



江南布衣
JIANGNANBUYI

2025/26

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

江南布衣有限公司（股票代碼：03306）
JNBY DESIGN LIMITED (Stock Code: 03306)



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關於本報告

About this Report

報告範圍

Report Scope

根據《香港聯合交易所有限公司證券上市規則》附錄C2《環境、社會及管治報告守則》（《ESG報告守則》），本集團編制了本財年的環境、社會及管治報告（《ESG報告》或「本報告」），其時間範圍為二零二五年七月一日至二零二六年六月三十日（「二零二六財年」或「本財年」）。組織範圍包括江南布衣有限公司（「本公司」、「公司」）及其附屬公司（「本集團」、「江南布衣」或「我們」）。本報告從環境、社會及管治三大範疇闡述本集團的可持續發展與社會責任理念，主要涵蓋本集團總部和附屬公司。此外，參考《溫室氣體核算體系：企業核算與報告標準（2004年）》（「GHG Protocol」），本集團亦將物流中心、區域辦公室、自營專賣店等納入溫室氣體排放披露範圍。

Pursuant to the Environmental, Social and Governance Reporting Code (the "ESG Reporting Code") as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, the Group has prepared the Environmental, Social and Governance Report (the "ESG Report" or "this Report") for the period from July 1, 2025 to June 30, 2026 ("Fiscal Year 2026" or "this Fiscal Year"). The organizational scope includes JNBY Design Limited (the "Company") and its subsidiaries (the "Group", "JNBY Group" or "we"). This Report elaborates the Group's philosophy of sustainable development and social responsibility in respect of environmental, social and governance matters and mainly covers the Group's headquarters and subsidiaries. Furthermore, with reference to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (published in 2004) ("GHG Protocol"), the Group has also included its logistics centers, regional offices and self-operated specialty stores within the scope of its greenhouse gas emissions disclosure.

匯報原則

Reporting Principles

本報告遵守《ESG報告守則》的基本匯報原則，在編制ESG報告的過程中始終運用重要性、量化、平衡、一致性原則釐定、組織及披露重要信息：

The basic reporting principles set out in the ESG Reporting Code, i.e. "Materiality", "Quantitative", "Balance" and "Consistency", have been followed throughout the preparation of this ESG Report to identify, organize and disclose material information:

重要性原則：本集團通過利益相關方參與及重要性評估，確定24個與本集團可持續發展相關的議題進行優次排序，挑選本集團環境及社會事宜重點事項進行重點披露。

Materiality: Through stakeholder engagement and materiality assessment, 24 issues related to the Group's sustainable development were identified and prioritized. Material environmental and social matters of the Group are highlighted in this Report.

量化原則：本集團匯報以量化方式披露環境及社會相關的關鍵績效指標，並附帶披露指標的所用標準、方法及排放因子，確保關鍵性指標的準確性及可溯性。

Quantitative: Measurable environmental and social key performance indicators (the "KPIs") are disclosed by the Group. To ensure the accuracy and traceability of these KPIs, the standards, methodologies and emission factors used for each indicator are also disclosed.

平衡原則：本報告遵循平衡原則，不偏不倚地呈報本集團的ESG表現。

Balance: This Report follows the principle of balance and provides an unbiased picture of the Group's ESG performance.

一致性原則：除非另有解釋，本集團在過去及未來將保持一致的匯報原則及報告方法，以便利益相關方對本集團績效作有效的對比。

Consistency: Unless otherwise explained, the Group adopts consistent reporting principles and methodologies over time to allow stakeholders to make meaningful comparisons of the Group's performance.

董事會聲明

Board Statement

本公司董事會（「董事會」）及本公司全體董事（「董事」）保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，並對董事會的ESG監督及管理工作做出如下聲明：

The Board of Directors of the Company (the “Board”) and all directors of the Company (the “Directors”) warrant that there are no false representations, misleading statements contained in, or material omissions from this Report. The Board makes the following statement regarding its oversight and management of ESG matters:

董事會為本公司ESG策略及管理的最高責任機構。管理層代表擔任本公司可持續發展管理委員會負責人，協助董事會指導及監察ESG工作。ESG工作小組負責落實本公司的ESG策略及相關行動。關於管治框架的詳細信息，請查閱本報告「ESG管治架構」章節。

The Board is the highest-level body responsible for the Company's ESG strategy and management. The management representative serves as the head of the Company's Sustainable Development Management Committee, assisting the Board in directing and overseeing ESG work. The ESG working group is responsible for implementing the Company's ESG strategy and related actions. For details of the governance framework, please refer to the “ESG Governance Framework” section of this Report.

本財年，本公司繼續通過多種渠道與各利益相關方進行了廣泛深入的溝通，並開展實質性評估以確認重要ESG議題。針對所識別的重要議題——產品質量與安全、產品研發及設計創新、商業道德與誠信等，本公司ESG工作小組已開展積極管理，並在本報告內對於上述議題的管理方式進行重點闡述。關於管理方針及策略，請查閱本報告「ESG管理及戰略」章節。

In this Fiscal Year, the Company continued to conduct extensive and in-depth communication with stakeholders through multiple channels and carried out a materiality assessment to identify material ESG issues. For the identified key issues, including product quality and safety, product development and design innovation, and business ethics and integrity, the Company's ESG working group has undertaken proactive management, and the management approaches to these issues are highlighted in this Report. For details of the management approach and strategy, please refer to the “ESG Management and Strategy” section of this Report.

本公司已訂立了ESG策略及目標來審視和管理本集團對環境、社會及管治的影響，並將可持續發展理念融入相關營運層面。董事會對於ESG策略、目標、進展及完成情況進行定期審核。

The Company has established ESG strategies and targets to review and manage the Group's impacts on the environment, society and governance, and has incorporated the concept of sustainable development into relevant operations. The Board regularly reviews the ESG strategies, targets, progress and achievement status.



董事長寄語

Message from the Chairman

在新消費浪潮與可持續發展理念深度交融的時代，責任與價值共生早已不再是企業發展的附加選項，而是關乎品牌長期生命力的核心命題。江南布衣作為植根中國、面向全球的設計師品牌時尚集團，始終堅持以設計創新驅動高質量發展，將可持續理念全面融入公司戰略、產品創新、供應鏈管理之中，不斷提升面向未來的發展韌性與價值創造能力，致力於打造江南布衣特色的可持續時尚。

In an era where the new wave of consumption is increasingly intertwined with sustainable development, the coexistence of responsibility and value is no longer an optional addition to corporate growth, but a core proposition that shapes a brand's long-term vitality. As a designer brand fashion group rooted in China and oriented toward the global market, JNBY Group has consistently driven high-quality development through design innovation, fully integrating sustainability into corporate strategy, product innovation and supply chain management. We continue to strengthen our resilience and value-creation capabilities for the future, with a commitment to creating sustainable fashion with JNBY characteristics.

產品是與世界對話的方式。我們將可持續理念貫穿設計、研發、原材料選擇到生產工藝全鏈路，優先選用有第三方認證的可持續原材料，並積極推動釀造蛋白、植物基皮草等前沿可持續材料使用；芝麻實驗室與可持續生活品牌RE;RE;RE;LAB持續探索庫存面料循環再利用的邊界；「布盡其用」項目讓非遺技藝在當代設計中煥發新生。

Products are how we engage in dialogue with the world. We integrate sustainability throughout the entire chain, from design, R&D and raw material selection to production processes, prioritizing sustainable raw materials certified by third party and actively promoting the use of advanced materials such as Brewed Protein™ and plant-based fur. Sesame Lab and the sustainable lifestyle brand RE;RE;RE;LAB continue to explore the boundaries of recycling and reusing surplus fabrics, while the "Textile Possibility" project gives intangible cultural heritage techniques new life through contemporary design.

應對氣候變化是時代命題更是企業責任。本財年我們正式發佈企業碳中和目標：以二零二五財年為基準年，到二零三零財年末實現範圍一和範圍二絕對排放量下降20%，到二零三五財年末實現範圍一和範圍二絕對排放量下降40%，在二零五零財年前實現自身運營範圍碳中和。為實現碳中和目標，我們進行辦公區域與自營門店的節能改造、優化能源結構，持續推動資源循環，以點滴行動，匯聚綠色力量。

Addressing climate change is both a defining issue of our time and a corporate responsibility. In this Fiscal Year, we formally announced our corporate carbon neutrality targets: taking FY2025 as the base year, to reduce absolute Scope 1 and Scope 2 emissions by 20% by the end of FY2030 and by 40% by the end of FY2035, and to achieve carbon neutrality across our own operations by FY2050. To achieve our carbon neutrality goals, we are carrying out energy-saving renovations in office areas and self-operated stores, optimizing our energy structure, and continuously promoting resource circulation. Through these incremental actions, we bring together the momentum for greener development.

Message from the Chairman

人才是江南布衣可持續發展的核心引擎。我們為所有員工打造多元包容的成長平台，建立專業與管理雙通道發展。我們重視新一代設計力量的培養，通過定培生、校企合作等項目，助力新生代人才梯隊建設。福利金字塔覆蓋從法定保障到異地關懷五大層級。五大俱樂部、「百里毅行」等企業文化活動讓工作與生活平衡生長。我們秉持尊重與培養的理念，與每一位同行者共成長。

Talent is the core engine of JNBY Group's sustainable development. We provide all employees with a diverse and inclusive platform for growth and have established dual career paths for professional and managerial development. We place great emphasis on nurturing the next generation of design talent, supporting the development of a new-generation talent pipeline through programs such as targeted trainee programs and school-enterprise collaborations. Our employee welfare pyramid covers five levels, from statutory benefits to support for employees working away from their home locations. Corporate culture activities such as our five clubs and the "Trail Walker" help employees achieve a better balance between work and life. Guided by respect and development, we grow together with every colleague on this journey.

企業的價值亦在於對社會的溫度。「布盡其用-牦牛絨產業振興」項目推動了首批高原牧場認證，我們旗下多個品牌率先推出國內第一批認證牦牛絨產品，推動牦牛絨產業可持續發展。「布」一樣的美育課走進鄉村與社區，讓兒童在藝術中發現自我。江南布衣攜手「美麗工坊」賦能殘障女性手工藝人，實現就業增收。從行業協同到社區公益，我們秉承「設計向善」的理念，發揮我們的設計能力優勢，鏈接更廣闊的美好。

The value of a company also lies in the care it brings to society. The "Textile Possibility - Yak Wool Industry Revitalization Project" has facilitated the certification of the first batch of highland pastures. Several of our brands have taken the lead in launching the country's first certified yak wool products, promoting the sustainable development of the yak wool industry. The "Aesthetic Education Class for Fabrics" reaches rural villages and communities so that children can discover themselves through art. JNBY Group has partnered with the "Beautiful Crafts Workshop" to empower female artisans with disabilities, enabling them to achieve employment and increased income. From industry collaboration to community giving, we uphold the philosophy of "design for good," leveraging our design capabilities to connect with a broader vision of beauty and well-being.

站在新的起點，可持續時尚的道路依然漫長。江南布衣將繼續以產品、環境、人才、社區四大支柱為錨，與每一位消費者、合作夥伴、員工同行。讓我們以衣為媒，以美為徑，共創時尚與自然和諧共存的未來。

At this new starting point, the road toward sustainable fashion remains long. JNBY Group will continue to anchor our efforts in the four pillars of product, environmental, talent and community sustainability, moving forward together with every consumer, partner and employee. Let clothing be our medium and beauty our path as we co-create a future where fashion and nature coexist in harmony.

董事會主席兼執行董事

Chairman of the Board and Executive Director

吳健
Wu Jian



關於江南布衣 About JNBY Group

集團簡介

江南布衣是一家有影響力的設計師品牌時尚集團，創立於1994年，於2016年在香港聯合交易所有限公司（「聯交所」）主板上市（股份代號：03306），總部位於中國杭州。我們的主營業務包括設計、推廣及銷售時尚服裝、鞋類、配飾及家居類產品。

JNBY Group is an influential designer brand fashion group founded in 1994, listed on the Main Board of The Stock Exchange of Hong Kong Limited (the "HKEX") in 2016 (stock code: 03306), and headquartered in Hangzhou, China. Our principal activities include designing, promoting and selling fashion apparel, footwear, accessories and home products.

Group Profile



Our Culture

我們的文化

秉承「藝術探索 美好生活（Better Design, Better Life）」的企業使命和踐行「值得信賴、多元包容、探索創新、有效執行、持續成長」的企業價值觀，我們致力於構築充滿藝術感的生活氛圍，讓消費者從多元化的藝術設計產品中獲得更多樂趣，體味更美好的藝術生活。

Upholding our corporate mission of "Better Design, Better Life" and embodying our core values of "Be Reliable, Embrace Diversity and Inclusion, Explore and Innovate, Effectively Implement, Keep Growing", we are committed to creating a lifestyle rich in artistic sensibility. We aim to bring more joy to our customers through a diverse range of artistic design products, allowing them to experience a more beautiful artistic life.

我們的品牌

Our Brands

截至二零二六年六月三十日，我們的品牌組合包括 JNBY 女裝、速寫男裝、jnby by JNBY 童裝、LESS 女裝、蓬馬（POMME DE TERRE）童裝、JNBYHOME 家居、onmygame 童裝和可持續生活品牌 RE;RE;RE;LAB，以及 B10CK。每一個品牌專注於獨特的細分消費者群體，並且擁有各自的獨特設計形象。多元化、細分化的品牌組合，使我們可以為大多數年齡階層的消費者提供產品和服務。同時，我們不斷推出包括「BOX+ 不止盒子」及「江南布衣+」多品牌集合店等新興消費場景或產品，力求為消費者提供更多增值服務。

As of June 30, 2026, our portfolio of brands included JNBY (women's wear), CROQUIS (men's wear), jnby by JNBY (kids' wear), LESS (women's wear), POMME DE TERRE (kids' wear), JNBYHOME (lifestyle), onmygame (kids' wear), RE;RE;RE;LAB (sustainable lifestyle), and B10CK. Each brand focuses on a unique group of consumers and features its own distinctive design identity. Our diversified and segmented brand portfolio enables us to offer products and services to consumers across most age groups. Meanwhile, we continue to launch new consumer scenarios and products, including "BOX+ Project" and "JIANGNANBUYI+" multi-brand collection stores, to provide consumers with more value-added services.

考慮到消費者的購買模式及資訊需求，我們已建立由實體零售店、線上平台及以微信為主的社交媒體互動營銷服務平台三個部分組成的全渠道互動平台，旨在構建基於相同的生活方式理念而聚集的「江南布衣粉絲經濟」體系。截至二零二六年六月三十日，江南布衣在全球的獨立實體零售店共計2,118家，其中2,104家位於中國內地、中國香港和中國台灣，其餘的分佈在6個國家（奧地利、德國、俄羅斯等）。

Taking into account the customers' shopping patterns and information needs, we have established an omni-channel interactive platform comprising physical retail stores, online platforms and a WeChat-based social media interactive marketing service platform, with the aim of building a "JNBY Fans Economy" ecosystem centered on a shared lifestyle philosophy. As of June 30, 2026, JNBY Group had a total of 2,118 standalone retail stores globally, of which 2,104 were located in Mainland China, Hong Kong, China and Taiwan, China, with the remainder located in 6 countries, including Austria, Germany, Russia, etc.

JNBY

速
寫

jnby
by
JNBY

LESS

POMME DE TERRE
蓬馬

JNBYHOME

onmygame

RE;RE;RE;LAB

B10CK
CONCEPT STORE

我們的榮譽

Our Honors

類別 Category	獎項及榮譽名稱 Awards and Honors	頒獎單位 Awarded by
榮耀時刻 Moments of Glory	2025年度消費影響力名單「年度綠色消費案例」零浪費再生羊毛大衣項目 2025 Consumer Influence List - "Green Consumption Case of the Year" Zero Waste Recycled Wool Coat Project	南方週末 Southern Weekly
	百品領航2026年度領軍企業 Top 100 Brand Leadership 2026 - Leading Enterprise of the Year	上海氣候周 Shanghai Climate Week
	天貓服飾「天貓女裝二零二五財年直播突破獎-JNBY官方旗艦店」 Tmall Fashion "Tmall Women's Wear FY2025 Livestream Breakthrough Award - JNBY Official Flagship Store"	天貓服飾 Tmall Fashion
	2025 EDGE AWARDS-最佳營銷創新品牌 2025 EDGE AWARDS - Best Marketing Innovation Brand	鈦媒體集團 TMTPOST
	《「布衣視界」沉浸式體驗，讓媒體變身品牌敘事同盟》案例，入選2025年度優秀公共關係案例 The case "JNBY Vision: An Immersive Experience Turning Media into Brand Storytelling Partners" was selected as a 2025 Outstanding Public Relations Case	中國公共關係協會 China Public Relations Association
	速寫二十周年「幽默再思考」整合傳播榮獲2024-2025傑出品牌營銷年會營響力案例 CROQUIS 20th Anniversary "RETHINK, WITH HUMOR" Integrated Communication won the 2024-2025 Outstanding Brand Marketing Annual "Influence Case" Award	經濟觀察報、香港管理專業協會 The Economic Observer, The Hong Kong Management Association
	2025年度西湖區服務「兩個健康」工作成績突出單位 2025 Outstanding Organization in Xihu District's "Two Healthy" Services	杭州市西湖區工商業聯合會 Hangzhou Xihu District Federation of Industry and Commerce

類別 Category	獎項及榮譽名稱 Awards and Honors	頒獎單位 Awarded by
榮耀時刻 Moments of Glory	2025年度西湖區服務「共同富裕」工作成績突出單位 2025 Outstanding Organization in Xihu District's "Common Prosperity" Services	杭州市西湖區工商業聯合會 Hangzhou Xihu District Federation of Industry and Commerce
	2025最受大學生歡迎企業「最佳僱主品牌獎」 2025 Most Popular Enterprise among University Students - "Best Employer Brand Award"	MOKA
ESG評級 ESG Ratings	低風險 Low Risk	晨星 Morningstar
	AA	Wind
行業認可 Industry Recognition	「AI智能紮染T恤」入選2025年度十大類紡織創新產品名單 "AI Smart Tie-Dye T-shirt" selected among the 2025 Top Ten Categories of Innovative Textile Products	中國紡織信息中心、紡織產品開發中心 China Textile Information Center, Textile Product Development Center
	TZ-5「五星舒適兒童運動鞋」入選2025年度十大類紡織創新產品名單 TZ-5 "Five-Star Comfort Children's Sports Shoes" selected among the 2025 Top Ten Categories of Innovative Textile Products	中國紡織信息中心、紡織產品開發中心 China Textile Information Center, Textile Product Development Center
	全國產品和服務質量誠信承諾企業 National Product and Service Quality Integrity Commitment Enterprise	中國質量檢驗協會 China Association for Quality Inspection
	速寫 AAA知名商標品牌 CROQUIS AAA Well-Known Trademark Brand	中華商標協會、標品（北京）認證有限公司 China Trademark Association, Standard Product (Beijing) Certification Co., Ltd.
	LESS AAA知名商標品牌 LESS AAA Well-Known Trademark Brand	中華商標協會、標品（北京）認證有限公司 China Trademark Association, Standard Product (Beijing) Certification Co., Ltd.



我們將規範、完善的公司治理視為企業高質量發展的基石。通過打造權責明晰、高效運轉、清廉正直的企業管理架構，建設完善的風險管理體系，守護信息安全及客戶隱私，並落實知識產權保護，我們持續優化公司治理，保障企業穩健運營與可持續發展。

We regard sound and well-established corporate governance as the cornerstone of high-quality development. By building a corporate management structure with clearly defined responsibilities, efficient operations and integrity, establishing a robust risk management system, safeguarding information security and customer privacy, and protecting intellectual property rights, we continuously optimize corporate governance to support stable operations and sustainable development.

聯合國可持續發展目標（SDGs）

United Nations Sustainable Development Goals (SDGs)



治理體系

Corporate Governance System

我們搭建了權責分明的治理架構，致力於通過高標準的企業治理規範，提升運行效能的同時，充分保障本集團和利益相關方的合法權益。董事會下設審核委員會、薪酬委員會和提名委員會，以確保公司治理的有效性和規範性。委員會具體職權範圍、構成以及成員背景請詳見本集團二零二六財年年報。

We have established a governance structure with clearly defined powers and responsibilities. Through high standards of corporate governance, we seek to improve operational efficiency while fully safeguarding the legitimate rights and interests of the Group and its stakeholders. The Board has established an Audit Committee, a Remuneration Committee and a Nomination Committee to ensure effective and standardized corporate governance. For details of the committees' specific roles and responsibilities, composition, and backgrounds of their members, please refer to the Group's Annual Report for Fiscal Year 2026.

本公司重視董事會的多元化和獨立性，並已制定董事會多元化政策，力爭提高董事會各個層面的多元化程度。本公司提名委員會每年針對董事會的架構、人數與構成進行研討，包括但不限於性別、年齡、種族、語言、文化背景、教育背景、行業經驗和專業經驗等，以確保董事會成員在技能、經驗以及視角的多元化方面達到適當的平衡。本公司董事會成員在時裝、金融、會計及信息科技等方面均有相關專業背景及豐富的管理經驗。

The Company values diversity and independence of the Board and has adopted a Board Diversity Policy to promote diversity at all levels of the Board. Each year, the Nomination Committee reviews the structure, size and composition of the Board, taking into account factors including, but not limited to, gender, age, ethnicity, language, cultural background, educational background, industry experience and professional experience, in order to achieve an appropriate balance of skills, experience and diversity of perspectives among Board members. Board members possess relevant professional backgrounds and extensive management experience in areas including fashion, finance, accounting and information technology.

本公司董事會由

8 名成員組成

The Company's Board of Directors consists of 8 members

其中包括

3 名女性董事

including 3 female Directors

4 名獨立非執行董事

4 independent non-executive Directors





風險管理

Risk Management

風險管理體系

Risk Management System

本集團建立了完善的全面風險管理體系，通過《全面風險管理制度》明確了風險管理的目標、原則、職責、流程、標準等關鍵內容。在此基礎上，我們制定了《生產安全事故應急預案》《公關危機管理辦法》等一系列制度，以進一步完善不同類型風險的管理要求。

The Group has established a comprehensive enterprise risk management system. The Comprehensive Risk Management Policy sets out key elements including the objectives, principles, responsibilities, processes and standards for risk management. On this basis, we have formulated a series of policies, including the Contingency Plans for Work Safety Accidents and the Public Relations Crisis Management Measures, to further improve the management requirements for different types of risks.

董事會是本集團風險管理體系的最高決策機構，負責評估及決定本集團整體風險管理的戰略與政策；高級管理層承擔落實風險管理政策、督促建立全面風險管理機制等職責；風險管理部是本集團風險歸口管理的執行部門，負責全面風險管理的體系建設和整體運轉。同時，我們建立了風險管理三道防線，確保各類風險得到系統、有效的管理。

The Board is the highest decision-making body within the Group's risk management system and is responsible for assessing and determining the Group's overall risk management strategies and policies. Senior management is responsible for implementing risk management policies and overseeing the establishment of a comprehensive risk management mechanism. The Risk Management Department serves as the executive function responsible for centralized risk management, overseeing the development and overall operation of the enterprise risk management system. We have also established a three-line risk management system to ensure that all types of risks are managed systematically and effectively.

