due to work injury.	Focusing on Talent - Occupational Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Focusing on Talent - Occupational Health and Safety
Aspect B3	Development and Training	
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Focusing on Talent - Talent Development and Cultivation
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Focusing on Talent - Talent Development and Cultivation
KPI B3.2	The average training hours completed per employee by gender and employee category.	Focusing on Talent - Talent Development and Cultivation

Benchmarking	Description	Chapter
Aspect B4	Labour Standards	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Focusing on Talent - Employment Management
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Focusing on Talent - Employment Management
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Focusing on Talent - Employment Management
Aspect B5	Supply Chain Management	
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Win-Win Cooperation - Supplier Management
KPI B5.1	Number of suppliers by geographical region.	Win-Win Cooperation - Supplier Management
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.	Win-Win Cooperation - Supplier Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Win-Win Cooperation - Supplier Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Win-Win Cooperation - Supplier Management
Aspect B6	Product Responsibility	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility - Product and Service Quality
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility - Product and Service Quality
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility - Product and Service Quality
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility - Intellectual Property Protection
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility - Product and Service Quality
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility - Information Security and Privacy Protection

Benchmarking	Description	Chapter
Aspect B7	Anti-corruption	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Corporate Governance - Business Ethics and Anti-Corruption
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.	Corporate Governance - Business Ethics and Anti-Corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Corporate Governance - Business Ethics and Anti-Corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Corporate Governance - Business Ethics and Anti-Corruption
Aspect B8	Community Investment	
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Win-Win Cooperation - Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Win-Win Cooperation - Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Win-Win Cooperation - Community Investment
Part D	Climate-related Disclosures	
(I) Governance	Climate-related governance: 19	Environmental Protection - Climate Change Response
(II) Strategy	Climate-related risks and opportunities: 20 Business model and value chain: 21 Strategy and decision-making: 22, and 23 Financial position, financial performance and cash flows: 24, and 25 Climate resilience: 26	Environmental Protection - Climate Change Response
(III) Risk Management	Climate-related risk management: 27	Environmental Protection - Climate Change Response
(IV) Metrics and Targets	Climate-related metrics: 28, 29, 30, 31, 32, 33, 34, 35, and 36 Climate-related targets: 37, 38, 39, and 40 Applicability of cross-industry metrics and industry-based metrics: 41	Environmental Protection - Climate Change Response / Greenhouse Gas Emissions

Appendix B Key Performance Table

Economic Performance	Unit	2025	2024
Revenue	thousand HKD	35,848	50,676

GHG Emission Indicators	Unit	2025	2024
Total GHG emissions (Scope 1 + 2)	tonnes CO_2e	23.32	50.81
Total GHG emissions (Scope 1 + 2 + 3)	tonnes CO_2e	28.08	55.31
GHG emissions intensity (Scope 1 + 2)	tonnes CO_2e / million HKD revenue	0.65	1.00
GHG emissions intensity (Scope 1 + 2 + 3)	tonnes CO_2e / million HKD revenue	0.78	1.09
Direct GHG emissions (Scope 1)	tonnes CO_2e	-	-
Fuel	tonnes CO_2e	-	-
Refrigerants	tonnes CO_2e	-	-
Indirect GHG emissions (Scope 2 – location-based)	tonnes CO_2e	23.32	50.81
Purchased electricity	tonnes CO_2e	23.32	50.81
Indirect GHG emissions (Scope 3)	tonnes CO_2e	4.77	4.50
Category 5 – Waste disposal5	tonnes CO_2e	0.82	0.83
Category 6 – Business travel6	tonnes CO_2e	3.95	3.67

Energy Consumption	Unit	2025	2024
Total energy consumption	MWh	55.19	61.64
Energy consumption intensity	MWh / million HKD revenue	1.54	1.22
Direct energy consumption	MWh	-	-
Indirect energy consumption	MWh	55.19	61.64
Purchased electricity	MWh	55.19	61.64

Waste Management	Unit	2025	2024
Hazardous waste generated and recovered	tonnes	0.08	0.29
Intensity of hazardous waste generated and recovered	tonnes / billion HKD revenue	2.22	5.72
Medical or clinic waste	tonnes	0.08	0.29
Non-hazardous waste generated and disposed of	tonnes	0.39	0.37
Intensity of non-hazardous waste generated and disposed of	tonnes / billion HKD revenue	10.90	7.30
General office waste	tonnes	0.39	0.37
Non-hazardous waste generated and recovered			
General office waste	tonnes	0.09	0.01
Printers	unit	1	-
Computer monitors	unit	1	-

Paper Consumption	Unit	2025	2024
Total waste paper consumed and disposed of	tonnes	0.27	0.30
Intensity of waste paper consumed and disposed of	tonnes / billion HKD revenue	7.55	6.00

Water Consumption	Unit	2025	2024
Total water consumption	m^3	864.00	727.27
Water consumption intensity	m^3 / million HKD revenue	24.10	14.35