江南布衣風險管理體系框架

JNBY Group Risk Management Framework

— 風險合規文化建設

Risk Compliance Culture Building

— 風險識別 & 評估

Risk Identification & Assessment

— 風險監控 & 治理

Risk Monitoring & Governance

— 組織保障

Organizational Guarantee

— 風險管理制度 & 機制

Risk Management System & Mechanism

— 風險報告 & 溝通

Risk Reporting & Communication

本集團風險管理三道防線體系

The Group's three-line risk management system

第一道防線

First Line of Defense

各業務部門實施自我控制：發現、報告、應對、治理風險

Each business department implements internal control measures to discover, report, respond to, and manage risks

第二道防線

Second Line of Defense

風險管理部及其他職能部門支持、協調、協助實施風險應對和治理

The Risk Management Department and other functional departments support, coordinate and assist in the implementation of risk response and governance

第三道防線

Third Line of Defense

內審部實施風險審查和評價

The Internal Audit Department conducts risk reviews and assessment

風險管理舉措

Risk Management Measures

本集團的風險管理流程包括風險識別與評估，監控與應對，以及報告與決策，致力於實現對各項風險的有效閉環管理。在此基礎上，我們定期從風險發生影響水平和發生概率兩個維度對各類風險進行評估，進一步提升風險評估的系統性和科學性。

The Group's risk management process includes risk identification and assessment, monitoring and response, and reporting and decision-making, with the aim of achieving effective closed-loop management of various risks. On this basis, we regularly assess various risks from the two dimensions of impact level and likelihood, further enhancing the systematic and scientific nature of risk assessment.

為進一步提升風險精細化管理，我們建立了包括基礎風險數據庫、核心風險庫和重大風險清單在內的三層風險數據庫體系。我們亦在此基礎上繪製風險熱力圖、編制動態風險清單和風險應對策略，明確風險類別和風險程度，並針對高風險採取有效應對措施，實現各類風險的及時應對和有效管控。

To further strengthen refined risk management, we have established a three-tier risk database system comprising a basic risk database, a core risk database and a major risk list. On this basis, we also develop risk heat maps, dynamic risk lists and risk response strategies to clarify risk categories and severity levels, and take effective response measures for high risks to ensure timely and effective management and control of various risks.

我們亦高度重視風險文化建設，致力於將風險管理意識轉化為員工的共同認識和自覺行動。我們每年主要通過釘釘、「風信子」專欄等形式進行全體員工風險文化宣貫，提升員工風險意識和應對能力。

We also attach great importance to building a strong risk culture and seek to turn risk management awareness into shared understanding and conscious action among employees. Each year, we mainly use channels such as DingTalk and the "Hyacinth" column to promote risk culture to all employees, strengthening their risk awareness and response capabilities.

商業道德

Business Ethics

本集團高度重視廉潔誠信建設，將嚴格的商業道德標準融入企業運營管理。我們嚴格遵守《中華人民共和國公司法》《中華人民共和國反貪污賄賂法》《中華人民共和國反不正當競爭法》《關於禁止商業賄賂行為的暫行規定》等商業道德相關法律法規，並通過《反舞弊制度》《員工行為準則》《員工獎懲制度》《內部審計制度》《誠信與廉潔制度》等內部規定明確本集團的商業道德管理要求與標準。

The Group places great importance on promoting integrity and honesty and embeds stringent business ethics standards into corporate operations and management. We strictly comply with laws and regulations relating to business ethics, including the Company Law of the People's Republic of China, the Law of the People's Republic of China Against Corruption and Bribery, the Law of the People's Republic of China Against Unfair Competition, and the Interim Provisions on Banning Commercial Bribery, and clarify the Group's business ethics management requirements and standards through internal policies including the Anti-Fraud Policy, Employee Code of Conduct, Employee Rewards and Disciplinary Policy, Internal Audit Policy, and Integrity and Probity Policy.

本集團對任何腐敗行為持有零容忍態度，明確杜絕員工弄虛作假、不當獲利、行為舞弊、洩露機密等行為。為進一步提升本集團商業道德與反貪腐管理水平，我們持續開展商業道德審計，包括年度計劃審計和不定期的專項審計，並確保商業道德審計每三年覆蓋本集團所有主要業務。本財年，我們完成了11項年度計劃審計與12項專項審計，所有發現的問題均已完成整改或進行了有效處置。我們亦對人才選拔和晉升流程實行了嚴格的誠信審查制度，人力資源中心在聘用或晉升階段，將對候選人開展包括教育背景、工作經歷、誠信和行為記錄等方面的調查，對任何有舞弊行為記錄的個人，均不會錄用或晉升至重要職位。

The Group adopts a zero-tolerance approach to corruption and explicitly prohibits employees from fraud, improper profiteering, fraudulent practices, and the leakage of confidential information. To further enhance the Group's business ethics and anti-corruption management, we continue to conduct business ethics audits, including annual planned audits and irregular special audits, and ensure that such audits cover all major businesses of the Group at least once every three years. In this Fiscal Year, we completed 11 annual planned audits and 12 special audits, and all issues identified were either rectified or otherwise effectively addressed. We also apply strict integrity screening to recruitment and promotion. During hiring or promotion, the Human Resources Center conducts background checks covering areas such as education, work experience, integrity and conduct records. Any individual with a record of fraudulent behavior will not be hired or promoted to a key position.

董事會是本集團商業道德最高管治機構，對本集團商業道德相關事宜進行決策與監督；內審部是商業道德日常管理的責任部門，通過商業道德審計、舉報調查、廉潔文化建設等方式保障商業道德管理體系的有效運行。同時，我們與總部全體員工、客戶、供應商、經銷商等簽訂《誠信承諾書》，持續加強本集團廉潔誠信管理，杜絕賄賂、勒索、欺詐、洗錢等不法行為的發生。

The Board is the highest governance body for business ethics within the Group and makes decisions on and oversees business ethics matters of the Group. The Internal Audit Department is responsible for the day-to-day management of business ethics and safeguards the effective operation of the business ethics management system through business ethics audits, whistleblowing investigations and integrity culture development. We also require all headquarters employees, customers, suppliers and distributors to sign the Integrity Commitment Letter, continuously strengthening the Group's integrity management and preventing illegal activities such as bribery, extortion, fraud and money laundering.

我們亦高度重視合作夥伴的商業道德管理。本財年，我們對52家經銷商進行了走訪，從庫存管理、終端售價等維度全方位排查終端經銷業務的合規風險與運營漏洞，並通過現場指導、督促整改等方式確保識別到的問題得到妥善管理。此外，我們通過《生產商和供應商行為準則》明確本集團對供應商的廉潔行為要求，並開展供應商廉潔專項審計。本財年，本集團5家供應商因商業道德問題終止合作。

We also place great importance on the business ethics management of our business partners. In this Fiscal Year, we conducted visits to 52 distributors to comprehensively identify compliance risks and operational weaknesses in terminal distribution operations from areas including inventory management and terminal selling prices, and ensured that identified issues were properly managed through on-site guidance and follow-up rectification. In addition, the Code of Conduct for Manufacturers and Suppliers sets out the Group's integrity requirements for suppliers, and we conduct special supplier integrity audits. In this Fiscal Year, the Group terminated cooperation with 5 suppliers due to business ethics issues.

我們已設立完善的舉報渠道及處理流程，員工及外部相關人員可通過舉報電郵、電話、微信公眾號等途徑舉報違反職業道德的行為或相關事件。本集團內審部門負責接收和評估舉報案件，並根據案件的具體情況，進行核查、轉辦、交辦或督辦。對證實有舞弊行為的員工，我們按相關規定予以相應處分；行為觸犯法律的，交由司法機關依法處理。對於實名投訴和舉報，我們將確保受理人員對投訴人和舉報人信息保密，保護舉報人的合法權益，並確保其不會因舉報行為而遭受不公平對待。本財年，本集團發生1起對員工提出並已審結的貪污訴訟案件，該涉事員工已被依法追究刑事責任，且已賠償本公司損失。

We have established comprehensive whistleblowing channels and handling procedures. Employees and external stakeholders may report activities or incidents that violate professional ethics through channels including whistleblowing email, telephone, WeChat official account and other means. The Group's Internal Audit Department is responsible for receiving and assessing reports and, depending on the circumstances, conducting verification, referring, assigning or supervising the handling of cases. Employees confirmed to have engaged in fraudulent activities are subject to disciplinary action in accordance with relevant policies; if any law is violated, the case will be referred to the judicial organ. For complaints and reports made under a real name, we ensure that the personnel handling the case keep the complainant's or whistleblower's information confidential, protect their legitimate rights and interests, and ensure that they are not subject to unfair treatment as a result of reporting. In this Fiscal Year, the Group had 1 concluded corruption litigation case brought against an employee. The employee involved has been held criminally liable in accordance with the law and has compensated the Company for its losses.

舉報通道

Whistleblowing Channels



廉政信箱：LZ@jnby.com

Integrity mailbox: LZ@jnby.com



7*24小時舉報電話：0571-88496199

24/7 whistleblowing hotline: 0571-88496199



釘釘舉報：江南布衣員工反饋->我要舉報

DingTalk reporting: JNBY Group Employee Feedback -> I Want to Report



公司官網：<https://www.jiangnanbuyigroup.com.cn/group/s/about#row3> 公司簡介-> 聯繫我們-> 廉政熱線

Company website: <https://www.jiangnanbuyigroup.com.cn/en/group/s/about#row3> About us -> Contact us -> Red Flag Hotline



微信公眾號：江南布衣->探索江南->走進江南->聯繫我們-> 廉潔舉報

WeChat official account: JNBY Group -> Explore JNBY -> About JNBY -> Contact Us -> Integrity Reporting



信函通訊地址：浙江省杭州市西湖區天目山路398號天目里2號樓3樓 江南布衣內審部（收）

Mailing address: Internal Audit Department, JNBY Group, Floor 3, Building 2, OōELi, No. 398 Tianmushan Road, Xihu District, Hangzhou, Zhejiang Province

本集團積極推動廉潔文化建設，致力於通過線上及線下多維度廉潔合規培訓，提升董事會與全體員工反腐倡廉意識。本財年，我們共開展3場線上培訓與2場線下培訓，覆蓋員工比例為100%（包括全職員工、兼職員工以及合同工），我們亦針對重點業務部門開展了1場專項培訓。此外，我們將本集團商業道德相關制度與要求納入「胖丁博士」知識庫，日常解答員工對廉潔工作的疑問，並確保全員知曉我們的舉報渠道。

The Group actively promotes a culture of integrity and seeks to enhance anti-corruption awareness among the Board and all employees through multi-dimensional online and offline integrity and compliance training. In this Fiscal Year, we conducted 3 online training sessions and 2 offline training sessions, covering 100% of employees, including full-time employees, part-time employees and contract workers. We also conducted 1 special training session for key business departments. In addition, we have incorporated the Group's business ethics policies and requirements into the "Dr. Pangding" knowledge base to answer employees' day-to-day questions on integrity matters and ensure that all employees are aware of our whistleblowing channels.

作為反舞弊聯盟和陽光誠信聯盟會員單位，我們於本財年參與了4場線下交流活動，主題涵蓋企業反舞弊創新實踐、AI在內審中的應用等，為本集團的廉潔建設提供了創新思路。

As a member of the Enterprise Anti-Fraud Alliance and Sunshine Integrity Alliance, we participated in 4 offline exchange events in this Fiscal Year, covering topics such as innovative corporate anti-fraud practices and the application of AI in internal audit, providing new ideas for strengthening the Group's integrity management.

廉潔微習慣打卡活動

Integrity Micro-Habit Check-in Campaign

二零二六財年，我們開展了持續21天的廉潔微習慣打卡活動，每天發佈不同的廉潔主題小任務或問答，全體員工可以通過參與任務或問答完成打卡，並獲得獎品。該活動累計打卡1,409人次，我們亦收到了廉潔寄語63條，攝影作品48幅，有效提升了員工的廉潔意識。

In Fiscal Year 2026, we conducted a 21-day integrity micro-habit check-in campaign. Each day, a different integrity-themed task or Q&A was released, and all employees could complete a daily check-in by participating in the task or answering the question and receive prizes. The campaign recorded 1,409 check-ins, and we also received 63 integrity messages and 48 photographs, effectively strengthening employees' awareness of integrity.



「廉潔微習慣」打卡活動海報

Poster for the "Integrity Micro-Habit" Check-in Campaign

信息安全與隱私保護

Information Security and Privacy Protection

管理體系

Management System

本集團致力於構建並不斷完善以「預防為主、風險管理、全員參與、合作與共享、持續改進」為核心的信息安全管理體系。我們嚴格遵守《中華人民共和國網絡安全法》《中華人民共和國個人信息保護法》《中華人民共和國數據安全法》等法律法規，並制定了《信息安全和隱私管理手冊》《信息安全管理辦法》等一系列管理制度。本財年，我們對《信息安全管理辦法》進行了更新，進一步加強了針對密碼和終端安全管理的要求。

The Group is committed to building and continuously improving an information security management system centered on “prevention first, risk management, full participation, collaboration and sharing, and continuous improvement”. We strictly comply with laws and regulations including the Cybersecurity Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China and the Data Security Law of the People's Republic of China, and have formulated a series of policies including the Information Security and Privacy Management Manual and the Information Security Management Policy. In this Fiscal Year, we updated the Information Security Management Policy to further strengthen requirements relating to password and endpoint security management.

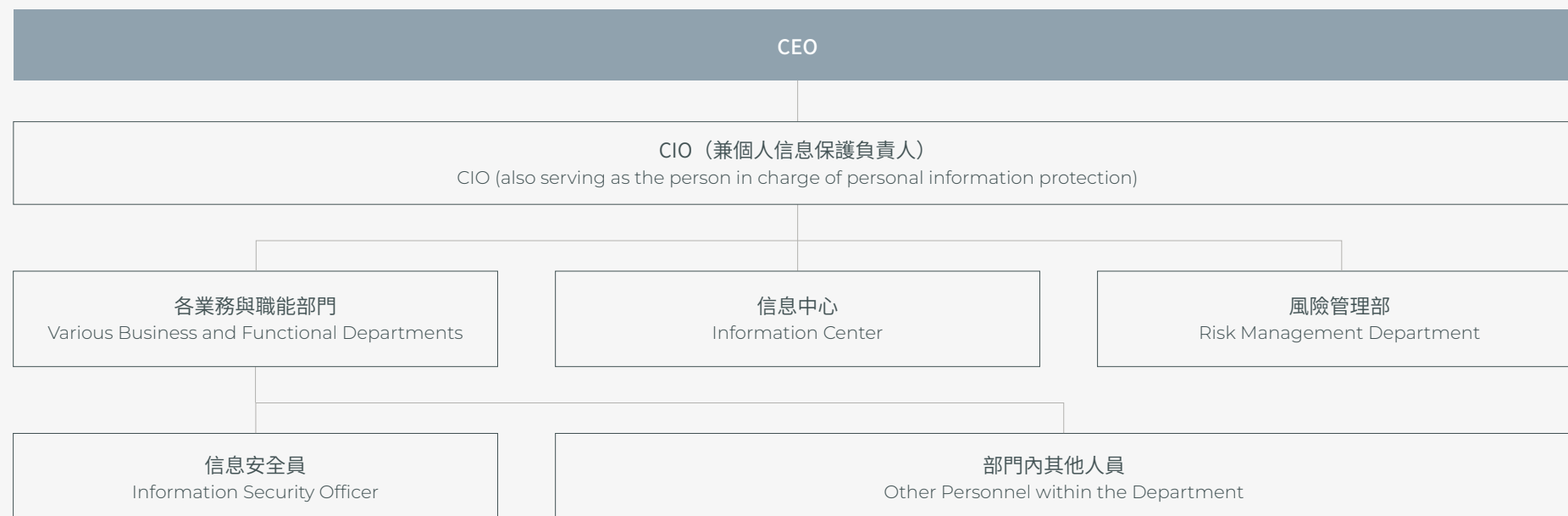


我們已成立由CEO為最高管理者，下屬CIO（兼個人信息保護負責人）、風險管理部、信息中心和各部門信息安全員組成的信息安全組織架構。其中，CEO是本集團信息安全管理體系的最高決策人，負責本集團信息安全的管理範圍、方針、目標及相關制度的審批和發佈，對信息安全進行管理者評審，支持和推動信息安全的工作實施，並提供必要的管理支持。CIO負責全面統籌本集團的信息安全工作，組織建立、實施、保持和改進信息安全管理體系。信息中心、風險管理部和各部門負責人分別按照各自職責範圍開展信息安全管理工作的。

We have established an information security governance structure headed by the CEO as the highest-level manager, consisting of the CIO, who also serves as the person in charge of personal information protection, the Risk Management Department, the Information Center and information security officers from various departments. The CEO is the highest decision-maker for the Group's information security management system and is responsible for approving and issuing the scope, principles, objectives and related policies of information security management, conducting management reviews of information security, supporting and promoting implementation of information security work, and providing necessary management support. The CIO is responsible for overall coordination of the Group's information security work and for organizing the establishment, implementation, maintenance and improvement of the information security management system. The Information Center, Risk Management Department and heads of various departments carry out information security management within their respective areas of responsibility.

本集團信息安全組織架構

The Group's Information Security Governance Structure



為進一步提升本集團信息安全管理水平，保障員工、客戶及合作夥伴的隱私安全，我們制定了信息安全管理目標，並在本財年內順利完成。

To further enhance the Group's information security management and safeguard the privacy of employees, customers and business partners, we established information security management targets and successfully achieved them during this Fiscal Year.

我們積極推動信息安全與隱私保護體系認證工作，我們已順利通過「ISO/IEC 27001 信息安全管理體系」和「ISO/IEC 27701 隱私信息管理體系」外部審核和認證。此外，本集團 ERP（企業資源規劃）系統獲得了國家網絡安全等級保護三級認證，OA（辦公自動化系統）和 eHR（電子人力資源管理系統）獲得了國家網絡安全等級保護二級認證。我們亦建立了信息安全內部審計制度，每年組織一次覆蓋全體系、全部門的信息安全交叉審核，並根據系統運行需要開展專項審計。審計中發現的問題均需制定整改計劃並限期整改及跟蹤驗證，確保信息安全風險的閉環管理。

We actively promote certification of our information security and privacy protection systems and have successfully passed external audits and certification for ISO/IEC 27001 Information Security Management System and ISO/IEC 27701 Privacy Information Management System. In addition, the Group's ERP (Enterprise Resource Planning) system has obtained Level III certification under China's Multi-Level Protection Scheme for cybersecurity, while the OA (Office Automation) system and eHR (electronic Human Resources) system have obtained Level II certification. We have also established an internal information security audit system, organizing an annual cross-audit covering the entire system and all departments and conducting special audits based on system operation needs. Issues identified through audits are required to have rectification plans, be rectified within a specified time frame and undergo follow-up verification, ensuring closed-loop management of information security risks.



本集團ISO 27001和ISO 27701證書
The Group's ISO 27001 and ISO 27701 Certificates

管理舉措

Management Measures

本集團致力於從終端安全防護、數據安全保障及業務連續性建設等領域持續提升信息安全防護水平。本財年，我們升級終端安全管控體系，引入騰訊IOA（All-in-One）一體化零信任安全管理平台，集成零信任准入、終端檢測與響應（EDR）、防病毒（AV）、數據防洩漏（DLP）及終端管理等功能，實現終端安全的統一管理與高效防護；同時上線專用數據庫備份工具，優化數據庫備份與恢復機制，支持多種備份策略及自動化監控告警，有效縮短系統恢復時間（RTO）、降低數據恢復點目標（RPO），進一步提升核心業務系統的數據安全保障能力和業務連續性水平。

The Group is committed to continuously enhancing information security protection across endpoint security protection, data security safeguarding and business continuity building. In this Fiscal Year, we upgraded our endpoint security management system by introducing Tencent IOA (All-in-One) integrated zero-trust security management platform that combines zero-trust access control, endpoint detection and response (EDR), antivirus (AV), data loss prevention (DLP) and endpoint management, enabling unified management and efficient protection of endpoint security. We also launched a dedicated database backup tool to optimize database backup and recovery mechanisms, support multiple backup strategies and automated monitoring and alerts, effectively reduce recovery time objectives (RTO), lower recovery point objectives (RPO), and further enhance data security and business continuity capabilities for core business systems.

此外，為應對數據洩露、洪水火災等極端事件，我們制定了《個人信息安全應急預案》《業務連續性計劃》等相關制度，並針對核心業務系統開展多場景故障恢復演練，確保本集團的數據安全和系統穩定運行。本財年，我們開展了2場業務連續性計劃演練和1場個人信息安全應急演練，有效提升了本集團信息安全極端事件應對能力。

In addition, to respond to extreme events such as data leaks, floods and fires, we have formulated policies including the Personal Information Security Emergency Response Plan and Business Continuity Plan, and conducted multi-scenario fault recovery drills for core business systems to ensure data security and stable system operation. In this Fiscal Year, we conducted 2 business continuity plan drills and 1 personal information security emergency drill, effectively strengthening the Group's ability to respond to extreme information security incidents.

在隱私保護層面，我們嚴格遵循合法、正當、必要原則開展個人信息收集、使用和管理。在會員註冊過程中，我們向用戶明確告知隱私政策、用戶協議及訂閱說明，並提供便捷的協議查閱渠道；同時，通過嚴格的權限管理機制規範會員信息訪問和使用，嚴禁未經授權獲取、使用、洩露或向第三方轉移個人信息。本財年，我們開展了12次個人信息保護影響評估（PIA），覆蓋會員畫像、會員服務、物流配送、營銷活動、視頻監控及員工管理等核心業務場景，並針對發現的風險完成了會員隱私合規體系升級，通過更新發佈《第三方共享清單》《江南布衣隱私政策》及《江南布衣兒童個人信息保護規則》，從制度層面強化對會員信息的保護，並進一步規範第三方數據共享管理。

For privacy protection, we strictly follow the principles of lawfulness, legitimacy and necessity in collecting, using and managing personal information. During member registration, we clearly inform users of the privacy policy, user agreement and subscription notices and provide convenient channels for accessing these agreements. At the same time, strict access management mechanisms govern the access to and use of member information, and unauthorized acquisition, use, disclosure or transfer of personal information to third parties is strictly prohibited. In this Fiscal Year, we conducted 12 personal information protection impact assessments (PIAs), covering core business scenarios including member profiling, member services, logistics and delivery, marketing activities, video surveillance and employee management. In response to identified risks, we upgraded the member privacy compliance system by updating and issuing the Third-Party Sharing List, Privacy Policy of JNBY Group and Children's Personal Information Protection Rules of JNBY Group, strengthening protection of member information at the policy level and further standardizing third-party data sharing management.

我們針對員工信息安全已制定嚴格的管理機制。所有員工在入職前需簽署《誠信承諾書》，其中包含員工對信息安全的承諾和責任。如果員工出現任何信息安全方面的違規違紀行為，我們將按照《員工獎懲制度》予以相應處罰。對於客服人員，我們依據《在線客戶規範》，要求所有服務人員嚴格保護客戶隱私，不得洩露本集團商業機密及客戶信息數據。

We have established strict mechanisms for employee information security. All employees are required to sign an Integrity Commitment Letter before joining the Group, which includes their commitments and responsibilities regarding information security. Any employee who violates information security requirements is subject to corresponding disciplinary action under the Employee Rewards and Disciplinary Policy. For customer service personnel, the Online Customer Regulations require all service personnel to strictly protect customer privacy and prohibit the disclosure of the Group's trade secrets or customer information and data.

我們亦持續加強信息安全與隱私保護文化建設，通過新員工培訓、部門信息安全員培訓、「風信子」信息安全專欄、考試等多種形式，開展信息安全宣貫。本財年，我們發佈了兩期「風信子」信息安全專欄，分別圍繞電信網絡詐騙防範和「銀狐病毒」專項預警開展宣傳，並通過釘釘組織全員信息安全知識問答，以互動學習形式強化員工信息安全與隱私保護意識。此外，我們針對重點部門員工組織了4場線下專項培訓。本財年，本集團員工信息安全培訓覆蓋全體員工。

We also continue to strengthen our information security and privacy protection culture through multiple measures, including new employee training, departmental information security officer training, the "Hyacinth" information security column, and exams. In this Fiscal Year, we published 2 issues of the "Hyacinth" information security column, focusing on the prevention of telecom and online fraud and a special warning on the "Silver Fox" malware respectively, and we also organized an information security knowledge quiz for all employees through DingTalk to reinforce information security and privacy awareness through interactive learning. In addition, we organized 4 offline special training sessions for employees in key departments. In this Fiscal Year, information security training covered all of the Group's employees.



重點部門線下信息安全專項培訓
Offline Special Information Security Training for Key Departments

過往三年內，本集團未發生任何與隱私洩露相關的事件。

Over the past three years, no events related to privacy leakage occurred in the Group.

知識產權

Intellectual Property

本集團高度重視知識產權保護，嚴格遵守《中華人民共和國商標法》《中華人民共和國專利法》《中華人民共和國著作權法》等相關法律法規，建立並持續完善知識產權管理制度，通過《知識產權相關工作指引》規範知識產權的創造、使用與保護。在運營端，我們與所有員工均簽署《誠信承諾書》，與設計及相關崗位員工簽署《原創聲明》，通過規範化管理，確保知識產權在本集團的有效保護和合理運用，我們亦通過面向全員及重點崗位的培訓提升全體員工的知識產權保護意識。在銷售端，我們在經銷協議中明確規定，經銷商在任何情況下不得侵犯本集團的商業秘密及知識產權，包括專利、商標和著作權等。此外，我們亦聯動消費者、合作夥伴、電商平台及執法部門，構建線索共享、風險預警、協同打擊的品牌保護機制，並通過公眾宣傳和消費者教育增強知識產權保護意識，持續維護品牌價值與消費者權益。

The Group places great importance on intellectual property protection and strictly complies with relevant laws and regulations, including the Trademark Law of the People's Republic of China, the Patent Law of the People's Republic of China and the Copyright Law of the People's Republic of China. We have established and continuously improved our intellectual property management system and regulate the creation, use and protection of intellectual property through the Guidelines on Work Related to Intellectual Property Rights (IPR). During the operations, all employees are required to sign an Integrity Commitment Letter, while employees in design and related positions are required to sign the Declaration of Originality. Through standardized management, we ensure effective protection and proper use of intellectual property within the Group. We also enhance employees' awareness of intellectual property protection through training for all employees and key positions. On the sales side, we have clarified in the distribution agreement that distributors shall not, under any circumstances, infringe upon the Group's trade secrets and intellectual property rights, including patents, trademarks and copyrights. In addition, we work with consumers, partners, e-commerce platforms and law enforcement authorities to build a brand protection mechanism featuring information sharing, risk alerts and coordinated enforcement, while strengthening intellectual property awareness through public communication and consumer education to continuously protect brand value and consumer rights.



本集團採取嚴格的措施避免侵犯他人知識產權。在設計研發和品牌宣傳環節，我們通過設計圖及品宣素材提前審核機制和品牌主視覺圖拍攝方案預審核機制等措施降低侵權風險。隨著人工智能（AI）在設計創作、內容製作等業務場景中的應用不斷深化，本財年，我們針對AI應用開展知識產權專項管理，制定AI使用指引，並開展專項法律培訓，規範AI工具使用。

The Group adopts stringent measures to avoid infringing the intellectual property rights of others. During the design, R&D and brand communication processes, we reduce infringement risks through measures including advance review of design drawings and promotional materials, and pre-review of shooting plans for brand key visual shoots. As artificial intelligence (AI) becomes increasingly integrated into business scenarios such as design creation and content production, we carried out dedicated intellectual property management for AI applications in this Fiscal Year. We have formulated AI use guidelines and conducted special legal training to standardize the use of AI tools.

本集團在知識產權保護方面的行動受到了外部的廣泛認可，本財年本公司員工被聘為阿里巴巴打假聯盟（AACA）2026-2027年度服飾及鞋類行業工作組主席，本公司法務部在「LCOUNCIL理購2026年度優秀法律人」評選中獲頒「年度精益賦能獎」。

The Group's actions in intellectual property protection have received broad external recognition. In this Fiscal Year, an employee of the Company was appointed the Chair of the Apparel and Footwear Industry Working Group of the Alibaba Anti-Counterfeiting Alliance (AACA) for 2026-2027, while the Company's Legal Department received the "Lean Empowerment Award of the Year" in the "LCOUNCIL 2026 Outstanding Legal Professionals" awards.



阿里巴巴打假聯盟（AACA）2026-2027年度
服飾及鞋類行業工作組主席

Chair of the Apparel and Footwear Industry Working Group of
the Alibaba Anti-Counterfeiting Alliance (AACA), 2026-2027



「LCOUNCIL理購2026年度優秀法律人年度
精益賦能獎」

"LCOUNCIL 2026 Outstanding Legal Professionals -
Lean Empowerment Award of the Year"

截至本財年底

As of the end of this Fiscal Year

本集團累計擁有商標

1,195 件

the Group holds a total of 1,195 trademarks

專利（包括外觀專利、發明專利和
實用新型專利）

173 件

173 patents (including design patents,
invention patents and utility model patents)

版權及著作權

730 件

730 copyrights



ESG 管理及戰略

ESG Management and Strategy

本集團深知ESG是企業識別非財務風險、夯實長期價值的核心抓手，我們將ESG全面納入經營戰略，建立了以董事會為最高決策機構的ESG管治架構，聚焦產品、環境、人才、社區可持續四大支柱，穩步推進各項可持續目標落地，致力成為時尚行業可持續發展的引領者。

The Group recognizes ESG as a core tool for identifying non-financial risks and strengthening long-term value. We fully integrate ESG into our business strategy and have established a comprehensive ESG governance framework with the Board as the highest decision-making body. Focusing on the four pillars of product, environmental, talent and community sustainability, we steadily advance our sustainability targets and strive to become a leader in sustainable development in the fashion industry.

ESG 管治架構

ESG Governance Framework

為實現本集團的可持續發展願景，我們將ESG因素納入經營戰略當中，建立了以董事會為最高決策機構的ESG管治架構，通過自上而下的管理方式，落實可持續發展戰略。

To realize the Group's sustainable development vision, we integrate ESG factors into our business strategy and have established an ESG governance framework with the Board as the highest decision-making body, implementing our sustainable development strategy through a top-down management approach.

ESG管治架構

ESG Governance Framework



利益相關方參與

Stakeholder Engagement

本集團高度重視各利益相關方的訴求與期望，建立常態化溝通機制，主動傾聽各方意見建議，保障其知情權、參與權、表達權與監督權，攜手共享可持續發展機遇，共同推進行業綠色升級。

The Group places great importance on the needs and expectations of its stakeholders. We have established regular communication mechanisms, proactively listen to views and suggestions from all parties, safeguard stakeholders' rights to information, participation, expression and supervision, and work together to share sustainable development opportunities and advance the green transformation of the industry.

利益相關方 Stakeholders	溝通渠道 Communication Channels	關注議題 Issues of Concern	本集團行動 The Group's Actions
政府及監管部門 Government and regulatory authorities	政策指引 Policy guidance 規範性文件 Regulatory documents 行業會議 Industry meetings	產品品質與安全 Product quality and safety 商業道德與誠信 Business ethics and integrity 公共衛生事件防範與應對 Prevention for and response to public health incident 廢棄物管理 Waste management 廢氣及廢水排放 Waste gas emission and wastewater discharge 合規經營 Compliance operation	落實監管政策 Implement regulatory policies 接受監督考核 Accept supervision and assessment 實行綠色運營 Implement green operations 完善公司治理 Improve corporate governance
股東及投資人 Shareholders and investors	信息披露 Information disclosure 股東大會 General meetings 路演 Roadshows 業績公告 Results announcements	產品品質與安全 Product quality and safety 產品研發與設計創新 Product development and design innovation 溫室氣體排放 Greenhouse gas emissions 氣候變化風險應對 Response to climate change 投資回報 Investment returns 經營策略 Business strategy	保持品牌價值 Maintain brand value 發佈業績公告 Publish results announcements 開展非交易路演 Conduct non-deal roadshows 舉辦業績發佈會 Hold results briefings 推動風控管理 Advance risk control management

利益相關方 Stakeholders	溝通渠道 Communication Channels		關注議題 Issues of Concern		本集團行動 The Group's Actions	
員工 Employees	工會組織 Trade union	內網郵箱 Internal email	僱傭與員工福利 Employment and employee welfare	多元化與平等機會 Diversity and equal opportunities	發揮工會作用 Leverage the role of the trade union	建立學習平台 Establish learning platforms
	職工代表大會 Employee representative congress	公司活動 Company activities	員工健康與安全 Employee health and safety	商業道德與誠信 Business ethics and integrity	豐富員工生活 Enrich employees' lives	保護員工權益 Protect employee rights and interests
			員工培訓及發展 Employee training and development	能源使用 Use of energy		
			禁止僱傭童工及強制勞動 Prohibit child labour and forced labour	水資源使用 Use of water		
經銷商及供應商 Distributors and suppliers	定期溝通會 Regular communication meetings	日常交流互訪 Day-to-day exchanges and visits	可持續供應鏈 Sustainable supply chain	可持續原材料及包裝物採購 Purchase of sustainable raw material and packaging materials	舉辦定貨會 Hold ordering meetings	建立良好的業務合作關係 Establish sound business relationships
	合作協議 Cooperation agreements	戰略談判 Strategic negotiations	供應商管理 Supplier management		制定透明公平的採購制度 Establish transparent and fair procurement policies	增強環境及社會風險意識 Enhance awareness of environmental and social risks
媒體 Media	新聞發佈 Press releases	媒體拜訪 Media visits	品牌力建設，品牌推廣與營銷管理 Brand power building, brand promotion and marketing management		定期舉辦媒體開放日 Regularly hold media open days	及時客觀披露信息 Disclose information promptly and objectively
	媒體活動 Media activities		公共衛生事件防範與應對 Prevention for and response to public health incidents		實時發佈新聞動態 Publish news updates in a timely manner	

利益相關方 Stakeholders	溝通渠道 Communication Channels	關注議題 Issues of Concern	本集團行動 The Group's Actions
消費者 Consumers	客服熱線 Customer service hotline 滿意度調查 Satisfaction surveys 營銷活動 Marketing activities 官方網站 Official website	產品品質與安全 Product quality and safety 全域粉絲/消費者服務及滿意度 All-domain fans/customer services and satisfaction 資料安全和隱私保護 Data security and privacy protection	建立完善質量管控體系 Establish a comprehensive quality control system 提升服務質量 Improve service quality 保護消費者權益 Protect consumer rights and interests
社區及公眾 Community and the public	公益活動 Public welfare activities 志願者行動 Volunteer activities 社區活動 Community activities	社區責任與公益 Community responsibility and public welfare 廢棄物管理 Waste management 廢氣及廢水排放 Waste gas emission and wastewater discharge	參與公益與慈善捐贈 Participate in public welfare and charitable donations 定期開展志願者活動 Regularly conduct volunteer activities 普及文化知識 Promote cultural knowledge
藝術家及時尚行業 Artists and the fashion industry	贊助活動 Sponsored activities 交流活動 Exchange activities	產品研發與創新設計 Product development and design innovation 材料使用及物料循環 Material usage and reuse 知識產權保護 Protection of intellectual properties	設計師聯名合作 Designer collaboration projects 資助藝術項目 Sponsor art projects

實質性議題評估

Materiality Assessment

本財年，本集團審閱及更新往年實質性ESG議題評估，在滿足《ESG 報告守則》要求的同時，與行業內的最佳實踐及發展趨勢相匹配。本集團可持續發展管理委員會負責人已確認各 ESG 議題對於本集團業務發展以及各利益相關方的重要程度。該評估結果將成為本集團制定 ESG 管理戰略與編制 ESG 報告時的重要參考。以下為實質性評估的具體步驟及結果：

In this Fiscal Year, the Group reviewed and updated the material ESG issues assessment conducted in previous years to meet the requirements of the ESG Reporting Code while aligning with industry best practices and development trends. The person in charge of the Sustainable Development Management Committee of the Group confirmed the level of importance of each ESG issue to the Group's business development and to its stakeholders. The assessment results serve as an important reference for the Group in formulating its ESG management strategy and preparing its ESG Report. The specific steps and results of the materiality assessment are set out below:

Step 1

步驟一：對標與分析

Step 1 - Benchmarking and Analysis

我們依據《ESG報告守則》，結合公司現狀對ESG議題進行重新評估，並通過ESG管理層代表的審議。

Based on the ESG Reporting Code and the Company's current circumstances, we reassessed ESG issues and submitted the assessment for review by the ESG management representative.

Step 2

步驟二：分析及排列

Step 2 - Analysis and Prioritization

我們對標行業發展趨勢與同業實踐，從「對江南布衣發展的重要性」和「對利益相關方的重要性」兩個角度對各項議題的重要程度進行重新評估，生成初步矩陣。

We benchmarked against the best practices in the industry and integrated case studies from market peers to reassess each issue based on "importance to the development of JNBY Group" and "importance to stakeholders", and a preliminary matrix was produced.

Step 3

步驟三：驗證評估結果

Step 3 - Validation of Assessment Results

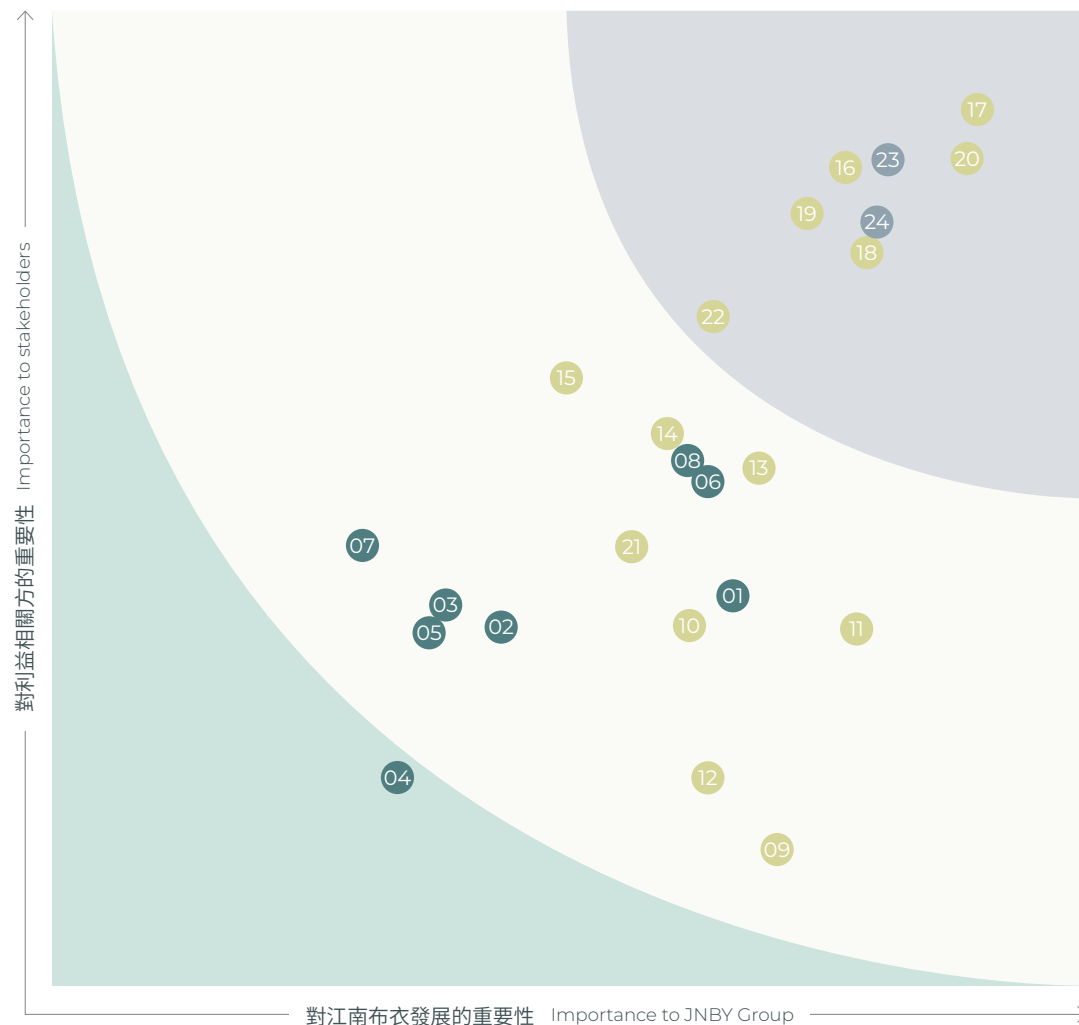
本集團可持續發展管理委員會負責人及工作組審閱並確認評估結果，並於以下重要性矩陣中列示。

The head of the Group's Sustainable Development Management Committee and ESG working group review and confirm the assessment results, which are presented in the materiality matrix below.

- | | |
|---|--|
| 01 溫室氣體排放
Greenhouse gas emissions | 13 禁止僱傭童工及強制勞工
Prohibit child labour and forced labour |
| 02 廢棄物管理
Waste management | 14 可持續供應鏈
Sustainable supply chain |
| 03 廢氣及廢水排放
Waste gas emission and wastewater discharge | 15 供應商管理
Supplier management |
| 04 能源使用
Use of energy | 16 資料安全和隱私保護
Data security and privacy protection |
| 05 水資源使用
Use of water | 17 產品品質與安全
Product quality and safety |
| 06 材料使用及物料循環
Material usage and reuse | 18 全域粉絲/消費者服務及滿意度
All-domain fans/customer services and satisfaction |
| 07 氣候變化風險應對
Responses to climate change | 19 品牌力建設，品牌推廣與營銷管理
Brand power building, brand promotion and marketing management |
| 08 可持續原材料及包裝物採購
Purchase of sustainable raw material and packaging materials | 20 產品研發與設計創新
Product development and design innovation |
| 09 僱傭與員工福利
Employment and employee welfare | 21 公共衛生事件防範及應對
Prevention for and response to public health incidents |
| 10 多元化與平等機會
Diversity and equal opportunities | 22 社會責任與公益
Community responsibility and public welfare |
| 11 員工健康與安全
Employee health and safety | 23 商業道德與誠信
Business ethics and integrity |
| 12 員工培訓及發展
Employee training and development | 24 知識產權保護
Protection of intellectual properties |

● 環境類議題 Environmental issues
 ● 社會類議題 Social issues
 ● 管治類議題 Governance issues

實質性議題矩陣
Materiality Matrix



ESG 戰略

ESG Strategy

可持續發展願景

Sustainability Vision

作為中國具有影響力的設計師品牌時尚集團，本集團始終秉持「以人為本，以自然為先」的可持續發展理念，將「打造江南布衣特色的可持續時尚」確立為可持續發展願景，圍繞產品可持續、環境可持續、人才可持續和社區可持續四大支柱系統開展 ESG 治理，把可持續理念貫穿產品設計到客戶體驗全鏈路，助力員工職業成長，重視非遺傳承，以多元行動持續為品牌注入蓬勃生命力。

As an influential designer brand fashion group in China, the Group has consistently upheld the sustainability philosophy of “People-oriented and nature-first” and established “Create Sustainable Fashion with JNBY Characteristics” as its sustainable development vision. Centered on the four pillars of product, environmental, talent and community sustainability, we systematically advance ESG governance, integrate sustainability throughout the value chain from product design to customer experience, support employees' career development, value the inheritance of intangible cultural heritage, and continuously inject vitality into our brands through diverse actions.

願景：打造江南布衣特色的可持續時尚

Vision: Create Sustainable Fashion with JNBY Characteristics

產品可持續

Product sustainability

可持續材料

Sustainable materials

產品質量與安全

Product quality and safety

研發與創新

R&D and innovation

品牌建設力

Brand power building

全域粉絲關係

All-domain fan relationship

非遺技藝傳承創新

Inheritance and innovation of intangible cultural heritage techniques

環境可持續

Environmental sustainability

資源循環利用

Resource recycling

節能減排

Energy saving and emission reduction

人才可持續

Talent sustainability

人才招聘與發展

Talent engagement and development

員工健康與安全

Employee health and safety

社區可持續

Community sustainability

可持續供應鏈

Sustainable supply chain

助力當地發展

Contribution to local development

行業協同發展

Coordinated development within industries

可持續目標及進展

Sustainability Targets and Progress

可持續目標

Sustainability Targets

本集團可持續原材料佔原材料採購總重量比率維持在30%

(含) 以上，並加大創新前沿原材料的使用

Maintain the proportion of sustainable raw materials at no less than 30% of the Group's total raw material procurement by weight, while increasing the use of innovative and cutting-edge raw materials

最大程度提高面料利用率，減少各類資源浪費

Maximize fabric utilization and reduce waste of various resources

以二零二五財年為基準年，到二零三零財年末，本集團天目里總部園區能源消耗密度下降10%（以百萬營收計）

With Fiscal Year 2025 as the base year, by the end of Fiscal Year 2030, reduce energy consumption intensity of the Group's O&ELi headquarters in Hangzhou by 10% (measured per RMB million of revenue)

到二零二七財年底，每工位全年用水量下降10%（以二零二二財年為基準年）

By the end of Fiscal Year 2027, reduce annual water consumption per workstation by 10% (with Fiscal Year 2022 as the base year)

二零二六財年進展

Progress in Fiscal Year 2026

中國首個品牌使用Spiber釀造蛋白纖維、Savian 100%植物基皮草，推動創新原材料的商業化落地

The first brand in China to use Spiber Brewed Protein™ fiber and Savian 100% plant-based fur, promoting the commercialization of innovative raw materials

芝麻實驗室利用庫存零散面料實現創意設計

Used fabric remnants in Sesame Lab for creative designs

可持續生活品牌RE;RE;RE;LAB探索庫存面料多種利用形式

RE;RE;RE;LAB, a sustainable lifestyle brand, explored diverse applications for surplus fabrics

JNBYHOME發佈LAB系列和E系列，將庫存面料製作成家居用品

JNBYHOME launched the LAB Series and E Series, transforming surplus fabrics into home products

推出包括再生牛仔與再生羊毛大衣在內的多個再生系列產品

Launched multiple recycled product series, including recycled denim and recycled wool coats

門店裝修使用廢舊材料製作陳列裝置，使用回收材料製作模特、衣褲架，拓展資源循環利用範圍

Used discarded materials to create display installations during store renovations and recycled materials to make mannequins and garment hangers, expanding the scope of resource circularity

持續優化能源使用，辦公區域分批進行節能燈替換，預計年節約電量超15,000千瓦時

Continued to optimize energy use by replacing lighting in office areas with energy-efficient alternatives in phases, with expected annual electricity savings of more than 15,000 kWh

開展系列節水舉措，提升用水效率，每工位全年用水量較二零二二財年下降15.7%

Implemented a series of water-saving measures to improve water-use efficiency, reducing annual water consumption per workstation by 15.7% compared with the Fiscal Year 2022

可持續目標

Sustainability Targets

以二零二五財年為基準年，到二零三零財年末實現範圍一和範圍二絕對排放量（基於市場）下降20%；到二零三五財年末實現範圍一和範圍二絕對排放量（基於市場）下降40%；

Reduce absolute Scope 1 and Scope 2 emissions (market-based) by 20% by the end of Fiscal Year 2030 and by 40% by the end of Fiscal Year 2035 (with Fiscal Year 2025 as the base year);

在二零五零財年前，實現自身運營範圍碳中和（範圍一和範圍二，基於市場）

Achieve carbon neutrality across our own operations (Scope 1 and Scope 2, market-based) by Fiscal Year 2050

打造「人人參與 人人創造」的ESG文化

Develop an ESG culture of "everyone participates and everyone creates"

二零二六財年進展

Progress in Fiscal Year 2026

範圍一和範圍二絕對排放量（基於市場）為7,653.9噸二氧化碳當量，較基準年下降4%

Absolute Scope 1 and Scope 2 emissions (market-based) totaled 7,653.9 tCO₂e, representing a 4% decrease compared to the base year

持續開展「布盡其用」項目，傳承並創新非遺技藝

Continued the "Textile Possibility" project to preserve and innovate intangible cultural heritage techniques

依託「布」一樣的美育課、藝術課堂等項目，持續推進兒童美育

Continued to advance aesthetic education for children through initiatives such as the "Aesthetic Education Class for Fabrics" and Art Classes

將供應商環境及社會風險納入管理範疇，更新並公開《生產商和供應商行為準則》

Incorporated suppliers' environmental and social risks into the management scope, and updated and publicly disclosed the Code of Conduct for Manufacturers and Suppliers

鼓勵會員以積分參與江南布衣ESG項目

Encouraged members to use points to participate in JNBY Group's ESG projects

參與行業可持續論壇，共同探索可持續創新實踐

Participated in industry sustainability forums to jointly explore innovative sustainability practices

產品可持續 Product Sustainability

秉承「以人為本，以自然為先」的可持續發展理念，本集團從產品全生命週期視角出發，將可持續發展理念融入產品設計、研發、原材料選擇、生產工藝及產品使用等各個環節。我們持續探索環境友好與產品價值創造的平衡，通過優選可持續原材料、優化生產工藝及推動產品可持續設計，降低產品全生命週期對環境的影響。同時，我們注重產品品質管理與消費者體驗提升，在傳遞藝術美學與品牌價值的同時，積極推動「產品可持續」。

Guided by the sustainable development philosophy of "People-oriented and nature-first", the Group takes a product life-cycle perspective and integrates sustainability into product design, R&D, raw material selection, manufacturing processes and product use. We continuously explore a balance between environmental friendliness and product value creation, reducing environmental impacts throughout the product life cycle by prioritizing sustainable raw materials, optimizing manufacturing processes and advancing sustainable product design. At the same time, we focus on product quality management and enhanced consumer experience, actively promoting "Product Sustainability" while conveying artistic aesthetics and brand value.