Packaging Material Consumption	Unit	2025	2024
Total packaging material consumption	tonnes	0.65	0.65
Packaging material consumption intensity	tonnes / million HKD revenue	0.02	0.01
Plastics	tonnes	0.12	0.12
Paper-based materials	tonnes	0.53	0.53
Wood-based materials	tonnes	-	-

Employment	2025		2024	
	Number of employees as at 31 December (persons)	Average number of employees (persons)	Number of employees as at 31 December (persons)	Average number of employees (persons)
Total number of employees	42	44	46	52
By gender				
Female	22	23	24	28
Male	20	21	22	24
By age group				
Under 30 years old	1	2	3	12
30 to 50 years old	35	37	38	35
Over 50 years old	6	6	5	5
By region				
Hong Kong	11	12	13	13
Mainland China	28	29	30	35
Other countries / regions	3	3	3	4
By employment type				
Full-time	41	42	43	44
Part-time	1	2	3	2
Contract staff	-	-	-	6
Interns	-	-	-	-
Volunteers	-	-	-	-
By employee category				
Senior management	12	13	13	14
Middle management	5	5	5	8
General staff	25	27	28	30

Employee Turnover	2025		2024	
	Number (persons)	Rate (%)	Number (persons)	Rate (%)
Total employee turnover number / rate	7	15.91	16	30.77
Employee turnover number / rate – by gender				
Female	5	21.74	10	35.71
Male	2	9.52	6	25.00
Employee turnover number / rate – by age group				
Under 30 years old	1	50.00	2	16.67
30 to 50 years old	6	16.22	10	28.57
Over 50 years old	-	-	4	80.00
Employee turnover number / rate – by region				
Hong Kong	5	41.67	1	7.69
Mainland China	2	6.90	13	37.14
Other countries / regions	-	-	2	50.00

Employee Training and Development	Unit	2025	2024
Total number of employees trained	persons	18	25
Employee training coverage rate	%	40.91	48.08
Number of employees trained – by gender			
Female	persons	9	14
Male	persons	9	11
Number of employees trained – by employee category			
Senior management	persons	8	9
Middle management	persons	3	2
General staff	persons	7	14

Employee Training and Development	Unit	2025	2024
Total employee training hours	hours	154	79
Total employee training hours – by gender			
Female	hours	121	53
Male	hours	33	26
Total employee training hours – by employee category			
Senior management	hours	32	15
Middle management	hours	8	8
General staff	hours	114	56

Employee Training and Development	Unit	2025	2024
Average training hours per employee	hours	3.50	1.52
Average training hours per employee – by gender			
Female	hours	5.26	1.89
Male	hours	1.57	1.08
Average training hours per employee – by employee category			
Senior management	hours	2.46	1.07
Middle management	hours	1.60	1.00
General staff	hours	4.30	1.87

Occupational Health and Safety	Unit	2025	2024
Number of work-related fatalities	persons	-	-
Proportion of work-related fatalities (per hundred employees)	%	-	-
Number of lost days due to work injury	days	-	-

Supply Chain Management	Unit	2025	2024
Total number of suppliers for the year	suppliers	42	108
By region			
Hong Kong	suppliers	-	-
Mainland China	suppliers	42	105
Other countries / regions	suppliers	-	3

Product and Service	Unit	2025	2024
Number of products recalled due to safety and health reasons	number of products	-	-
Percentage of products recalled due to safety and health reasons	%	-	-
Number of complaints received regarding products and services	cases	-	-
Number of complaints responded to regarding products and services	cases	-	-
Response rate	%	-	-
Number of complaints resolved regarding products and services	cases	-	-
Resolution rate	%	-	-
Number of resolved complaints with recurrence regarding products and services	cases	-	-
Repeat rate	%	-	-
Average response time per complaint	days	-	-

Business Ethics and Anti-corruption	Unit	2025	2024
Number of corruption litigation cases filed against the Group	cases	-	-
Number of corruption reports / complaints received	cases	-	-
Number of corruption reports / complaints concluded	cases	-	-
Number of corruption reports / complaints concluded and reported	cases	-	-

Compliance Training	Unit	2025	2024
Number of anti-corruption training sessions	sessions	1	1
Average hours of anti-corruption training	hours	1	1
Number of participants in anti-corruption training	persons	13	11
Directors	persons	7	7
Employees	persons	6	4

Community Investment	Unit	2025	2024
Total amount of charitable donations	ten thousand HKD	-	-
Cash donations	ten thousand HKD	-	-
In-kind donations	ten thousand HKD	-	-
Total volunteer hours of employees	hours	-	12

Board	Unit	2025	2024
Number of board members	persons	7	7
Number of female directors	persons	1	1
Number of independent non-executive directors	persons	3	3

美瑞健康国际产业集团

Meilleure Health International Industry Group

Unit 2906, Tower 1, Lipo Centre, 89 Queens Admiralty, Hong Kong/55 Floor, Hanging Financial Center, No. 9968 Shennan Avenue, Nanshan District, Shenzhen City

Health Hotline: 4000-966-900

Email: info@meilleure.com.cn