聯合國可持續發展目標 (SDGs)

United Nations Sustainable Development Goals (SDGs)



可持續原材料

Sustainable Raw Materials

本集團將可持續原材料視為推動產品可持續發展的重要基礎，不斷提升可持續棉類、可持續纖維、生物基纖維、牦牛絨、植物基仿皮草等可持續原材料的採購和使用比例，並積極探索創新前沿原材料的使用。我們優先選用具有第三方認證、來源可追溯的原材料，關注原材料從採購、生產到使用各環節的環境與社會影響，推動產品價值創造與生態環境保護、資源高效利用以及社會責任履行的融合。

The Group regards sustainable raw materials as an important foundation for advancing product sustainability and continuously increases the procurement and use of sustainable cotton, sustainable fibers, bio-based chemical fibers, yak wool, plant-based faux fur and other sustainable raw materials, while actively exploring innovative and cutting-edge materials. We prioritize third-party certified and traceable raw materials, and consider environmental and social impacts throughout procurement, manufacturing and use. In doing so, we seek to integrate product value creation with ecological protection, efficient resource use and fulfillment of social responsibility.

可持續原材料的應用目標

Sustainable Raw Materials Application Targets

本集團可持續原材料佔原材料採購總重量比率維持在30%（含）以上

Maintain the proportion of sustainable raw materials at no less than 30% of the Group's total raw material procurement by weight

加大創新前沿原材料的使用

Increasing the use of innovative and cutting-edge raw materials

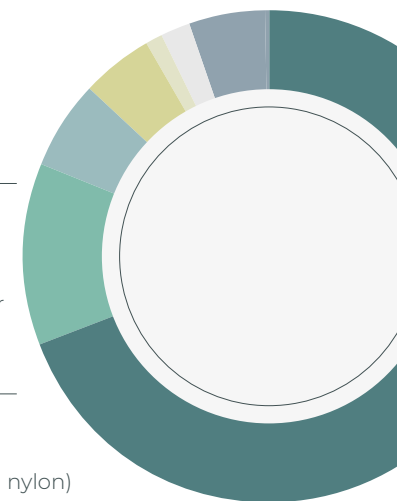
最大程度提高面料利用率，減少各類資源浪費

Maximize the utilization rate of fabrics and reduce the waste of various resources

二零二六財年各類型可持續原材料在總可持續原材料採購佔比

Proportion of Each Type of Sustainable Raw Material in Total Sustainable Raw Material Procurement in Fiscal Year 2026

■ 可持續棉類 Sustainable cotton materials 68.9%	■ 萊賽爾 Lyocell 11.9%
■ 麻類（有機亞麻、亞麻、大麻、苧麻） Bast fibers (organic flax, flax, hemp, and ramie) 5.9%	■ 可持續毛類 Sustainable furs 5.1%
■ 可持續纖維素纖維（除萊賽爾） Sustainable cellulose fibers (excluding lyocell) 4.6%	■ 生物基纖維 Bio-based chemical fiber 1.9%
■ 再生化纖（回收滌綸和回收尼龍） Recycled chemical fibers (recycled polyester and recycled nylon) 1.2%	



本集團致力於為消費者提供環境生態友好、透明可信、可追溯的產品。本財年，我們的多款原材料已取得責任羽絨標準（RDS）、回收聲明標準（RCS）、全球回收標準（GRS）、負責任羊毛標準（RWS）認證。同時，我們有 8 款產品已經取得 OEKO-TEX® STANDARD 100 嬰幼兒產品 1 級認證¹。

The Group is committed to providing consumers with products that are environmentally friendly, transparent, credible and traceable. In this Fiscal Year, a number of our raw materials have obtained certifications including the Responsible Down Standard (RDS), Recycled Claim Standard (RCS), Global Recycled Standard (GRS) and Responsible Wool Standard (RWS). At the same time, 8 of our products have obtained the Level 1 Certification of the OEKO-TEX® STANDARD 100 for infant products¹.

認證名稱

Certification name

OEKO-TEX® STANDARD 100



認證原材料/產品數量

Number of Certified Raw Materials/ Products

8



¹OEKO-TEX® STANDARD 100是全球範圍內知名度最高，使用範圍最廣的紡織品標籤之一。經過認證的嬰童家紡，代表其完全不含已知的100種有毒物質，確保從原材料到生產環境的全流程安全。

¹OEKO-TEX® STANDARD 100 is one of the world's most recognized and widely used textile labels. Certified infant and child home textiles are completely free of all 100 known toxic substances, ensuring full-process safety from raw materials to the manufacturing environment.

為保證有機紡織品的可追溯性和規範性，我們優先採購經認證和可追溯的原材料。本財年，經認證的可持續棉類採購佔整體原材料的比率達到20%。我們亦鼓勵供應商採購和使用經認證的棉花等可持續原材料。本財年，獲得各類可持續原材料認證的供應商數量如下：

To ensure the traceability and standardized management of organic textiles, we prioritize the procurement of certified and traceable raw materials. In this Fiscal Year, certified sustainable cotton accounted for 20% of our raw material procurement. We also encourage suppliers to procure and use certified cotton and other sustainable raw materials. The numbers of suppliers that obtained various sustainable raw material certifications in this Fiscal Year are as follows:

可持續原材料認證 Sustainable Raw Material Certification	獲得認證供應商數量 Number of Certified Suppliers
有機含量標準 (OCS) Organic Content Standard (OCS) 	96
再生農業認證 (regenagri) Regenagri Certification 	18
全球回收標準 (GRS) Global Recycled Standard (GRS) 	150
回收聲明標準 (RCS) Recycled Claim Standard (RCS) 	68
歐洲亞麻認證 European Flax Certification 	29
責任羊毛標準 (RWS) Responsible Wool Standard (RWS) 	69

可持續原材料認證 Sustainable Raw Material Certification	獲得認證供應商數量 Number of Certified Suppliers
責任馬海毛標準 (RMS) Responsible Mohair Standard (RMS) 	24
責任羊駝毛標準 (RAS) Responsible Alpaca Standard (RAS) 	28
藍標 bluesign 	21
OEKO-TEX® STeP 	31
OEKO-TEX® STANDARD 100 	123
森林管理委員會 (FSC) Forest Stewardship Council (FSC) 	30

> 可持續原材料——Savian植物基仿皮草

Sustainable Raw Material - Savian Plant-Based Faux Fur

BioFluff 開發的植物基絨毛材料 Savian 以天然植物纖維亞麻、蕁麻等非轉基因植物為原料，纖維直接採購自歐洲農場，經溫和酶處理後製成絨毛材料，保留天然植物纖維特性，並採用水性染料進行染色，全過程不使用石油基原料及特定有毒化學品。該材料可呈現皮草、羊羔絨和長毛絨等不同外觀與觸感，並可在產品生命週期結束後自然生物降解。根據 BioFluff 公佈的數據，相較於傳統動物皮草和合成仿皮草，其生產過程可分別減少約 95% 和 75% 的溫室氣體排放。

Savian, a plant-based plush material developed by BioFluff, is made from non-GMO natural plant fibers such as flax and nettle, sourced directly from European farms. The fibers undergo a mild enzymatic treatment to produce the fur-like material while retaining the characteristics of natural plant fibers, and are dyed using water-based dyes. No petroleum-based feedstocks or certain toxic chemicals are used throughout the process. The material can achieve different appearances and textures, including fur, shearling and plush, and can naturally biodegrade at the end of its product life cycle. According to data published by BioFluff, its manufacturing process can reduce greenhouse gas emissions by approximately 95% compared with conventional animal fur and by approximately 75% compared with synthetic faux fur.



Sustainable Raw Material

速寫Savian植物基仿皮
Savian Plant-Based Faux Fur by CROQUIS

> 可持續原材料——Spiber釀造蛋白纖維

Sustainable Raw Material - Spiber Brewed Protein™ Fiber



Brewed Protein™ (釀造蛋白) 是由 Spiber Inc. 開發的新一代蛋白質材料，通過解析天然結構蛋白的分子特性，利用微生物發酵技術將植物糖源轉化為高性能蛋白質聚合物，並進一步加工成纖維等紡織材料。相較於傳統羊絨，其生產過程可減少79%的溫室氣體排放、97%的水資源消耗和99%的土地使用，同時兼具羊絨的柔軟保暖性與高強韌性，為紡織行業提供了兼顧性能與可持續性的創新材料選擇。

Brewed Protein™, developed by Spiber Inc., is a next-generation protein material. By analyzing the molecular characteristics of natural structural proteins, it uses microbial fermentation technology to convert plant-derived sugars into high-performance protein polymers, which are then processed into fibers and other textile materials. Compared with traditional cashmere, its production process can reduce greenhouse gas emissions by 79%, water consumption by 97% and land use by 99%. It also combines the softness and warmth of cashmere with high strength and toughness, offering the textile industry an innovative material option that balances performance and sustainability.

JNBY釀造蛋白纖維大衣
Brewed Protein™ Fiber Coat by JNBY

Sustainable
Raw Material

> 可持續原材料——再生農業棉

Sustainable Raw Material - Regenerative Cotton

再生農業棉是指採用再生農業原則種植的棉花，通過減少土壤翻耕、輪作、覆蓋作物、綜合蟲害管理及優化灌溉等農業實踐，持續改善土壤健康、推動生物多樣性保護，並增強農田應對氣候變化的韌性。本集團將再生農業棉應用於多款產品，並選用通過 regenagri® 認證的棉花。數據顯示，regenagri® 認證農場平均每噸棉花生產過程減少2.09噸碳排放，同時顯著節水，為推動更加可持續的棉花種植提供了實踐路徑。

Regenerative cotton refers to cotton grown according to regenerative agriculture principles. Through farming practices such as reduced tillage, crop rotation, cover cropping, integrated pest management and optimized irrigation, it continuously improves soil health, supports biodiversity conservation and strengthens farmland resilience to climate change. The Group applies regenerative cotton in a number of products and uses cotton certified under regenagri®. Data show that regenagri®-certified farms reduce carbon emissions by an average of 2.09 tonnes per tonne of cotton produced while also achieving significant water savings, providing a practical pathway toward more sustainable cotton cultivation.



速寫再生農業牛仔馬甲

Regenerative Cotton Vest by CROQUIS

Sustainable Raw Material

JNBY再生牛仔褲
Recycled Jeans by JNBY

> 可持續原材料——再生牛仔

Sustainable Raw Material - Recycled Denim

本集團持續推動生產邊角料的循環利用，開發再生牛仔產品。通過回收生產過程中產生的牛仔裁片邊角料，經收集、分類、開松、再紡紗、再織造及成衣製造等工序，將原本可能被廢棄的生產前裁片重新應用於產品開發，製成再生牛仔面料。該模式無需重新種植棉花，有助於減少原生棉纖維的使用，並建立起從生產邊角料回收至面料再造的內部物料循環體系，為推動紡織材料循環利用提供了實踐基礎。

The Group continues to promote the circular use of production offcuts and develop recycled denim products. Denim cutting scraps generated during production are collected, sorted, opened, re-spun, re-woven and made into garments, allowing pre-consumer cutting waste that might otherwise be discarded to be reused in product development as recycled denim fabric. This model avoids the need to grow additional cotton, helps reduce the use of virgin cotton fibers, and establishes an internal material circularity system from the recovery of production offcuts to fabric regeneration, providing a practical foundation for advancing textile material recycling.



可持續產品研發

Sustainable Product R&D

本集團將可持續理念融入產品研發全過程，積極探索可持續工藝與傳統非遺技藝在產品設計中的融合應用。我們通過採用先進生產工藝、提升布料利用效率，降低產品的環境影響；我們亦注重非遺技藝的保護與創新傳承，將傳統文化價值融入現代設計。同時，我們不斷完善數智化研發體系，依託數字化技術優化研發流程，提升產品開發效率，為可持續創新提供有力支撐。

The Group integrates sustainability throughout the product R&D process and actively explores the combined application of sustainable processes and traditional intangible cultural heritage techniques in product design. We reduce the environmental impacts of products by adopting advanced manufacturing processes and improving fabric utilization. We also emphasize the protection, innovation and inheritance of intangible cultural heritage and incorporating traditional cultural value into modern design. At the same time, we continue to improve our digital and intelligent R&D system, using digital technologies to optimize R&D processes, enhance product development efficiency and provide strong support for sustainable innovation.



可持續工藝

Sustainable Processes

本集團致力於通過在研發階段將產品全生命週期的環境與健康影響納入考量，持續推進可持續工藝創新應用。本財年，我們圍繞可降解設計、零浪費剪裁、微生物染色等方向開展實踐，通過優化產品設計與製造工藝，減少資源消耗和環境影響，在提升產品品質與設計表現力的同時，探索更加綠色、負責任的產品研發路徑。

The Group is committed to continuously advancing innovative sustainable processes by considering environmental and health impacts across the product life cycle at the R&D stage. In this Fiscal Year, we carried out practices in areas including biodegradable design, zero-waste cutting and microbial dyeing. By optimizing product design and manufacturing processes, we reduce resource consumption and environmental impacts while enhancing product quality and design expression, and explore greener and more responsible product development pathways.

> 可持續工藝——可生物降解T恤

Sustainable Process - Biodegradable T-shirt

PlaX™是由 Bioworks 公司開發的植物基可生物降解材料，以玉米、甘蔗等可再生植物資源為原料，經微生物發酵生成乳酸並進一步聚合形成聚乳酸（PLA），再通過專有技術加工為紡織纖維，在保持良好耐熱性、耐用性和染色性能的同時，實現高效降解。2026 春夏，本集團旗下品牌 JNBY 將 PlaX™ 材料應用於服裝產品，推出「可生物降解 T 恤」環保系列單品。在標準工業堆肥條件下，由 PlaX™ 纖維製成的 T 恤可在 180 天內降解 90% 以上，最終分解為水和二氧化碳。此外，JNBY 將可生物降解設計延伸至面料、縫線及包裝袋，推動產品全鏈路的可生物降解。

PlaX™ is a plant-based biodegradable material developed by Bioworks. It uses renewable plant resources such as corn and sugarcane as feedstocks, which are fermented by microorganisms to produce lactic acid and then polymerized into polylactic acid (PLA), before being processed into textile fibers using proprietary technology. The material retains good heat resistance, durability and dyeability while enabling efficient degradation. For spring and summer 2026, JNBY, a brand under the Group, applied PlaX™ to apparel and launched an environmentally friendly “Biodegradable T-shirt” series. Under standard industrial composting conditions, T-shirts made from PlaX™ fiber can degrade by more than 90% within 180 days, ultimately decomposing into water and carbon dioxide. JNBY has also extended biodegradable design to fabrics, sewing threads and packaging bags, promoting biodegradability across the product value chain.

JNBY可生物降解T恤
Biodegradable T-shirt by JNBY



> 可持續工藝——「零浪費」淨裁剪款式

Sustainable Process - "Zero-Waste" Precision-Cutting Styles

為提高面料利用率，本集團持續優化產品研發與裁剪工藝，通過優化排料方案、合理套裁及改進裁剪設備等方式，減少生產過程中的面料浪費。本財年，我們進一步打破品牌間的研發邊界，將旗下品牌 JNBY 與 jnby by JNBY 部分款式進行聯合排版和剪裁，充分利用不同款式間的版型互補性，進一步提升面料利用效率。本財年，通過持續優化零浪費剪裁方案，共實現近2,000件產品的料用率提升，節約面料價值約人民幣68.1萬元，推動資源利用效率持續提高。

To improve fabric utilization, the Group continues to optimize product development and cutting processes by improving marker layouts, applying efficient nesting and upgrading cutting equipment, thereby reducing fabric waste during production. In this Fiscal Year, we further broke down R&D boundaries between brands by jointly laying out and cutting selected styles from JNBY and jnby by JNBY, making full use of complementary pattern shapes across different styles to further improve fabric utilization. Through continued optimization of zero-waste cutting solutions during this Fiscal Year, fabric utilization was improved for nearly 2,000 products, saving fabrics worth approximately RMB 681,000 and continuously enhancing resource-use efficiency.



Sustainable Process

JNBY與jnby by JNBY聯合排版和剪裁款
Joint Layout and Cutting Styles by JNBY and jnby by JNBY

> 可持續工藝——微生物染色

Sustainable Process - Microbial Dyeing



JNBY微生物染色全棉休閒衛衣與全棉燈芯絨長褲
Microbially Dyed Cotton Casual Sweatshirt and Cotton Corduroy
Trousers by JNBY

Sustainable Process

微生物染色是利用酵母、真菌等微生物發酵產生天然色素，並經提取、純化後應用於紡織品染色的創新工藝。相較於傳統染色工藝，該技術有助於減少化學染料和水資源的使用，降低染色過程對環境影響的同時，減少潛在化學品安全風險。本財年，本集團旗下品牌JNBY與 BloomGEM 合作，將微生物染色技術應用於產品研發，通過微生物培育、色素提取及成衣染色等工藝，為產品呈現自然柔和、富有層次感且具有獨特色彩紋理的染色效果，使每件產品都擁有不同的色彩表現。

Microbial dyeing is an innovative process that uses microorganisms such as yeast and fungi to produce natural pigments through fermentation, which are then extracted, purified and applied to textile dyeing. Compared with conventional dyeing processes, the technology can help reduce the use of chemical dyes and water resources, lowering environmental impacts from dyeing while reducing potential chemical safety risks. In this Fiscal Year, JNBY collaborated with BloomGEM to apply microbial dyeing technology to product development. Through microbial cultivation, pigment extraction and garment dyeing processes, the technology creates natural, soft and layered color effects with distinctive textures, giving each product a unique color expression.

非遺技藝傳承

Inheritance of Intangible Cultural Heritage Techniques

2022年，本集團發起「布盡其用」項目，聚焦中國傳統織物與非遺技藝的挖掘、記錄與創新。我們以年度主題為主線，深入開展傳統工藝調研，並運用現代設計研究方法形成年度研究地圖，構建兼具學術研究與設計應用價值的傳統工藝知識體系，推動傳統文化在當代設計中的創新表達。

In 2022, the Group launched the "Textile Possibility" project, focusing on the exploration, documentation and innovation of traditional Chinese textiles and intangible cultural heritage techniques. Centered on an annual theme, we conduct in-depth research on traditional crafts and use modern design research methodologies to develop an annual research map, building a knowledge system for traditional crafts that combines academic research value with design application, and promoting innovative contemporary expressions of traditional culture.

本財年，我們以「衲繡」為主題，聚焦中國傳統衲、繡工藝，探索線跡在織物結構塑造、紋樣裝飾及功能提升中的多元價值，並將傳統手工藝與現代設計語言相結合，持續推動非遺技藝的創造性轉化與創新性發展。

In this Fiscal Year, under the theme of "Patchwork and Embroidery", we focused on traditional Chinese patchwork and embroidery techniques, exploring the diverse value of stitching in shaping textile structures, pattern decoration and functional enhancement. By combining traditional craftsmanship with modern design language, we continue to advance the creative transformation and innovative development of intangible cultural heritage techniques.

截至本財年底，我們已累計走訪23個省市自治區，研究91項傳統手工藝，並在此基礎上完成了11種傳統工藝與當代時尚的融合創新，累計落地126款產品設計，實現了從工藝研究、設計開發到市場應用的全鏈路實踐。

As of the end of this Fiscal Year, we had visited 23 provinces, municipalities and autonomous regions, studied 91 traditional handicraft techniques, and on this basis completed 11 innovative integrations of traditional crafts with contemporary fashion, resulting in a cumulative 126 product designs and establishing a full-chain practice from craft research, design development to market application.

> 非遺技藝傳承——黎錦

Intangible Cultural Heritage - Li Brocade

黎錦是海南黎族人民創造的一種古老織錦，被譽為中國紡織業的「活化石」。2025秋季，速寫攜手「布盡其用」，以黎族文化中的圖案與紋樣為靈感，呈現獨具東方特色的黎族織錦靈感系列，通過設計傳播黎錦紋樣的獨特之美。

Li brocade is an ancient form of woven fabric created by the Li people of Hainan Province and is hailed as a "living fossil" of China's textile industry. For Fall 2025, CROQUIS has partnered with the "Textile Possibility" project to present a Li brocade-inspired collection featuring patterns and motifs from Li culture, showcasing a unique Eastern aesthetic and using design to highlight the distinctive beauty of Li brocade patterns.

速寫黎錦紋樣外套
Li Brocade Pattern Coat by CROQUIS



> 非遺技藝傳承——日曬白

Intangible Cultural Heritage - Sun Bleaching

日曬白是一項傳統漂白工藝，通過草木灰浸泡、反覆清洗及自然晾曬等工序，利用陽光、空氣與時間實現織物自然增白，無需使用化學漂白助劑。本集團旗下品牌JNBY將日曬白工藝融入產品設計，保留織物自然形成的紋理與肌理，賦予產品獨特的自然美感和工藝價值。

Sun bleaching is a traditional bleaching technique that uses processes such as soaking in plant-ash solution, repeated washing and natural sun drying to whiten fabrics naturally through sunlight, air and time, without chemical bleaching agents. JNBY, a brand under the Group, incorporates sun bleaching into product design, preserving naturally formed textile textures and giving products distinctive natural beauty and craftsmanship value.



JNBY日曬白襯衣
Sun-Bleached Shirt by JNBY

> 非遺技藝傳承——皮影

Intangible Cultural Heritage - Shadow Puppetry



JNBY東方非遺主題：皮影
JNBY Eastern Intangible Cultural
Heritage Theme: Shadow Puppetry

華縣皮影是擁有兩千多年歷史的中國傳統戲曲藝術。本集團旗下品牌JNBY深入走訪華縣皮影傳承人，圍繞皮影戲的紋樣語言和藝術特色開展研究，並將研究成果融入產品設計，希望通過現代設計語言推動這一傳統非遺技藝的傳承與傳播，讓更多消費者了解和關注皮影文化。

Shadow puppetry in Huaxian County is a traditional Chinese theatrical art with a history of more than two thousand years. JNBY under the Group conducted in-depth visits with inheritors of Huaxian shadow puppetry and studied its pattern language and artistic features, incorporating the research findings into product design. Through modern design language, JNBY seeks to promote the inheritance and communication of this traditional intangible cultural heritage technique and enable more consumers to understand and appreciate shadow puppet culture.

數智化研發

Digital and Intelligent R&D

本集團持續以數智化能力賦能產品研發與運營，不斷提升研發協同效率與產品創新能力。我們持續優化智慧工作平台，實現產品擴色、備料等研發流程的線上化與協同化管理，進一步提升設計開發效率。同時，我們運用3D數字化技術優化產品設計與展示效果，並通過「微定制」功能滿足消費者個性化需求。在此基礎上，我們亦持續完善商品信息化管理，實現線上線下商品信息協同，提升產品運營效率和消費者購物體驗。

The Group continues to empower product R&D and operations through digital and intelligent capabilities, continuously improving R&D collaboration efficiency and product innovation. We continue to optimize the smart working platform, bringing processes such as product color extension and material preparation online and enabling collaborative management to further improve design and development efficiency. We also use 3D digital technology to optimize product design and visualization and provide consumers with personalized options through the "Micro-Customization" function. On this basis, we continue to improve product informationization management, enable coordination of product information across online and offline channels, and enhance both product operation efficiency and the consumer shopping experience.

可持續產品設計

Sustainable Product Design

我們以可持續理念驅動產品設計，致力於通過再思考，實現材料的再利用與再創造，將「被閒置的面料」轉化為獨具美感與意義的設計產品。基於這一理念，我們持續推進芝麻實驗室、RE;RE;RE;LAB及蓬馬等設計實踐，通過剩餘面料再利用、生態主題產品開發及自然教育活動等方式，將可持續理念融入產品創新與消費者互動之中，探索兼具設計價值、環境意義與社會影響的產品表達。

We use sustainability to drive product design. Through re-considering, we commit to re-using and re-creating materials, transform "surplus fabrics" into design products with distinctive beauty and meaning. Based on this philosophy, we continue to advance the design practices through Sesame Lab, RE;RE;RE;LAB and POMME DE TERRE. By reusing surplus fabrics, developing ecology-themed products and conducting nature education activities, we integrate sustainability into product innovation and consumer engagement, exploring product expressions that combine design value, environmental significance and social impact.



芝麻實驗室 Sesame Lab

本集團創立芝麻實驗室，探索材料再利用與創新設計的更多可能性，通過挖掘零布料的潛在價值，有效提高面料利用率，減少面料浪費。芝麻實驗室的設計師通過對零布料進行重新解構與設計轉化，將其應用於玩偶、擺件、配飾、包袋等生活藝術品的創作，使原本閒置的材料獲得新的功能與審美價值的同時，探索可持續時尚的創新表達。

The Group established Sesame Lab to explore more possibilities for material reuse and innovative design. By uncovering the potential value of scrap fabrics, the lab effectively improves fabric utilization and reduces fabric waste. Designers of Sesame Lab reconstruct and transform scrap fabrics through design and apply them to the creation of lifestyle art pieces such as dolls, decorative objects, accessories and bags, giving previously surplus materials new functional and aesthetic value while exploring innovative expressions of sustainable fashion.

> 天目里茶園茶葉包

Tea Packaging for the OōELi Rooftop Tea Garden

芝麻實驗室連續第三年為天目里屋頂茶園茶葉「茶不多」設計製作包裝。芝麻實驗室延續集團特色，以「茶藝布包」的設計理念，利用庫存零布料進行再創作，並通過紬棉工藝將輕薄印花棉布進行結構重塑，給予內部茶葉、茶具更好的保護，使其不僅滿足「茶不多」的包裝需求，也成為兼具實用價值與設計美感的可持續生活用品。

For the third consecutive year, Sesame Lab designed and produced packaging for “Not Much Tea”, the tea harvested from the OōELi rooftop tea garden. Continuing the Group's features, Sesame Lab took “tea-art fabric wrap” as the design concept, recreating surplus fabric scraps and using quilting techniques to structurally reshape lightweight printed cotton, giving the packaging greater protection of the tea and tea set inside. It not only meets the packaging needs of “Not Much Tea”, but also becomes a sustainable lifestyle item combining practical value and design aesthetics.



「茶不多」環保布藝包裝
“Not Much Tea” Eco-Friendly Fabric Packaging

> 古良吉吉品牌聯名

Collaboration with Kunogigi

芝麻實驗室攜手古良吉吉開展聯名創作，探索閒置面料在時尚配飾領域的創新應用。芝麻實驗室利用本集團閒置服裝面料，對古良吉吉經典包款進行再設計，將不同色彩與材質的絲絨面料、戶外面料等融入風箏包、棒球包等產品中，賦予閒置材料新的設計表達。古良吉吉則將芝麻實驗室庫存面料融入其原有皮革製作工藝，通過毛呢拼布等方式打造特色包款，並結合零布料與皮革共同創作裝置作品「心之所」，呈現材料循環利用與品牌創意融合的多元可能。

Sesame Lab collaborated with Kunogigi to explore innovative applications of surplus fabrics in fashion accessories. Sesame Lab redesigned Kunogigi's classic bag styles using the Group's surplus apparel fabrics, integrating velvet, outdoor fabrics and other materials in different colors and textures into products such as kite bags and baseball bags to give surplus materials new design expression. Kunogigi, in turn, incorporated Sesame Lab surplus fabrics into its existing leather craftsmanship, creating distinctive bags through techniques such as wool patchwork and co-creating the artwork "Where the Heart Belongs" from fabric scraps and leather, demonstrating diverse possibilities for combining material circularity with brand creativity.



零布料與皮革共創作品「心之所」
"Where the Heart Belongs", a Co-created
Work Made from Fabric Scraps and Leather

> 員工新年禮

Employee New Year Gift

芝麻實驗室將庫存紗線轉化為2026年員工新春禮披毯，通過對超過1,000個品種及顏色的庫存紗線進行分類、篩選與重新設計，最終完成4,400條披毯製作，共使用近5,000公斤庫存紗線。由於每批庫存紗線的顏色、成分及規格各不相同，設計團隊通過反覆調整配色方案，使每條披毯均形成獨特的色彩組合與紋理表達，打造兼具實用價值與獨特設計感的可持續禮品。

Sesame Lab transformed surplus yarn into 2026 Chinese New Year throw blankets for employees. More than 1,000 varieties and colors of surplus yarn were categorized, selected and redesigned, resulting in 4,400 throw blankets and the use of nearly 5,000 kg of surplus yarn. Because each batch of surplus yarn differed in color, composition and specifications, the design team repeatedly adjusted color combinations so that every blanket developed its own distinctive palette and texture, creating a sustainable gift that combines practical value with unique design.



2026年員工新春禮披毯
2026 Employee Chinese New Year Throw
Blanket

> 童裝零布料手工創作活動

Children's Handicraft Activity Using Fabric Scraps

芝麻實驗室持續收集服裝研發生產過程中的邊角餘料，並探索其在童裝活動中的創新應用。通過將不同顏色、材質的零布料應用於手工創作活動，為兒童提供豐富的創作素材，在激發想像力與創造力的同時，傳遞資源循環利用理念，讓可持續理念通過互動體驗融入日常。

Sesame Lab continues to collect offcuts generated during apparel R&D and production and explore their innovative use in children's activities. By applying fabric scraps of different colors and materials to hands-on creative activities, we provide children with diverse creative materials, inspire imagination and creativity, and communicate the concept of resource circularity, allowing sustainability to become part of everyday life through interactive experiences.



零布料手工創作活動
Fabric-Scrap Handicraft Activity

可持續生活品牌 RE;RE;RE;LAB

Sustainable Lifestyle Brand RE;RE;RE;LAB

RE;RE;RE;LAB以「再思考、再利用、再創造」為理念，將庫存面料與輔料轉化成一系列兼具美學與可持續理念的產品。

Guided by the philosophy of “Re-consider, Re-use, Re-create”, RE;RE;RE;LAB transforms surplus fabrics and accessories into a range of products that combine aesthetics with sustainability.

> 帶子紗毛衫

Ribbon-Yarn Knitwear

RE;RE;RE;LAB突破傳統毛衫紗線應用方式，以庫存全真絲面料為基礎，通過整卷切割工藝將面料轉化為寬度約1.2釐米的真絲布條，並經過低撚加撚處理，形成可用於橫機織造的特殊「真絲帶子紗線」。成衣採用純手鉤工藝完成，每一針編織均形成獨特紋理，在實現閒置材料再利用的同時，也支持傳統手工技藝傳承，減少工業化生產過程中的資源浪費。

RE;RE;RE;LAB breaks with conventional approaches to knitwear yarn by using surplus 100% silk fabric and converting whole rolls into approximately 1.2-cm-wide silk strips through a roll-cutting process. After low-twist spinning, the strips become a special “silk ribbon yarn” suitable for flat knitting. The garment is completed entirely by hand crochet, with every stitch forming a unique texture. This process reuses surplus materials while supporting the inheritance of traditional handcraft techniques and reducing resource waste associated with industrialized production.

帶子紗毛衫
Ribbon-Yarn Knitwear



> 拼接襯衫

Patchwork Shirt

RE;RE;RE;LAB採用12種不同花色的零布料進行創新拼接，通過面料切條、手工對齊與編織工藝，將原本零散的邊角料重新組合，形成具有獨特紋理和豐富層次感的新型面料。該工藝賦予面料獨特、豐盈的質感，並讓每一件成衣都具有獨一無二的效果呈現，實現閒置材料的再利用與價值再創造。

RE;RE;RE;LAB innovatively combines fabric scraps in 12 different patterns. Through cutting strips, manual alignment and weaving, scattered offcuts are recombined into a new textile with distinctive textures and rich layers. The process creates a full, distinctive feeling and gives each garment a unique appearance, realizing the reuse and value recreation of surplus materials.



拼接襯衫
Patchwork Shirt

> 布料「1+1」

Fabric "1+1"

RE;RE;RE;LAB 探索產品價值延展的可能，通過「1+1>2」的組合設計理念，將生產過程中產生的邊角料重新利用，製作成與成衣配套的同款包袋。通過將原本難以單獨使用的餘料轉化為實用配飾，不僅進一步提升面料利用率，實現材料價值再創造，也讓消費者獲得可獨立搭配使用的多功能產品組合，延伸可持續設計在日常生活中的應用場景。



RE;RE;RE;LAB explores ways to extend product value through the "1+1>2" combination design concept, reusing offcuts generated during production to create matching bags for garments. By transforming leftover materials that are difficult to use independently into practical accessories, the approach further improves fabric utilization and recreates material value, while offering consumers multifunctional product combinations that can also be styled independently and extending sustainable design into everyday life.

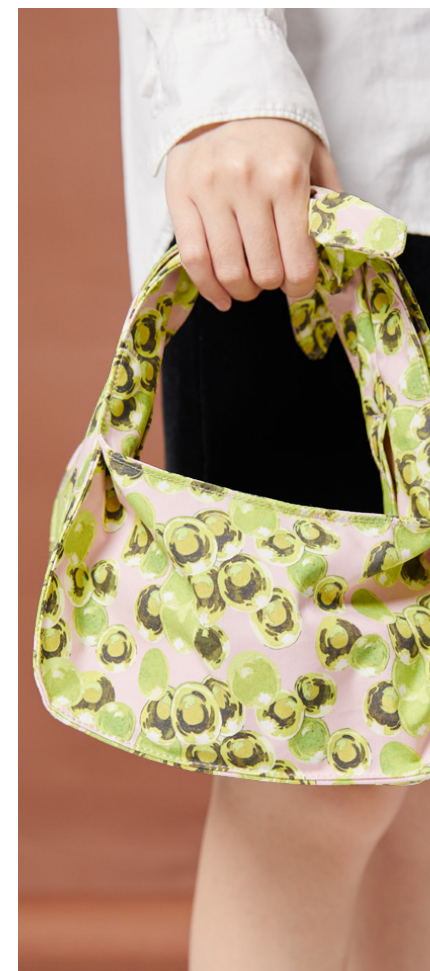
邊角料製作成衣配套同款包袋
Matching Bags Made from
Garment Offcuts

> 「布」一樣的中秋禮

Mid-Autumn Gift for Fabrics

RE;RE;RE;LAB 以長期主義理念為靈感，將可持續理念融入節日場景。2026 年本集團中秋禮通過庫存面料再造，將庫存面料轉化為實用的便當包，並搭配可降解甘蔗渣內包裝及低糖配方點心，打造兼具設計美感與環保理念的可持續禮盒。通過對日常用品的重新思考，我們倡導消費者以更輕盈、環保的方式踐行可持續生活方式。

Inspired by long-termism, RE;RE;RE;LAB integrates sustainability into festive occasions. For the Group's 2026 Mid-Autumn Festival gift, surplus fabrics were regenerated into practical lunch bags and paired with biodegradable sugarcane-bagasse inner packaging and low-sugar pastries, creating a sustainable gift box that combines design aesthetics with environmental considerations. By re-considering everyday objects, we encourage consumers to practice sustainable lifestyles in a lighter and more environmentally friendly way.



「布」一樣的團圓包
Reunion Bag for Fabrics

蓬馬可持續系列

POMME DE TERRE Sustainable Series

本集團旗下品牌蓬馬以自然守護為核心，探索可持續理念在兒童時尚與日常生活中的創新表達。從可持續面料應用、可持續產品設計，到自然教育與公眾互動活動，蓬馬通過2026春夏可持續系列、「自然守護者」主題活動等項目，將對生態環境的關注融入產品與體驗之中。

POMME DE TERRE, a brand under the Group, centers its approach on sustainability and explores innovative ways to express environmental concepts through children's fashion and everyday life. From the use of sustainable fabrics and product design to nature education and public engagement, POMME DE TERRE integrates concern for the ecological environment into products and experiences through initiatives such as its spring and summer 2026 sustainable collection and the "Nature Guardians" themed campaign.

> 蓬馬2026春夏可持續系列

POMME DE TERRE Spring and Summer 2026 Sustainable Collection

蓬馬2026春夏可持續系列圍繞可持續面料與趣味設計展開探索，將可持續理念融入兒童日常穿著場景。該系列選用生物基滌綸記憶牛津布、麻棉色紡牛仔、棉亞麻活性斜紋藍牛、天然亞麻及再生棉五大可持續面料，通過材料創新與功能設計，為兒童戶外探索、校園生活等多元場景提供兼具舒適性、功能性與可持續價值的穿著體驗，讓可持續發展理念以更輕盈、更貼近日常的方式融入兒童成長。

The POMME DE TERRE spring and summer 2026 sustainable collection explores sustainable fabrics and playful design, integrating sustainability into children's everyday wear. The collection uses five sustainable fabrics - bio-based polyester memory Oxford fabric, linen-cotton colored denim, cotton-linen reactive twill denim, natural linen and recycled cotton, and combines material innovation with functional design to offer comfortable, functional and sustainable clothing experiences for diverse settings such as outdoor exploration and school life. In this way, sustainability becomes a lighter and more everyday part of children's growth.



POMME DE TERRE Sustainable Series

蓬馬2026春夏可持續系列產品
POMME DE TERRE Spring and Summer 2026
Sustainable Collection Products

> 蓬馬「自然守護者」主題活動

POMME DE TERRE “Nature Guardians” Themed Campaign

本財年，蓬馬與中國濕地博物館聯合開展「自然守護者」主題活動，通過主題片、可持續藝術展、藝術工坊及觀鳥活動等多元形式，探索兒童自然教育與可持續生活方式的融合。通過聯合發佈觀鳥主題影片，以鳥類觀察為切入點，引導大小「蓬友」關注身邊自然生態，發現人與自然共生的美好瞬間。

In this Fiscal Year, POMME DE TERRE partnered with the China Wetland Museum on the “Nature Guardians” themed campaign, exploring the integration of children's nature education and sustainable lifestyles through a thematic film, sustainable art exhibition, art workshops and birdwatching activities. A jointly released birdwatching film used bird observation as an entry point to encourage young and adult “POMME friends” to pay attention to the natural ecosystems around them and discover moments of harmonious coexistence between people and nature.

在可持續實踐方面，蓬馬邀請小「蓬友」參與「自然守護者」可持續鳥屋藝術工坊，在獨立藝術家的指導下，利用自然材料、剩餘面料及回收物品創作特色鳥屋，並於中國濕地博物館「自然守護者」可持續藝術展中展出。展覽以濕地生態為靈感，通過廢舊面料拼接鳥屋、藝術家手作鳥屋等形式，呈現材料循環利用與自然藝術融合的可能。同時，蓬馬組織小「蓬友」走進西溪濕地開展觀鳥體驗，在專業自然導師帶領下學習鳥類知識、記錄濕地物種，以親身參與的方式增強兒童對生物多樣性保護的認知。

As part of the sustainability practices, POMME DE TERRE invited young “POMME friends” to participate in the “Nature Guardians” Sustainable Birdhouse Art Workshop, where, under the guidance of independent artists, they used natural materials, surplus fabrics and recycled items to create distinctive birdhouses that were subsequently displayed at the “Nature Guardians” Sustainable Art Exhibition at the China Wetland Museum. Inspired by wetland ecosystems, the exhibition used patchwork birdhouses made from surplus fabrics and handcrafted birdhouses by artists to demonstrate the possibilities of combining material circularity with nature-inspired art. POMME DE TERRE also organized birdwatching experiences in Xixi Wetland, where professional nature educators guided children in learning about birds and recording wetland species, strengthening their awareness of biodiversity conservation through direct participation.



「自然守護者」可持續藝術展
“Nature Guardians” Sustainable Art Exhibition



西溪濕地觀鳥活動
Xixi Wetland Birdwatching Activity

可持續品質管理

Sustainable Quality Management

本集團持續關注產品的設計美學與高品質標準，通過覆蓋產品全生命週期的質量管理體系，將質量要求貫穿於設計審核、標籤規範、質量檢測、產品召回等關鍵環節，確保執行標準「零」紕漏，保障產品符合國家及行業相關法規及標準要求。我們已取得ISO 9001等質量管理體系認證，並持續推進體系的有效運行，不斷提升產品品質與消費者體驗，為消費者提供安全、可靠、高品質的可持續產品，致力於推動「生活的藝術、藝術地生活」理念落實。

The Group continuously focuses on product design aesthetics and high quality standards. Through a quality management system covering the full product life cycle, we embed quality requirements into key stages including design review, labeling standards, quality inspection and product recalls, ensuring “zero” errors in the implementation of standards and ensuring that products comply with relevant national and industry laws, regulations and standards. We have obtained ISO 9001 and other quality management system certifications and continue to promote their effective operation. By continuously improving product quality and consumer experience, we provide consumers with safe, reliable and high-quality sustainable products and seek to put into practice the philosophy of “art of living, living artistically”.



質量管理

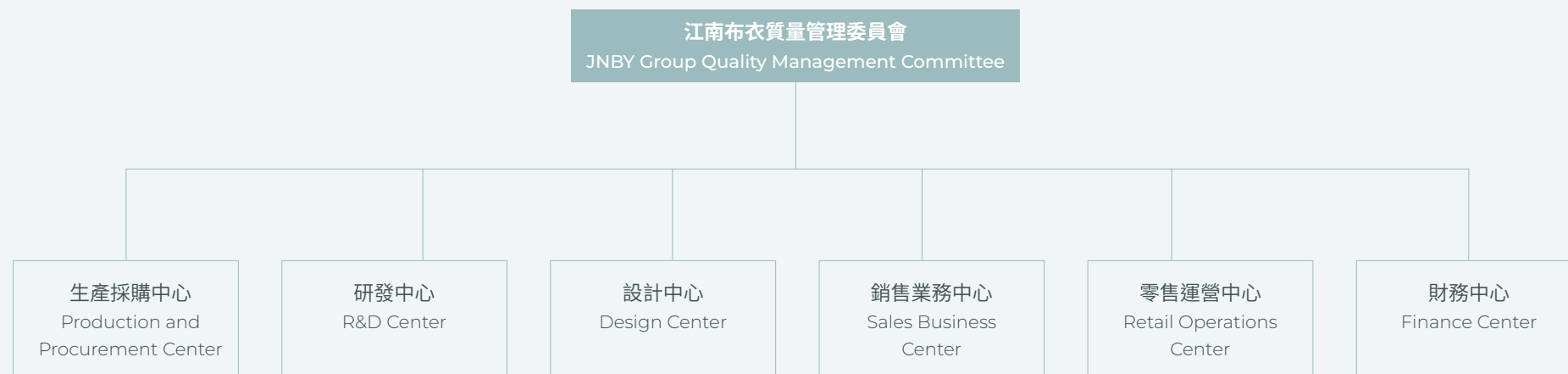
Quality Management

本集團嚴格遵守《中華人民共和國產品質量法》《中華人民共和國消費者權益保護法》等法律法規。我們通過《樣品准入及淘汰制度》《成衣供應商遵守規範》《紡織品准入要求》《童裝、嬰幼兒紡織品准入要求》《羽絨質檢標準》《產品質量檢驗標準》《產品品控流程》等制度流程，明確產品全流程的品質管控，落實產品品質管理。

The Group strictly complies with laws and regulations including the Product Quality Law of the People's Republic of China and the Law of the People's Republic of China on the Protection of Consumer Rights and Interests. Through policies and procedures including the Sample Access and Elimination Mechanism, the Compliance Regulations for Garment Suppliers, the Access Requirements for Textiles, the Access Requirements for Children's Clothing and Infant Textiles, the Down Quality Inspection Standards, the Standards of Product Quality Inspection, and the Product Quality Control Process, we define quality controls throughout the product process and implement product quality management.

我們成立了質量管理委員會，構建了一個涵蓋研發、設計、生產、採購、零售等流程的跨部門質量管控體系，明確了各環節的管理責任，全面落實質量管理。

We have established a Quality Management Committee and built a cross-functional quality control system covering R&D, design, production, procurement and retail, with clear management responsibilities at each stage to fully implement quality management.



本集團建立了完善的質量管理體系，我們已取得 ISO 9001 質量管理體系認證，並通過了獨立第三方的定期複審，旗下多款服裝及家紡產品亦獲得了 OEKO-TEX® STANDARD 100 嬰幼兒產品 1 級認證和 SGS 五星舒適認證。我們設立的江南布衣實驗室已通過了中國合格評定國家認可委員會（CNAS）專家組的嚴格評定，獲得了 CNAS 實驗室認可證書，標誌著該實驗室已具備按照有關國際認可準則開展檢測服務的能力，可以出具被國家及國際認可的檢測報告，以進一步保障產品質量。

The Group has established a comprehensive quality management system. We have obtained ISO 9001 Quality Management System certification and passed regular reviews by an independent third party. A number of our apparel and home textile products have also obtained the Level 1 Certification of the OEKO-TEX® STANDARD 100 for infant products and SGS Five-Star Comfort Certification. We have established the “JNBY Group laboratory”, which has passed the rigorous assessment by the expert group of the China National Accreditation Service for Conformity Assessment (CNAS) and obtained CNAS laboratory accreditation certificate, demonstrating that the laboratory is capable of providing testing services in accordance with relevant international accreditation criteria and issuing nationally and internationally recognized test reports, thereby further safeguarding product quality.



ISO 9001質量管理體系認證證書
ISO 9001 Quality Management System Certificate



OEKO-TEX® STANDARD 100嬰幼兒產品1級認證證書
Level 1 Certification of the OEKO-TEX® STANDARD 100 for infant products



五星舒適認證證書
Five-Star Comfort Certification



中國合格評定國家認可委員會（CNAS）認可證書
China National Accreditation Service for Conformity Assessment (CNAS) Accreditation Certificate

質量管理流程

Quality Management Process

本集團質量管控體系已覆蓋設計審核、質量檢查、標籤管理與召回管理的全流程，確保每一件產品從創意到交付都符合高標準與合規要求。

The Group's quality control system covers the full process of design review, quality inspection, label management and recall management, ensuring that every product meets high standards and compliance requirements from concept to delivery.

設計審核

Design Review

設計的原創性是本集團品牌的核心驅動力。我們構建了從靈感萌發到樣衣確認的嚴格內部評審流程，通過跨部門協同的「集團創意設計審核管理小組」，由主設計師、總設計師與首席創意官對設計主題進行把控，並由CEO、CMO及CFO等管理層成員從法律、營銷與商業等角度綜合評估設計方案，以確保產品設計在創意與合規之間取得平衡。同時，我們建立了「圖案審核機制」，通過引入第三方審核系統與內部法務團隊聯動，對所有涉及文字與圖像的設計進行人工與系統雙重審核，切實保障圖案的合規性、原創性及嚴謹性。

Originality in design is a core driver of the Group's brands. We have established a rigorous internal review process from initial inspiration to sample confirmation. Through the cross-functional "Group Creative Design Review and Management Team", Lead Designers, Chief Designers and the Chief Creative Officer oversee design themes, while management members including the CEO, CMO and CFO comprehensively assess design proposals from legal, marketing and commercial perspectives to ensure an appropriate balance between creativity and compliance. We have also established a "Pattern Review Mechanism" that links a third-party review system with the internal legal team to conduct both manual and system-based reviews of all designs involving text and images, thereby safeguarding the compliance, originality and rigor of design patterns.



質量檢查

Quality Inspection

我們已實施質量全流程管理，通過對生產流程的各個環節進行監督，確保產品質量符合標準及規格。此外，我們持續優化質量管控，通過向質量控制部門人員傳達經銷商及消費者對產品質量的反饋，使其在質量管控過程中不斷完善管理，避免疏漏。

We have implemented full-process quality management and supervise each stage of the production process to ensure that product quality meets applicable standards and specifications. In addition, we continuously optimize quality control by communicating feedback from distributors and consumers on product quality to quality control personnel, enabling them to continuously improve management during the quality control process and avoid omissions.



標籤規範管理

Label Compliance Management

本集團將標籤管理作為產品全流程質量管理的重要組成部分，建立了覆蓋設計、審核、生產與應用的全流程標籤管理機制，通過品牌營銷中心、設計中心、生產採購中心、信息中心及研發中心共同審核確認，在上市前即保障所有產品的標籤信息符合國家法規及品牌標準。在此基礎上，品牌營銷中心每季度對各品牌的掛牌、三包卡以及內外包裝標識圖進行系統覆核，並依據《掛牌、特殊洗滌保養說明、三包標準指導》制定標籤圖稿。此外，所有標識內容須經標準部審核確認，確保無誤後由生產採購中心統一安排生產與應用，從源頭保障產品標識的合規性與一致性。

The Group regards label management as an important component of full-process product quality management and has established an end-to-end label management mechanism covering design, review, production and application. The Brand and Marketing Center, Design Center, Production and Procurement Center, Information Center and R&D Center jointly review and confirm labeling information to ensure, prior to market launch, that all product labels comply with national regulations and brand standards. On this basis, the Brand and Marketing Center systematically reviews tags, certificate of repair, replacement and return warranties ("3R Warranties") and labels, marks and drawings on internal and external packages for each brand every quarter and develops label artwork in accordance with the Guidelines on Tags, Special Washing and Caring Instructions and 3R Warranties. In addition, all labeling content must be reviewed and confirmed by the Standard Department, after which the Production and Procurement Center arranges unified production and application, safeguarding label compliance and consistency at source.

產品召回管理

Product Recall Management

在產品召回層面，我們通過《貨品批量召回規則》規範缺陷產品召回管理，以消除缺陷產品對消費者健康和 safety 造成的危害，保障消費者權益。我們可能涉及到召回的貨品主要分為質量問題涉及召回和非質量問題涉及召回兩類。針對不同類型的召回貨品，我們在規則中明確了相應的處理方式。

For product recalls, we regulate the recall of defective products through the Rules for Batch Recall in order to eliminate potential harm to consumer health and safety and protect consumer rights. Products may be recalled due to quality and non-quality reasons, and the Rules specify the different methods for handling these two types of product recalls.

此外，我們建立了產品召回事件發生後的追責機制，即當發生產品召回事件後，相應部門需在2至4周內做出責任說明，追責到具體的人或團隊，及時將結果反饋至數據中心及人力資源中心，並與相關部門商議彌補措施；研發中心標準部每季度對之前出現的質量問題進行複盤，及時糾正並完善相關管理。

In addition, we have established an accountability mechanism following product recall incidents. In the event of a product recall, the corresponding department shall provide a statement of responsibility within 2 to 4 weeks, the specific person or team will be held accountable, and results will be timely submitted to the Data Center and the Human Resources Center, which will discuss remedial measures with relevant departments. The Standard Department of the R&D Center is responsible for reviewing the previous quality problems every quarter to correct them in time and improve relevant management.

本財年，本集團未發生任何因健康與安全問題而召回已售產品或已運送產品的事件。

In this Fiscal Year, the Group had no incidents in which products sold or shipped were recalled due to health and safety issues.

質量提升

Quality Enhancement

本集團始終將產品質量視為品牌的基石，持續推動全流程質量管理體系的優化與完善。本財年，我們針對集團核心品類羽絨服開展了質量專項提升項目。本集團作為第一起草單位參與《產品質量分級評價標準 羽絨服裝》行業標準制定，推動行業質量標準建設。通過《江南布衣高品質成人羽絨服》和《羽絨服溫度標準分級2.0版》2項內部標準，我們圍繞羽絨服輕量化、保暖性及防風防水等關鍵指標完善質量管理要求，並建立覆蓋質量管理全流程的質量「門禁機制」，通過風險預判和優化解決方案，嚴禁將質量問題流轉至下一環節。在此基礎上，我們組織開展羽絨服專項質量培訓5場，覆蓋220人次，持續提升相關人員的質量管理能力。

The Group has always regarded product quality as the foundation of its brands and continuously optimizes and improves its full-process quality management system. In this Fiscal Year, we launched a dedicated quality enhancement project for down jackets, a core product category of the Group. As the lead drafting organization, the Group participated in the development of the industry standard Product Quality Grading and Evaluation Standard - Down Garments, supporting the development of industry quality standards. Through two internal standards, JNBY Group High-Quality Adult Down Jackets and Down Jacket Temperature Standard Grading 2.0, we refined quality management requirements for key indicators including lightweight design, thermal performance, wind resistance and water resistance. We also established a quality "gate mechanism" covering the full quality management process, using risk anticipation and optimized solutions to prevent quality issues from being passed to the next stage. On this basis, we organized 5 special quality training sessions on down jackets, covering 220 person-times and continuously improving the quality management capabilities of relevant personnel.

我們不僅在內部強化質量管理機制，也積極向外延伸質量管理邊界，協同供應商共同提升產品質量。我們通過制度建設、技術賦能和培訓支持，不斷推動供應商從源頭到終端的質量保障。同時，我們於本財年繼續開展供應商檢驗檢測能力的專項提升項目，通過實操指導與能力提升，幫助供應商更精準把控產品品質。

We not only strengthen internal quality management mechanisms, but also extend the boundaries of quality management outward and work with suppliers to improve product quality. Through policy development, technical empowerment and training support, we continuously encourage suppliers to strengthen quality assurance from source to end product. We also continued a special project in this Fiscal Year to enhance suppliers' inspection and testing capabilities, helping suppliers exercise more precise control over product quality through hands-on guidance and capability building.



質量文化建設

Quality Culture Development

本集團致力於通過開展質量相關培訓，提升員工和供應商的質量意識和專業能力，推動質量文化建設。本財年，我們定期舉辦LESS季度質量會，同時舉辦童鞋品質功能性提升培訓，內容覆蓋質量問題閉環優化、質量合規、品控檢驗檢測等，推動全鏈條協同，構建全員參與、全流程覆蓋的質量管理文化。

The Group is committed to building a quality culture by providing quality-related training to enhance the quality awareness and professional capabilities of employees and suppliers. In this Fiscal Year, we regularly held LESS quarterly quality meetings. We also conducted training on improving the quality and functionality of children's footwear. The training sessions covered closed-loop optimization of quality issues, quality compliance, and quality control inspection and testing, promoting collaboration across the full value chain and building a quality management culture characterized by participation by all and whole-process coverage.

化學品管理

Chemical Management

本集團始終高度重視產品全生命週期中的化學品安全管理，持續完善覆蓋產品設計、原材料採購、供應商生產到成品交付的化學品管理體系，推動有害化學物質的識別、管控、替代與淘汰，降低產品對消費者健康和生態環境的潛在影響。我們持續完善化學品管理制度和供應商管理要求，通過《安全重點部位管理制度》《重點設備盤點表》《供應商化學品管理指南》等內部規範，確保化學品的安全使用和管理。

The Group places great importance on chemical safety management throughout the product life cycle and continuously improves a chemical management system covering product design, raw material procurement, supplier production and finished product delivery. We promote the identification, control, substitution and phase-out of hazardous chemicals to reduce potential impacts on consumer health and the ecological environment. We continue to improve chemical management policies and supplier management requirements and ensure the safe use and management of chemicals through internal standards including the Management Policy on Key Safety Positions, Key Equipment Inventory and Supplier Chemical Management Guidelines.

我們建立了自上而下的化學品管理架構，成立涵蓋企業公共關係部、研發中心、生產採購中心及LESS品牌事業中心在內的供應商化學品管理組統籌開展供應商化學品管理工作，落實各個環節的管理責任，確保化學品安全。

We have established a top-down chemical management structure and formed a supplier chemical management team comprising the Corporate Public Relations Department, R&D Center, Production and Procurement Center and LESS Brand Business Center to coordinate supplier chemical management, assign management responsibilities at each stage and ensure chemical safety.

本集團化學品管理架構圖

JNBY Group Chemical Management



全流程化學品安全管理

Full-Process Chemical Safety Management

我們建立了全流程化學品安全管理體系，通過將環境與健康標準納入產品研發環節，有效開展化學品風險的識別、評估與管控，實現化學品安全閉環管理。

We have established a full-process chemical safety management system that incorporates environmental and health standards into product R&D, enabling effective identification, assessment and control of chemical risks and closed-loop chemical safety management.



我們亦將供應商納入本集團全流程化學品安全管理體系，通過《供應商化學品管理指南》對供應商的化學品採購、儲存、使用、廢棄及成品管控進行全面規範。我們要求供應商建立化學品管理組織架構，配備具有化學品、紡織等相關知識或技能的管理團隊並明確管理責任。同時，我們要求供應商建立針對員工的化學品管理培訓計劃，開展能力建設項目，並保留記錄，切實保障員工的化學品管理能力。

We also include suppliers in the Group's full-process chemical safety management system and comprehensively regulate suppliers' chemical procurement, storage, use, disposal and finished product control through the Supplier Chemical Management Guidelines. We require suppliers to establish chemical management governance structures, appoint management teams with relevant knowledge or skills in chemicals and textiles, and clearly define management responsibilities. At the same time, suppliers are required to establish chemical management training plans for employees, conduct capacity-building programs and retain records to effectively safeguard employees' chemical management capabilities.

供應商需建立覆蓋輸入端、過程端以及輸出端的閉環化學品管理體系，並參照計劃（P）、執行（D）、檢查（C）、處理（A）的方法持續改進，確保每一階段均可追溯。

Suppliers are required to establish a closed-loop chemical management system covering input, process and output, and to continuously improve the system with reference to the Plan (P), Do (D), Check (C) and Act (A) methodology, ensuring traceability at every stage.

輸入端管理 Input Management	- 積極收集和追蹤適用的法律法規，建立法律法規數據庫，並定期更新； Actively collect and track applicable laws and regulations, establish a legal and regulatory database, and update it regularly; - 在購買和使用化學品前以及使用化學品時，評估與化學品相關的危害和風險，並制定相關措施規避這些風險； Assess the hazards and risks associated with chemicals before and during their purchase and use, and develop measures to mitigate these risks; - 建立化學品採購管理體系，明確化學品供應商評估管理及採購流程，並通過化學品庫存清單確保化學品管理的可追溯性。 Establish a chemical procurement management system, clarify the chemical supplier evaluation management and procurement process, and ensure the traceability of chemical management through a chemical inventory list.
過程端管理 Process Management	- 明確化學品使用與儲存等各個環節的操作流程與要求，規範化學品標籤，為員工配備並確保其使用適宜的個體防護裝備（PPE）； Clarify the operational procedures and requirements for each link of chemical use and storage, standardize chemical labels, and equip employees with personal protective equipment (PPE) and ensure their proper use; - 建立化學品事故應急響應機制，明確相關人員職責，定期開展演練與培訓。 Establish an emergency response mechanism for chemical accidents, clarify the responsibilities of relevant personnel, and conduct drills and training regularly.
輸出端管理 Output Management	- 嚴格按照江南布衣限用物質清單（RSL）的要求，對限用物質進行有效管控，確保所有產品和材料均經過嚴格的檢驗流程。 Strictly follow the requirements of JNBY Group Restricted Substances List (RSL) to effectively control restricted substances and ensure that all products and materials undergo a rigorous inspection process; - 積極開展廢棄物管理，確保廢棄物合規排放，減輕對自然資源的壓力並降低環境污染。 Actively carry out waste management to ensure compliance with waste discharge regulations, alleviate pressure on natural resources, and reduce environmental pollution.

為進一步加強供應商化學品安全管理水平，本集團通過文件審核或現場審核等方式對供應商的化學品管理體系進行評估，並對不符合項的整改進行監督與確認。此外，我們亦通過培訓的方式赋能供應商化學品管理。本財年，我們開展了1場供應商化學品管理培訓，覆蓋24家供應商，參與人數超過100人。

To further strengthen suppliers' chemical safety management, the Group evaluates suppliers' chemical management systems through document reviews or on-site audits and supervises and verifies the rectification of non-conformities. We also build suppliers' chemical management capabilities through training. In this Fiscal Year, we conducted 1 supplier chemical management training session covering 24 suppliers and more than 100 participants.

本集團鼓勵並支持供應商獲取有害化學物質零排放（ZDHC）²、Higg 工廠環節模塊（Higg FEM）³等可持續認證。本財年，江南布衣已有 39 家供應商取得 ZDHC 認證，39 家供應商進行了 Higg FEM 自評，其中 35 家供應商亦通過了 Higg FEM 第三方審核。

The Group encourages and supports suppliers in obtaining sustainability certifications and assessments such as Zero Discharge of Hazardous Chemicals (ZDHC)² and the Higg Facility Environmental Module (Higg FEM)³. In this Fiscal Year, 39 JNBY Group suppliers obtained ZDHC certification, 39 suppliers completed Higg FEM self-assessments, and 35 of these suppliers also passed third-party Higg FEM verification.

²ZDHC是一項針對紡織、服裝和鞋類行業的化學品管理認證體系，致力於引導價值鏈使用更安全的化學品，實現可持續化學品管理的領導級別。

² ZDHC is a chemical management certification system for the textile, apparel and footwear industries, dedicated to guiding the value chain to use safer chemicals and achieve leadership in sustainable chemical management.

³Higg FEM是紡織服裝行業專業的可持續性評估工具，通過自評以及第三方現場驗證的方式，深入了解企業在環境管理方面的實踐和表現，並為之提出可持續改進的專業建議。其評估的模塊包括：環境管理體系、能源使用、水使用、廢水排放、廢氣排放、廢棄物管理、化學品管理。

³ Higg FEM is a professional sustainability assessment tool for the textile and apparel industry. Through self-assessment and third-party on-site verification, it provides an in-depth understanding of a company's environmental management practices and performance, and offers professional recommendations for sustainable improvement. Its assessment modules include: environmental management system, energy use, water use, wastewater discharge, air emissions, waste management, and chemical management.



化學品淘汰

Chemical Phase-out

本集團致力於逐步淘汰產品及製造過程中使用的高關注化學物質，以降低對環境和人體健康的潛在危害。我們依照國內外相關法律法規及行業標準，制定了江南布衣限用物質清單（RSL），並定期更新以響應法規變化與行業趨勢。

The Group is committed to progressively phasing out substances of high concern used in products and manufacturing processes in order to reduce potential harm to the environment and human health. In accordance with relevant domestic and international laws, regulations and industry standards, we have developed the JNBY Group Restricted Substances List (RSL) and regularly update it in response to regulatory changes and industry trends.

在實踐中，我們根據法律法規要求，對化學品開展分級管理。針對致癌/致敏染料、多氟和全氟化學品（PFAS）、烷基酚（AP）和烷基酚聚氧乙烯醚（APEOs）等優先級高的化學品，本集團已明確禁止各工廠在生產運營中使用。針對羊毛羊絨和真絲品類，我們要求供應商不使用AP&APEO與可萃取重金屬。針對優先級較低的化學品，我們持續關注、評估其風險，並制定相應的替代與淘汰計劃。

In practice, we apply tiered chemical management in accordance with legal and regulatory requirements. For high-priority chemicals such as carcinogenic/allergenic dyes, polyfluorinated and perfluorinated chemicals (PFAS), alkylphenols (AP) and alkylphenol ethoxylates (APEOs), the Group has explicitly prohibited their use in production operations across all factories. For wool, cashmere and silk categories, we require suppliers not to use AP & APEO or extractable heavy metals. For lower-priority chemicals, we continue to monitor and assess risks and formulate corresponding substitution and phase-out plans.

針對AP和APEOs，我們採取以下具體禁用措施：

In response to AP and APEOs, we adopt the following specific prohibition measures:

推動安全替代 Promoting Safe Substitution	要求助劑供應商全部切換為無APEO配方，採用脂肪醇聚氧乙烯醚（AEO系列）等成熟環保表面活性劑作為替代方案，保障潤濕、洗滌、乳化等工藝性能不受影響。 All auxiliary suppliers are required to fully switch to APEO-free formulations, adopting mature and environmentally friendly surfactants such as Alcohol Ethoxylates (AEO series) as alternative solutions, to ensure that the process performances including wetting, washing and emulsification are not compromised.
化學品准入管控 Chemical Access Control	工廠採購所有印染助劑、清洗劑、印花漿料時，必須獲取化學品安全技術說明書（SDS）與合規聲明，杜絕含有AP/APEO的原料進廠；同時警惕設備清潔劑、潤滑劑帶來的交叉污染風險。 When factories procure all textile printing and dyeing auxiliaries, cleaning agents and printing pastes, they must obtain the Safety Data Sheet (SDS) and compliance statements for the chemicals, to strictly prevent raw materials containing AP/APEO from entering the factory. Meanwhile, vigilance must be maintained against the cross-contamination risks brought by equipment cleaners and lubricants.
監督與檢測校驗 Supervision, Testing and Verification	將AP、APEO納入供應鏈審核與成品風險檢測清單，透過第三方實驗室檢測，驗證助劑、面料成品是否符合管控要求。 AP and APEO are included in the supply chain audit and finished product risk testing list. Third-party laboratory testing is adopted to verify whether the auxiliaries and fabric finished products meet the control requirements.

消費者化學品教育

Consumer Education on Chemicals

本集團於官網「ESG小課堂」中，以淺顯易懂的方式向消費者科普化學品安全知識，協助大眾理解紡織品中化學物質的風險與管理邏輯。在「我們為什麼禁用可萃取重金屬？」中，我們解釋了「總重金屬」與「可萃取重金屬」的差異，指出後者更貼近真實穿著場景中的暴露風險，並明確在羊毛、真絲及嬰幼兒產品中全面禁用銻、砷、鉛、鎘等可萃取重金屬。在「化學品淘汰清單」中，我們介紹了對APEO等高風險物質的全面禁用，並透過安全替代、準入管控、監督檢測三個維度，確保要求落地。透過持續透明的科普，我們期望協助消費者建立科學的化學品認知，推動綠色消費。

The Group uses easy-to-understand methods on its official website's "ESG Mini-Class" to popularize chemical safety knowledge to consumers, helping the public understand the risks and management logic of chemical substances in textiles. In "Why Do We Ban Extractable Heavy Metals?", we explain the difference between "total heavy metals" and "extractable heavy metals", pointing out that the latter is closer to the exposure risks in real wearing scenarios, and explicitly bans extractable heavy metals such as antimony, arsenic, lead, and cadmium in wool, silk, and infant products. In the "Chemical Phase-Out List", we introduce the full ban on high-risk substances such as APEO, and ensure the implementation of requirements through three dimensions: safe substitution, access control, and supervision and testing. Through continuous and transparent science communication, we hope to help consumers establish scientific awareness of chemicals and promote green consumption.



可持續客戶服務

Sustainable Customer Service

本集團始終重視消費者需求與體驗提升，將消費者滿意度作為推動品牌發展的重要基礎。我們持續完善融合線下實體店鋪與線上數字平台的全渠道服務體系，並不斷推進銷售網絡與服務體系的優化升級，滿足不同消費者的購物習慣與需求。同時，我們借助數字技術完善售後流程與消費者反饋機制，提升服務響應效率，持續優化消費者體驗，在保障消費者權益的同時不斷提升他們的滿意度。

The Group consistently values consumer needs and experience enhancement, regarding customer satisfaction as an important foundation for brand development. We continue to improve an omni-channel service system integrating offline physical stores and online digital platforms, and continuously optimize and upgrade our sales network and service system to meet the shopping habits and needs of different consumers. At the same time, we use digital technologies to improve after-sales processes and consumer feedback mechanisms, enhance service response efficiency, continuously optimize the consumer experience, safeguard consumer rights and interests, and further improve their satisfaction.

銷售服務

Sales Service

本集團建立了完善的銷售服務流程，我們通過《直營店鋪運營手冊》《門店服務考核表》等管理制度，圍繞店鋪管理規章制度、員工手冊、貨品形象標準、商店管理六大步驟、銷售管理八大步驟等對店鋪進行規範化管理。同時，我們積極應用數字化管理手段，通過POS+業務中台對導購所用營銷素材進行統一管理，確保所有內容均經品牌、公關及法務部門審核，以杜絕任何可能的侵權或違法行為。

The Group has established comprehensive sales service processes. Through management policies including the Manual for Operating Direct-sale Stores and the Store Service Evaluation Form, we standardize store management in areas including the standards for store management rules and regulations, employee handbook, the image of goods, six-step store management, eight-step sales management. We also actively apply digital management tools and centrally manage marketing materials used by sales associates through the POS+ Business Central Platform, ensuring that all content is reviewed by the Brand, Public Relations and Legal departments to prevent potential infringement or unlawful conduct.



我們定期舉行培訓課程，內容涵蓋產品知識、季節性主題和銷售技巧的掌握等。在此基礎上，我們亦實施定制化培訓計劃，專注於服務標準、常見問題處理、促銷活動前的顧客疑慮解決以及轉化率提升等關鍵領域。本財年，我們以線上線下相結合的模式開展了1,600多場銷售培訓，有效提升了銷售團隊的專業能力。

We regularly provide training covering product knowledge, seasonal themes and sales skills. On this basis, we also implement customized training plans focused on key areas including improving service standards, handling common issues, addressing customer concerns before promotions, and improving conversion rates. In this Fiscal Year, we conducted more than 1,600 sales training sessions through a combination of online and offline formats, effectively strengthening the professional capabilities of the sales team.

A hand holding a pen over an open notebook with a cartoon rabbit bookmark. The notebook has some handwritten notes and a drawing of a rabbit. The background is a soft-focus green.

我們持續推進神秘訪客（MSP）項目及「星」計劃項目，從而以顧客角度更全面、客觀地評估門店服務水平，並激勵員工提供優質服務。本財年，MSP項目覆蓋全國1,754家門店，圍繞店鋪形象、員工素養與服務流程等66項指標進行評估，整體服務質量得分率超過91%。與此同時，「星」計劃通過遴選優秀員工並分享其客戶溝通與服務技巧，促進經驗傳承與技能提升，持續增強一線員工的服務意識與專業能力。

We continue to advance the Mystery Shopper Program (MSP) and the "Star" Program to assess store service levels more comprehensively and objectively from the customer perspective and encourage employees to provide high-quality service. In this Fiscal Year, the MSP covered 1,754 stores nationwide and assessed 66 indicators covering store image, employee professionalism and service processes, with an overall service quality score exceeding 91%. Meanwhile, the "Star" Program selects outstanding employees and shares their customer communication and service skills, facilitating knowledge transfer and skills development and continuously strengthening frontline employees' service awareness and professional capabilities.

同時，圍繞消費者日益多元化與個性化的需求，本集團持續推動數字化轉型，不斷拓展線上線下融合的服務場景。我們實現了全品牌門店的線上「千店千面」精細化運營，重構「人貨場」關係，加強私域運營深度與消費者黏性。本財年，我們搭建了覆蓋多品牌的小紅書KOS全域運營體系，通過內容運營與精準投流實現公域用戶增長，並依託客服及企微工具沉澱私域用戶，實現全渠道成交金額較上一財年大幅增長，打通公域種草、用戶觸達與私域轉化的運營閉環。我們通過「BOX+不止盒子」服務，結合資深造型師的搭配建議與試穿服務，為消費者提供更便捷、更專業的購物體驗，累計服務會員數已超過66.5萬人次。此外，我們在微信商城上線並持續優化「在線陪逛」項目，並引入「AI上身圖」「AI推碼」等功能，本財年累計服務會員超4.2萬人。

At the same time, in response to increasingly diverse and personalized consumer needs, the Group continues to advance digital transformation and expand service scenarios integrating online and offline channels. We have enabled refined online operations with a “thousands stores, thousands images” approach across all brand stores, reshaping the relationship among people, products and places and strengthening private-domain operations and consumer engagement. In this Fiscal Year, we established a rednote KOS omni-channel operating system covering multiple brands. Through content operations and targeted media placement, we expanded public-domain users and accumulated private-domain users through customer service and WeChat service account, with omni-channel transaction value increasing significantly compared with the previous Fiscal Year, forming a closed loop from public-domain content seeding and user engagement to private-domain conversion. Through the “BOX+ Project”, along with styling advice and try-on services from experienced stylists, we provide consumers with a more convenient and professional shopping experience, with cumulative member services exceeding 665,000 visits. In addition, we launched and continued to optimize the “Online Shopping Companionship” service on our WeChat Mall and introduced functions such as “AI Try-on Images” and “AI Size Recommendation”, serving more than 42,000 members in this Fiscal Year.

二零二六財年，憑藉優質的零售服務和品牌建設，本集團旗下的JNBY、LESS、速寫、jnby by JNBY以及蓬馬等品牌獲得了來自京東、天貓、抖音和淘寶的一系列質量、創新、服務等相關獎項。同時，本集團AI客服項目被評為浙江省企業信息化促進會「2025數智領航優秀項目」並入選沙丘智庫《企業級客服/營銷 Agent 落地實踐白皮書》。

In Fiscal Year 2026, supported by high-quality retail services and brand building, the Group's JNBY, LESS, CROQUIS, jnby by JNBY and POMME DE TERRE brands received a series of awards relating to quality, innovation and service from JD.com, Tmall, Douyin and Taobao. Meanwhile, the Group's AI customer service project was recognized as a “2025 Outstanding Digital Intelligence Leadership Project” by the Zhejiang Enterprise Informatization Promotion Association and was included in the Enterprise Customer Service/Marketing Agent Implementation Practice White Paper published by Shaqiu Think Tank.



入選沙丘智庫
《企業級客服/營銷 Agent 落地實踐白皮書》
Included in Shaqiu Think Tank's Enterprise
Customer Service/Marketing Agent
Implementation Practice White Paper



獲評浙江省企業信息化促進會
「2025數智領航優秀項目」
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Informatization Promotion Association as a “2025
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售後服務

After-sales Service

本集團以客戶滿意度為衡量服務質量的核心指標，通過《客戶投訴流程管理》《導購工作職責》及《客訴分層處理SOP》等制度，並定期根據業務發展新增或更新制度，不斷完善售後服務體系。本財年，我們對《客訴分層處理SOP》進行了更新，進一步明確客戶投訴處理和補償機制。我們將投訴事項按等級與類別細分，明確對應處理部門與響應流程，提升了問題處理的標準化與效率。我們也持續優化客戶反饋渠道，依託400服務熱線、網絡平台在線聊天窗口、微信商城顧客回饋接口等多平台協同，確保客戶聲音能夠及時、有效被接收和回應，推動服務質量持續提升。

The Group regards customer satisfaction as a core indicator for measuring service quality. Through policies including Customer Complaint Process Management, Shopping Guide Working Duties and the Tiered Customer Complaint Handling SOP, which are regularly added to or updated in line with business development, we continuously improve our after-sales service system. In this Fiscal Year, we updated the Tiered Customer Complaint Handling SOP to further clarify customer complaint handling and compensation mechanisms. We classify complaints by level and category, specify the responsible departments and response processes, and improve the standardization and efficiency of issue handling. We also continue to optimize customer feedback channels by coordinating multiple platforms, including the 400 customer service hotline, online chat windows of our online platforms, and the customer feedback portal of WeChat Mall, ensuring that customer voices are received and responded to promptly and effectively and continuously improving service quality.

我們對不同類型的售後問題建立了明確的響應機制，要求售後專員在兩個工作日內完成響應與處理，力求快速有效地解決客戶訴求。在線客服團隊秉持耐心與專業的服務態度，詳細記錄每一次溝通內容。同時，電商運營中心與數智零售業務中心依照既定考核維度對客服工作質量進行定期評估，推動服務標準持續提升。針對產品質量相關投訴，我們要求線下導購進行全程跟蹤，並實時向客戶反饋處理進度，增強服務過程的透明度與信任感。此外，我們為客戶提供一對一企業微信諮詢服務，在微商城引入上門取件退貨功能，並通過定期客戶回訪收集反饋，進一步了解他們的訴求和反饋，不斷優化線上客戶服務體驗。本財年，本集團共受理投訴38,033⁴起，投訴響應率及處理率達100%。

We have established clear response mechanisms for different types of after-sales issues and require after-sales specialists to respond to and resolve cases within two working days in order to address customer needs quickly and effectively. Our online customer service team maintains a patient and professional service approach and records each interaction in detail. The E-commerce Operations Center and Digital Intelligent Retail Business Center regularly evaluate customer service quality against established assessment criteria, continuously improving service standards. For complaints relating to product quality, offline sales associates are required to follow the entire process and provide customers with real-time updates, enhancing transparency and trust. In addition, we also provide one-to-one consultation through WeChat service accounts, introduced door-to-door pickup for returns on the WeChat Mall, and collect feedback through regular customer follow-ups to better understand customer needs and continuously optimize the online service experience. In this Fiscal Year, the Group handled 38,033⁴ complaints, with both response and resolution rates reaching 100%.

我們致力於通過持續優化客戶服務質量，不斷提升客戶滿意度。本財年，我們組織了一系列面向數智零售業務中心客服團隊的主題培訓，並持續開展質檢閉環等多項有效舉措，實現私域平台客戶滿意度達到98.4%。此外，我們加入了百萬客服聯盟學院，使客服人員能夠學習到官方平台規則解讀、服務提升技巧、維權處理建議以及各種官方工具的使用技巧，從而提升客服團隊的專業能力，提高服務質量。

We are committed to continuously improving customer satisfaction by optimizing service quality. In this Fiscal Year, we organized a series of themed training sessions for the customer service team of the Digital Intelligent Retail Business Center and continued to implement effective measures including closed-loop quality inspections, achieving a customer satisfaction rate of 98.4% on private-domain platforms. We also joined the Alliance College of Millions of Customer Service Staff, enabling customer service personnel to learn how to interpret official platform rules, improve service level, provide rights protection suggestions, and use various official tools, thereby enhancing the professional capabilities of the customer service team and improving service quality.

⁴ 本財年，本集團業務量持續增長，同時線上渠道銷量大幅提升，故受理投訴量較過往財年有所上升。

⁴ In this Fiscal Year, the Group's business volume continued to grow and the sales through online channels increased significantly, resulting in a higher number of complaints received than in previous fiscal years.

客戶福利

Customer Benefits

本集團堅持以粉絲經濟為核心，不斷優化會員運營創新，豐富粉絲增值服務場景，打造多觸點、可延展的「江南布衣粉絲經濟」體系。我們通過《江南布衣會員管理規則》等制度，保障會員服務質量，不斷優化會員體驗。我們的會員體系分為銀卡會員和金卡會員，並為不同層級會員提供多樣化權益，包括入會禮包、專屬折扣、生日特權、積分互動、洗護福利、十年維修等。金卡會員還可專享「BOX+不止盒子」搭配定制服務，進一步提升互動粘性與品牌忠誠度。

With the fan economy at the core, the Group continuously innovates membership operations, enriches value-added service scenarios for fans, and builds a multi-touchpoint, extensible “JNBY Fans Economy” ecosystem. Through policies including the JNBY Group Membership Management Rules, we safeguard membership service quality and continuously enhance the member experience. Our members are mainly categorized into Silver Members and Gold Members, with differentiated benefits including membership packages, exclusive discounts, birthday privileges, points-based interactions, laundry and care benefits, ten-year maintenance. Gold members also enjoy exclusive customized styling services through the “BOX+ Project”, further strengthening engagement and brand loyalty.

我們將長期主義理念融入會員服務，通過「十年維修」會員權益，提供破損修補、配件修理與尺寸修改等專業衣物維修服務。本財年，我們進一步推出「精緻洗護」和「甄選養護」服務為會員提供覆蓋維修、洗護及養護的專業服務，鼓勵消費者延長服裝使用週期，減少資源浪費與環境負擔，推動可持續消費理念的傳播與落地。截至本財年底，我們服務了超過6.8萬名會員，完成超過7萬件衣物維修或維護。

We integrate the concept of long-termism into membership services through the “Ten-Year Maintenance” benefit, which provides professional garment repair services including damage mending, accessory repair and resizing. In this Fiscal Year, we further launched “Refined Cleaning and Care” and “Selected Maintenance” services, providing members with professional repair, cleaning and maintenance services, encouraging consumers to extend garment life cycles, reduce resource waste and environmental burden, and promote sustainable consumption. As of the end of this Fiscal Year, we served more than 68,000 members and completed more than 70,000 garment repairs or maintenance services.



負責任營銷

Responsible Marketing

我們持續以品牌活動為載體，推動可持續理念與消費者建立更深層次的連接。本集團及旗下品牌圍繞資源循環、保護自然等主題，開展零布料手工、舊衣回收等多元實踐，引導消費者在參與中感受可持續價值，倡導綠色消費理念，攜手構建可持續生活方式。

We continue to use brand activities as a platform to deepen consumers' connection with sustainability. Centered on themes such as resource circularity and nature conservation, the Group and its brands conduct diverse practices including fabric-scrap handicrafts and used-clothing recycling, encouraging consumers to experience sustainable value through participation, promoting green consumption and jointly building sustainable lifestyles.

會員節「RE;RE;RE;LAB手作——耳機包盲盒」活動宣傳材料
Promotional Materials for the Membership Festival "RE;RE;RE;LAB Handmade - Earphone Pouch Blind Box" Activity

會員ESG主題活動

Member ESG-Themed Activities

我們通過會員專屬活動，鼓勵消費者參與可持續實踐，推動環保理念從品牌倡導轉化為日常行動。2026年6月會員節期間，我們推出會員專屬「RE;RE;RE;LAB手作——耳機包盲盒」材料包，會員可通過積分進行兌換，利用服裝生產過程中產生的零布料，親手製作專屬限定款耳機包。

Through member-exclusive activities, we encourage consumers to participate in sustainable practices and turn environmental concepts from brand advocacy into everyday action. During the Member Festival in June 2026, we launched the member-exclusive "RE;RE;RE;LAB DIY—Headphone Pouch Blind Box" kit. Members could redeem it with points and use fabric scraps generated during the garment production process to handcraft their own limited-edition headphone pouches.

同時，在感恩節、世界地球日等節日期間，我們在會員積分商城上線了限定手作包、「茶不多」禮盒等可持續禮品。本財年，ESG主題會員活動累計覆蓋超1,500名會員，在豐富會員體驗和權益的同時，引導消費者共同踐行綠色生活方式。

Additionally, during festive days such as Thanksgiving and Earth Day, we introduced sustainable gifts, including limited-edition DIY kits and "Not Much Tea" gift boxes, through the Member Points Store. This Fiscal Year, our ESG-themed membership activities reached a cumulative total of over 1,500 members. While enriching the membership experience and benefits, these initiatives also guided consumers toward adopting a green lifestyle together.



> 「LADY LESS CLUB」文化俱樂部

“LADY LESS CLUB” Cultural Club

LESS 持續探索服飾之外的精神文化連接，以閱讀為載體構建女性交流與自我成長的平台。在「0 壓悅己」理念基礎上，LESS 於本財年升級為「LADY LESS CLUB」，邀請 4 位讀書會「LADY LESS」擔任 LESS 閱讀大使，同時攜手 LESS 文化大使周嘉寧，與消費者共同分享閱讀體驗與生活思考。通過文化沙龍、主題分享等形式，LESS 在杭州天目里江南布衣+ 和杭州恒隆廣場 LESS 門店開展文化交流活動，連接消費者與文化創作者。截至本財年底，LESS 已累計與 11 位女性作家、編輯展開合作，舉辦 33 場文化沙龍，並通過在門店設置讀書亭，分享超過 300 本作品，贈書逾 4,000 冊。同時，LESS 持續推進「LESS 新世相出版獎」等文化項目，支持創作者成長，推動閱讀文化傳播，並深化品牌與消費者之間長期且有溫度的連接。

LESS continues to explore cultural and intellectual connections beyond clothing, using reading as a medium to create a platform for women's communication and personal growth. Building on the “Zero-Stress Self-Enjoyment” concept, LESS was further upgraded to “LADY LESS CLUB” in this Fiscal Year, inviting 4 “LADY LESS” reading-group members to serve as LESS reading ambassadors and working with LESS cultural ambassador Zhou Jianing to share reading experiences and reflections on life with consumers. Through cultural salons, themed sharing sessions and other formats, LESS held cultural exchange activities at JIANGNANBUYI+ in OdeLi, Hangzhou and LESS Store at Westlake 66, Hangzhou, connecting consumers with cultural creators. As of the end of this Fiscal Year, LESS had collaborated with 11 female writers and editors, held 33 cultural salons, shared more than 300 works and gifted more than 4,000 books through in-store reading booths. LESS also continues to advance cultural initiatives including the “LESS New World Publishing Award”, supporting creator development, promoting reading culture and deepening long-term, meaningful connections between the brand and consumers.



「LADY LESS CLUB」文化沙龍
“LADY LESS CLUB” Cultural Salon



LESS文化大使周嘉寧攜新書《永結無情游》開啟文化沙龍
LESS Cultural Ambassador Zhou Jianing Launches a Cultural Salon with Her
New Book Yong Jie Wu Qing You

> RE;RE;RE;LAB手工材料包

RE;RE;RE;LAB Handicraft Material Kits

RE;RE;RE;LAB通過「布」一樣的美育課手工材料包活動將零布料再利用與藝術美育相結合，引導消費者在創作體驗中發現零布料的新價值。本財年，我們將「布」一樣的美育課升級為線上課程，推出2條零布料創作視頻，邀請江南布衣會員、KOL及消費者共同參與，手工材料包實現覆蓋超8,000人，讓更多熱愛創意與可持續生活方式的夥伴能夠在家體驗面料再造的樂趣。該項目榮獲2026年第五屆SUSTAIN 100「可持續傳播」優秀案例。

Through the "Aesthetic Education Class for Fabrics" handicraft material kit initiative, RE;RE;RE;LAB combines fabric-scrap reuse with art and aesthetic education, guiding consumers to discover new value in fabric scraps through creative experiences. In this Fiscal Year, we upgraded the "Aesthetic Education Class for Fabrics" into an online course and launched two fabric-scrap creation videos, inviting JNBY Group members, KOLs and consumers to participate. The handicraft material kits reached more than 8,000 people, allowing more partners who enjoy creativity and sustainable lifestyles to experience fabric regeneration at home. This project was recognized as an outstanding case study in the "Sustainable Communication" category at the 5th SUSTAIN 100 Awards in 2026.



「布」一樣的美育課線上視頻課
"Aesthetic Education Class for Fabrics"
Online Video Course

> 蓬馬「羽宙循環」舊衣回收計劃

POMME DE TERRE "Featherverse Circularity" Used-Clothing Recycling Program

蓬馬攜手專業舊衣回收平台白鯨魚，將可持續服務融入線下消費場景，探索羽絨產品從使用到循環的新路徑。通過在門店設置舊衣回收服務，構建「回收—參與—再利用」的閉環體驗，蓬馬鼓勵消費者將閒置衣物轉化為循環資源。在這一過程中，蓬馬不僅拓展了門店服務價值，也讓可持續理念從產品表達延伸至消費者日常行動，推動綠色生活方式的實踐與傳播。

POMME DE TERRE partnered with professional used-clothing recycling platform Baijingyu to integrate sustainable services into offline consumption scenarios and explore a new pathway for down products from use to circularity. By providing used-clothing collection services in stores and creating a closed-loop experience of "recycling - participation - reuse", POMME DE TERRE encourages consumers to turn surplus clothing into circular resources. In this process, POMME DE TERRE not only extends the service value of its stores, but also brings sustainability from product expression into consumers' everyday actions, promoting the practice and communication of green lifestyles.



蓬馬「羽宙循環」舊衣回收計劃
POMME DE TERRE "Featherverse Circularity"
Used-Clothing Recycling Program

> jnby by JNBY「皮一下」運動會

jnby by JNBY “Play a Little” Sports Day

jnby by JNBY 將運動體驗與可持續理念相結合，通過「皮一下」運動系列活動鼓勵小朋友感受身體，體驗運動樂趣。jnby by JNBY 在蘇州中心舉辦「皮一下」運動會，通過「走一下、扔一下、跳一下、推一下」等趣味運動環節，引導小朋友在遊戲中釋放活力、培養運動興趣。同時，jnby by JNBY 結合零布料手作體驗，邀請小朋友利用廢舊面料創作專屬小包，在動手實踐中感受材料再利用的樂趣，將環保理念融入兒童成長體驗。

jnby by JNBY combines sports experiences with sustainability and encourages children to experience their bodies and enjoy exercise through the “Play a Little” sports series. At Suzhou Center, jnby by JNBY held a “Play a Little” Sports Day featuring playful activities such as “walk a little, throw a little, jump a little and push a little”, encouraging children to release energy and develop an interest in exercise through play. The event also incorporated a fabric-scrap handicraft experience, inviting children to create their own small bags from discarded fabrics, experience the fun of material reuse through hands-on practice, and integrate environmental awareness into childhood development.



jnby by JNBY「皮一下」運動會
jnby by JNBY “Play a Little” Sports Day

經銷商管理

Distributor Management

本集團持續加強對經銷商的規範化管理與協同運營，保障品牌形象和店鋪產品陳列的一致性，提升客戶購物體驗。

The Group continues to strengthen standardized management and coordinated operations of distributors, maintaining consistency in brand image and in-store product presentation and enhancing the customer shopping experience.

我們建立了覆蓋經銷商准入、運營管理、監督評估與能力賦能的全流程管理機制。在准入階段，我們依據《經銷商准入管理作業標準及流程》《線上非授權銷售處理規則》等制度，明確經銷商准入條件與經營要求，並通過簽署經銷協議明確雙方權利與義務。在運營階段，我們結合《經銷商管理及拓展能力評估表》開展定期及不定期現場檢查，持續評估經銷商在運營合規、服務規範及品牌形象等方面的表現，確保其符合集團管理要求。針對發現的違規行為，我們嚴格按照既定機制進行整改與處理，持續維護品牌運營秩序。在此基礎上，我們積極賦能經銷商夥伴，鼓勵其在合規經營的前提下發揮創新能力，充分利用全渠道資源與會員體系，打造多元化增值服務場景，共同提升消費者體驗，推動品牌長期可持續發展。

We have established a full-process distributor management mechanism covering admission, operational management, supervision and evaluation, and capability building. At the admission stage, policies including the Operational Standards and Procedures for Distributor Admission Management and the Rules for Handling Unauthorized Online Sales define distributor admission criteria and operating requirements, while distribution agreements specify the rights and obligations of both parties. During operations, we conduct regular and irregular on-site inspections with reference to the Distributor Management and Development Capability Assessment Form, continuously evaluating distributors' performance in operational compliance, service standards and brand image to ensure alignment with the Group's management requirements. Identified violations are rectified and handled strictly in accordance with established mechanisms to maintain orderly brand operations. On this basis, we actively empower distributor partners, encourage innovation under compliant operations, and support the full use of omni-channel resources and membership systems to create diverse value-added service scenarios, jointly enhance the consumer experience and promote long-term sustainable brand development.

本集團每年舉辦經銷商大會及多項培訓活動，構建學習與激勵並重的成長平台，從而持續提升經銷商的服務質量與專業能力。在年度經銷商大會中，我們不僅對表現突出的經銷商予以表彰，也通過線上分享會形式，分享其在運營管理、客戶服務等方面的優秀經驗，激勵整個經銷網絡的持續進步。本財年，我們面向全國經銷商系統性開展了多種培訓，包括開季培訓、新零售培訓、貨品知識培訓、到店培訓和危機應對培訓，助力其全面提升專業素養與終端服務能力。

Each year, the Group holds a distributor conference and multiple training activities, creating a growth platform that combines learning and incentives to continuously improve distributors' service quality and professional capabilities. At the annual distributor conference, we recognized high-performing distributors and shared their good practices in operational management and customer service through online sharing sessions, encouraging continuous improvement across the distribution network. In this Fiscal Year, we systematically conducted multiple training sessions nationwide for distributors, including season-opening training, new retail training, product knowledge training, in-store training and crisis response training, helping them comprehensively enhance professional competence and terminal service capabilities.



環境可持續 Environmental Sustainability

本集團將應對氣候變化、高效資源利用與合規排放管理融入日常運營，通過堅定履責與創新舉措，推動經濟與環境和諧共生，最終實現「環境可持續」。

The Group integrates climate action, efficient resource use and compliant emissions management into daily operations, promoting harmonious coexistence between the economy and the environment through responsible action and innovation, with the ultimate goal of achieving "Environmental Sustainability".

聯合國可持續發展目標 (SDGs)

United Nations Sustainable Development Goals (SDGs)



應對氣候變化

Response to Climate Change

治理

Governance

本集團已將氣候相關事項納入現有ESG治理體系，建立了「決策-管理-執行」的三層氣候治理架構，自上而下地推進氣候相關管理工作，確保氣候相關風險與機遇在戰略制定、目標管理及日常運營中得到有效識別、評估與應對。

The Group has incorporated climate-related matters into its existing ESG governance system and established a three-tier climate governance structure of “decision-making - management - execution”. Climate-related management is advanced from the top down to ensure that climate-related risks and opportunities are effectively identified, assessed and addressed in strategy formulation, target management and daily operations.



決策層 Decision-making level	董事會 Board of Directors	- 負責審閱氣候相關風險機遇的識別與管理情況，審批氣候相關策略、目標及管理方向 Review the identification and management of climate-related risks and opportunities, and approve climate-related strategies, targets and management directions - 監察氣候相關目標及行動計劃的達標進度，並審閱氣候相關信息披露 Monitor progress against climate-related targets and action plans, and review climate-related disclosures - 確保氣候相關事項納入集團整體發展戰略及經營決策過程，對相關風險應對措施與機遇轉化投入之間進行權衡評估 Ensure that climate-related matters are incorporated into the Group's overall development strategy and business decision-making process, and assess trade-offs between risk response measures and investment in realizing opportunities - 每年至少召開一次會議，聽取管理層就氣候相關工作的專項匯報 Meet at least once a year to receive a dedicated management report on climate-related work
管理層 Management Level	可持續發展管理委員會，由企業公關總經理作為管理層代表負責 Sustainable Development Management Committee, led by the General Manager of Corporate Public Relations as the management representative	- 制定及優化氣候相關中長期策略目標 Formulate and optimize medium- and long-term climate-related strategies and targets - 識別、評估及管理氣候相關風險和機遇 Identify, assess and manage climate-related risks and opportunities - 統籌並分配氣候相關議題所需的資源 Coordinate and allocate resources required for climate-related matters - 定期向董事會及CEO匯報氣候相關工作進展 Regularly report progress on climate-related work to the Board and CEO
執行層 Execution Level	ESG工作組 ESG Working Group	負責落實氣候相關措施與行動，確保制度、目標、風險機遇管理體系的有效推進 Implement climate-related measures and actions and ensure the effective advancement of policies, targets, and risk and opportunity management systems

董事會成員通過參與氣候相關培訓、行業研討等方式，持續提升對氣候變化趨勢、監管要求及潛在財務影響的認知，以確保具備適當的技能和能力監督氣候相關風險與機遇事宜。截至本財年底，本集團尚未將氣候相關績效指標納入董事及高級管理層的薪酬政策考量，後續將結合本集團發展戰略、行業趨勢、監管動態等，評估納入相關指標的必要性及可行性，並適時向市場更新有關安排。

Board members continue to enhance their understanding of climate change trends, regulatory requirements and potential financial impacts through climate-related training, industry seminars and other activities, ensuring that they have appropriate skills and capabilities to oversee climate-related risks and opportunities. As of the end of this Fiscal Year, the Group had not incorporated climate-related performance indicators into the remuneration policies for Directors and senior management. Going forward, the Group will assess the necessity and feasibility of incorporating such indicators in light of its development strategy, industry trends and regulatory developments, and will update the market on relevant arrangements as appropriate.

策略

Strategy

本集團視氣候相關風險及機遇為影響長遠業務韌性的關鍵因素，並已將其納入風險管理體系。根據業務規劃及運營所在地的氣候政策，我們設定短期（1-5年）、中期（5-10年）及長期（10年以上）的時間跨度⁵，並持續披露氣候相關信息，以提升透明度、支持業務決策及增強氣候韌性。

The Group regards climate-related risks and opportunities as key factors affecting long-term business resilience and has incorporated them into its risk management system. Based on business planning and climate policies in the locations where we operate, we define short-term (1-5 years), medium-term (5-10 years) and long-term (more than 10 years) time horizons⁵, and continue to disclose climate-related information to enhance transparency, support business decision-making and strengthen climate resilience.

⁵短期與本集團年度經營計劃及預算週期相銜接，主要用於管理可能影響日常運營及近期財務表現的風險；中期與業務發展規劃、供應鏈管理及產品開發週期相銜接；長期則用於評估氣候變化對業務模式、原材料供應、產品結構及低碳轉型方向的持續影響。

⁵ The short term aligns with the Group's annual operating plan and budget cycle and is mainly used to manage risks that may affect day-to-day operations and near-term financial performance; the medium term aligns with business development planning, supply chain management and product development cycles; and the long term is used to assess the continuing impacts of climate change on the business model, raw material supply, product mix and low-carbon transition direction.

氣候情景分析

Climate Scenario Analysis

在物理風險方面，本集團參考IPCC第六次評估報告（AR6）中的SSP框架開展物理風險分析，選取SSP1-1.9（低排放情景）及SSP5-8.5（高排放情景）進行評估。鑒於高排放情景下物理風險影響更為顯著，本集團重點採用SSP5-8.5情景開展物理風險識別與評估。

For physical risks, the Group conducted analysis with reference to the SSP framework in the IPCC Sixth Assessment Report (AR6), selecting SSP1-1.9 (low-emissions scenario) and SSP5-8.5 (high-emissions scenario) for assessment. As physical risk impacts are more pronounced under the high-emissions scenario, the Group primarily used SSP5-8.5 to identify and assess physical risks.

在轉型風險和氣候機遇方面，本集團參考國際能源署（IEA）的NZE（淨零排放情景）及既定政策情景（IEA SPS）開展轉型風險分析。鑒於淨零排放情景下政策與市場變化最為深刻，轉型風險和氣候機遇最為顯著，本集團重點採用NZE情景開展轉型風險和氣候機遇識別與評估。

For transition risks and climate opportunities, the Group conducted analysis with reference to the International Energy Agency's (IEA) Net Zero Emissions Scenario (NZE) and Stated Policies Scenario (IEA SPS). As policy and market changes are most profound under the net-zero scenario, with the most significant transition risks and climate opportunities, the Group primarily used the NZE scenario to identify and assess transition risks and climate opportunities.

分析模塊 Analysis Module	情景名稱 Scenario	情景描述 Scenario Description	分析採用的假設 Assumptions Used in the Analysis
物理風險 Physical Risk	SSP1-1.9 (低排放情景) SSP1-1.9 (Low-Emissions Scenario)	通過立法約束、碳定價等綜合措施大幅削減溫室氣體排放，全球二氧化碳排放將於本世紀中葉前後淨零 Substantially reduce GHG emissions through combined measures such as legislative constraints and carbon pricing, with global carbon dioxide emissions reaching net zero around the middle of this century	主營業務、業務運營地、資產規模、風險應對措施等內部因素不變；僅分析在各情景的災害水平下，本集團持有資產面臨的特定氣候風險 Internal factors such as principal activities, operating locations, asset scale and risk response measures remain unchanged; the analysis focuses only on specific climate risks faced by the Group's assets under the hazard levels of each scenario
	SSP5-8.5 (高排放情景) SSP5-8.5 (High-Emissions Scenario)	以目前的排放速度照常排放溫室氣體，業務照常 GHG emissions continue at the current rate under a business-as-usual pathway	
轉型風險/轉型機遇 Transition Risk / Transition Opportunity	NZE (淨零排放情景) NZE (Net Zero Emissions Scenario)	有序情景，通過嚴格的氣候政策和創新將全球變暖限制在1.5°C以內，並在2050年左右實現二氧化碳淨零排放 An orderly scenario in which stringent climate policies and innovation limit global warming to within 1.5°C and carbon dioxide emissions reach net zero around 2050	本集團主營業務、業務運營地不變；將短、中、長期減排目標作為內部情景 The Group's principal activities and operating locations remain unchanged; short-, medium- and long-term emissions reduction targets are used as internal assumptions
	IEA SPS (既定政策情景) IEA SPS (Stated Policies Scenario)	假設僅維持現行已實施的政策，未有進一步加強，導致轉型進展有限，並帶來顯著較高的物理氣候風險 Assumes only currently implemented policies remain in place without further strengthening, resulting in limited transition progress and significantly higher physical climate risks	

氣候風險和機遇識別、影響分析與應對

Identification, Impact Analysis and Response to Climate-related Risks and Opportunities

基於選定的氣候情景，本集團開展氣候風險和機遇識別、影響分析，並制定應對措施⁶。

Based on the selected climate scenarios, the Group identified climate-related risks and opportunities, analyzed their impacts and formulated response measures⁶.

物理風險識別、評估與應對（基於SSP5-8.5情景）

Identification, Assessment and Response to Physical Risks (Based on SSP5-8.5 Scenario)

風險分類 Risk Category	風險名稱 Risk Name	影響價值鏈環節 Affected Value Chain Stages	對業務、戰略及財務的影響 Impacts on Business, Strategy and Finance	應對措施 Response Measures
急性物理風險 Acute Physical Risk	極端降水、洪水、 颱風烈度和頻率上升 Increasing intensity and frequency of extreme precipitation, floods and typhoons	採購 Procurement 生產 Production 物流 Logistics 消費 Consumption	– 供應商受極端天氣影響，交貨週期延長，供應鏈管理成本增加 Extreme weather affects suppliers, resulting in extended delivery lead times and increased supply chain management costs – 生產中斷導致延遲交貨影響銷售收入 Production disruptions delay deliveries and affect sales revenue – 物流中斷延誤配送，倉儲受損導致庫存損失 Logistics disruptions delay deliveries, while damage to warehouses results in inventory losses – 受極端天氣影響，門店被迫停業導致当期銷售收入損失、存貨減值 Extreme weather forces store closures, resulting in current-period sales revenue losses and inventory impairment	– 將極端天氣暴露納入供應商風險評估 Incorporate exposure to extreme weather into supplier risk assessments – 與重點供應商建立應急機制並分散產能佈局 Establish emergency response mechanisms with key suppliers and diversify production capacity locations – 優化網絡冗餘設計，並對高風險倉儲設施進行加固升級 Optimize network redundancy design and reinforce and upgrade high-risk warehousing facilities – 完善應急預案、定期演練，並為門店投保，發出防災預警 Improve emergency response plans, conduct regular drills, insure stores and issue disaster-prevention alerts

L ML M MH H 發生概率：低(L)，中低(ML)，中(M)，中高(MH)，高(H)
L ML M MH H 影響程度：低(L)，中低(ML)，中(M)，中高(MH)，高(H)

S M L 影響週期：短期(S)，中期(M)，長期(L)

⁶截至本財年底，除零浪費設計產生的面料成本節約等已可單獨識別的項目外，其他氣候相關影響通常與原材料價格、能源價格、消費者需求及供應鏈安排等因素共同作用，目前無法可靠地單獨計量。相關影響可能反映於銷售收入、銷售成本、存貨、物業及設備、銷售及行政開支以及經營現金流等財務項目。根據現階段評估，本集團未識別出可能導致下一報告年度資產或負債賬面價值發生重大調整的氣候相關風險。

⁶ As of the end of this Fiscal Year, except for items that can already be separately identified, such as fabric cost savings from zero-waste design, other climate-related impacts generally interact with factors such as raw material prices, energy prices, consumer demand and supply chain arrangements and cannot currently be measured reliably on a standalone basis. Such impacts may be reflected in financial line items including sales revenue, cost of sales, inventories, property and equipment, selling and administrative expenses, and operating cash flows. Based on the current assessment, the Group has not identified climate-related risks that may result in material adjustments to the carrying amounts of assets or liabilities in the next reporting year.

風險分類 Risk Category	風險名稱 Risk Name	影響價值鏈環節 Affected Value Chain Stages	對業務、戰略及財務的影響 Impacts on Business, Strategy and Finance	應對措施 Response Measures
急性物理風險 Acute Physical Risk	極端高溫熱浪與極寒天氣的烈度和頻率上升 Increasing intensity and frequency of extreme heat waves and extreme cold weather H ML S M	生產 Production 物流 Logistics 消費 Consumption	- 上游工廠停產，延誤交期，收入損失 Upstream factory shutdowns delay delivery and cause revenue losses - 高溫推高運輸成本，極寒導致運輸中斷，備貨旺季影響供貨節奏 High temperatures increase transportation costs, while extreme cold interrupts transportation and affects supply schedules during peak stocking seasons - 高溫抑制到店客流，寒潮短期刺激需求，但供應鏈響應不及時易錯失銷售機會 High temperatures suppress store traffic; cold waves can stimulate short-term demand, but delayed supply chain response may cause missed sales opportunities	- 監測上游極端溫度事件，排產預留彈性 Monitor extreme temperature events upstream and maintain flexibility in production scheduling - 優化高溫配送時段，編制冬季應急響應預案，保障旺季運輸網絡韌性 Optimize delivery time windows during extreme heat and prepare winter emergency response plans to safeguard transport network resilience during peak seasons - 優化員工作息，結合天氣預警提升門店備貨靈活性，主動把握寒潮銷售窗口 Optimize employee working arrangements and use weather alerts to improve store inventory flexibility, proactively capturing sales opportunities during cold waves
慢性物理風險 Chronic Physical Risk	氣候變暖（整體氣溫趨勢性上升） Climate warming (overall upward temperature trend) H ML L	研發及企劃 R&D and Merchandise Planning 生產 Production 物流 Logistics 消費 Consumption	- 氣候變暖導致冬季產品需求減弱，增加研發成本 Climate warming weakens demand for winter products and increases R&D costs - 生產能耗與面料品質風險上升，設備改造投入增加 Production energy consumption and fabric quality risks increase, requiring additional investment in equipment upgrades - 銷售週期不確定性增加，庫存周轉壓力加大 Uncertainty in sales cycles increases, adding pressure to inventory turnover - 羽絨服等厚重品類銷售滯銷與折價風險上升，影響毛利率及經營現金流 Sales stagnation and discounting risks increase for heavier categories such as down jackets, affecting gross margin and operating cash flow	- 加大輕薄跨季產品研發 Increase R&D of lightweight and cross-season products - 優化產線工藝與冷卻系統 Optimize production-line processes and cooling systems - 建立靈活倉儲調配機制 Establish flexible warehousing and allocation mechanisms - 加強氣候趨勢與庫存預測、銷售數據的聯動分析，提升換季節點預判能力 Strengthen integrated analysis of climate trends, inventory forecasts and sales data to improve anticipation of seasonal transition points

L ML M MH H 發生概率：低(L)，中低(ML)，中(M)，中高(MH)，高(H)
 L ML M MH H 影響程度：低(L)，中低(ML)，中(M)，中高(MH)，高(H)

S M L 影響週期：短期(S)，中期(M)，長期(L)

風險分類 Risk Category	風險名稱 Risk Name	影響價值鏈環節 Affected Value Chain Stages	對業務、戰略及財務的影響 Impacts on Business, Strategy and Finance	應對措施 Response Measures
慢性物理風險 Chronic Physical Risk	水資源短缺 Water scarcity	採購 Procurement 生產 Production	- 棉花、亞麻等天然纖維種植及羽絨禽類養殖因缺水導致減產、品質下降與成本上升 Water shortages reduce yields and quality and increase costs for natural fiber crops such as cotton and flax and for poultry raised for down - 紡織印染等用水密集型工序生產成本增加 Production costs increase for water-intensive processes such as textile dyeing and finishing	- 提升可持續認證棉花及低耗水原材料佔比 Increase the proportion of certified sustainable cotton and low-water-use raw materials - 在供應商評估中納入水資源管理績效，鼓勵採用低水耗工藝 Incorporate water management performance into supplier assessments and encourage the adoption of low-water-use processes
	生態系統破壞 Ecosystem degradation	研發及企劃 R&D and Merchandise Planning 採購 Procurement	生態退化可能導致動植物源性原材料減產、品質不穩定，推高採購成本，並增加研發成本 Ecosystem degradation may reduce yields and destabilize quality of plant- and animal-derived raw materials, increasing procurement and R&D costs	- 探索生物基纖維等替代材料 Explore alternative materials such as bio-based synthetic fibers - 優先採購可持續認證原材料，分散採購來源，並推動面料回收再利用 Prioritize certified sustainable raw materials, diversify procurement sources and promote fabric recycling and reuse

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L ML M MH H 影響程度：低(L)，中低(ML)，中(M)，中高(MH)，高(H)

S M L 影響週期：短期(S)，中期(M)，長期(L)

轉型風險識別、評估與應對（基於NZE情景）

Identification, Assessment and Response to Transition Risks (Based on the NZE Scenario)

風險分類 Risk Category	風險名稱 Risk Name	影響價值鏈環節 Affected Value Chain Stages	對業務、戰略及財務的影響 Impacts on Business, Strategy and Finance	應對措施 Response Measures
政策與法規 風險 Policy and Regulatory Risk	監管壓力增加（碳排放 要求、綠色產品標準、 氣候信息披露要求提 升） Increasing regulatory pressure (carbon emissions requirements, green product standards and climate disclosure requirements)	採購 Procurement 生產 Production 物流 Logistics 消費 Consumption 售後 After-sales	- 全球綠色產品標準及供應鏈合規要求提高，提高供應商審核、認證、材料替換等成本 Higher global green product standards and supply chain compliance requirements increase costs for supplier audits, certifications and material substitution - 減排要求增加環保資本開支，生產工廠未達標面臨處罰 Emissions reduction requirements increase environmental capital expenditure, while non-compliant production facilities may face penalties - 物流運輸新能源轉型推高短期成本 Transition to new-energy logistics increases short-term costs - 綠色宣傳審查壓力加大，可能面臨行政處罰或消費者索賠 Greater scrutiny of green marketing may result in administrative penalties or consumer claims - 企業需承擔產品全生命週期責任，增加運營開支 Companies are required to assume full product life-cycle responsibility, increasing operating expenses	- 擴大可持續材料採購比例並要求供應商完善認證、加強化學品管理 Increase the proportion of sustainable material procurement and require suppliers to improve certifications and strengthen chemical management - 推動核心製造工廠進行節能減排技術改造 Promote energy-saving and emissions-reduction technology upgrades at core manufacturing facilities - 優選新能源物流合作夥伴並優化倉儲佈局 Prioritize new-energy logistics partners and optimize warehousing layouts - 建立營銷內容與氣候信息雙重合規審核機制 Establish dual compliance review mechanisms for marketing content and climate information - 售後端推行十年維修服務，覆蓋產品全生命週期 Provide Ten-Year Maintenance in after-sales service to cover the full product life cycle
技術風險 Technology Risk	綠色技術研發與低碳 設備更新難度 Challenges in green technology R&D and low-carbon equipment upgrades	研發及企劃 R&D and Merchandise Planning 生產 Production	- 環保面料開發週期長、研發成本高 Eco-friendly fabrics have long development cycles and high R&D costs - 低碳技術推高初期研發與折舊成本，短期產出效率波動，對利潤和現金流造成壓力 Low-carbon technologies increase initial R&D and depreciation costs, while short-term fluctuations in output efficiency place pressure on profit and cash flow	- 建立可持續材料數據庫，聯合供應商開發生物基、再生材料 Establish a sustainable materials database and jointly develop bio-based and recycled materials with suppliers - 推廣低環境影響工藝，加強化學品管理培訓，提升材料利用率 Promote lower-impact processes, strengthen chemical management training and improve material utilization

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L ML M MH H 影響程度：低(L)，中低(ML)，中(M)，中高(MH)，高(H)

S M L 影響週期：短期(S)，中期(M)，長期(L)

風險分類 Risk Category	風險名稱 Risk Name	影響價值鏈環節 Affected Value Chain Stages	對業務、戰略及財務的影響 Impacts on Business, Strategy and Finance	應對措施 Response Measures
技術風險 Technology Risk	低排放過渡（供應鏈低碳化轉型） Low-emissions transition (supply chain decarbonization) MH ML M L	採購 Procurement 生產 Production	- 低碳轉型推高採購成本，可能引發供應穩定性波動 Low-carbon transition increases procurement costs and may create fluctuations in supply stability - 工藝升級和材料切換增加研發與磨合成本，短期影響產品開發效率及交付穩定性，導致潛在銷售機會損失 Process upgrades and material switching increase R&D and adjustment costs, affecting short-term product development efficiency and delivery stability and potentially resulting in lost sales opportunities	- 持續擴大可持續材料應用，加強供應商 ESG 管理和能力建设 Continue expanding sustainable material applications and strengthen supplier ESG management and capability building - 優化綠色工藝，提升材料利用率，聯合開發再生材料 Optimize green processes, improve material utilization and jointly develop recycled materials
市場風險 Market Risk	消費者偏好變化（綠色消費需求上升） Changes in consumer preferences (rising demand for green consumption) MH ML M L	消費 Consumption	消費者綠色偏好上升，但氣候波動加劇需求不確定性，可能導致銷量下降、市場份額流失 Rising consumer preference for green products, combined with greater climate-driven demand uncertainty, may lead to lower sales and loss of market share	- 完善多品牌、多品類佈局，根據終端銷售動態靈活調整補貨策略 Improve the multi-brand and multi-category portfolio and flexibly adjust replenishment strategies based on terminal sales dynamics - 持續推進 RE;RE;RE;LAB 等可持續品牌和產品系列建設 Continue to develop sustainable brand and product lines such as RE;RE;RE;LAB
聲譽風險 Reputational Risk	公眾對品牌綠色承諾的真實性敏感度提升 Public sensitivity to the authenticity of brands' green commitments increases MH ML M L	消費 Consumption 售後 After-sales	- 綠色營銷若與實際不符，易引發「漂綠」危機，導致消費者信任下降、削弱產品溢價與複購 If green marketing is inconsistent with actual practices, it may trigger a "greenwashing" crisis, reduce consumer trust and weaken product premiums and repeat purchases - 若缺乏完善的維修回收體系，將弱化品牌可持續主張，影響忠誠度 An inadequate repair and recycling system may weaken the brand's sustainability proposition and affect loyalty	- 建立透明溝通機制，發佈 ESG 報告，以可驗證的改進積累品牌信任 Establish transparent communication mechanisms, publish ESG Reports and build brand trust through verifiable improvements - 依託會員體系提供十年維修服務，探索舊衣回收與庫存再利用模式，增強消費者對品牌可持續價值的認可 Use the membership system to provide Ten-Year Maintenance, explore used-clothing recycling and surplus inventory reuse model, and strengthen consumer recognition of the brand's sustainability value

L

ML

M

MH

H

 發生概率：低(L)，中低(ML)，中(M)，中高(MH)，高(H)

L

ML

M

MH

H

 影響程度：低(L)，中低(ML)，中(M)，中高(MH)，高(H)

S

M

L

 影響週期：短期(S)，中期(M)，長期(L)

氣候相關機遇識別、評估與應對（基於NZE情景）

Identification, Assessment and Response to Climate-related Opportunities (Based on the NZE Scenario)

機遇類型 Opportunity Type	機遇名稱 Opportunity Name	影響價值鏈環節 Affected Value Chain Stages	對業務、戰略及財務的影響 Impacts on Business, Strategy and Finance	行動策略 Action Strategy
資源效率 Resource Efficiency	提升運營能源效率、降低能耗成本 Improve operational energy efficiency and reduce energy costs	生產 Production 物流 Logistics	- 運營能效提升可降低整體單位產品成本，對沖能源價格及潛在碳成本壓力 Improved operational energy efficiency can reduce overall unit product costs and offset pressure from energy prices and potential carbon costs - 能效優化有助於提升旺季履約穩定性並降低運營波動風險，保障銷售高峰期的訂單履約及收入實現 Energy-efficiency optimization helps improve fulfillment stability during peak seasons and reduce operational volatility, safeguarding order fulfillment and revenue realization during sales peaks	- 持續推進倉儲及物流能效優化；強化自動化倉儲節能運行模式 Continue optimizing warehousing and logistics energy efficiency and strengthen energy-efficient operating models for automated warehouses - 優化高峰季節（冬季銷售高峰）物流調度能力 Optimize logistics scheduling capacity during peak seasons, especially the winter sales peak
	循環利用庫存面料和廢舊材料，降低原材料依賴 Recycle surplus fabrics and discarded materials to reduce reliance on raw materials	研發及企劃 R&D and Merchandise Planning 採購 Procurement	- 通過庫存面料及邊角料循環利用，可降低對原生天然纖維及動物源性原材料的依賴，緩解原材料價格波動及供應不確定性影響 Circular use of surplus fabrics and offcuts can reduce reliance on virgin natural fibers and animal-derived raw materials and mitigate the impacts of raw material price volatility and supply uncertainty - 循環材料產品可能形成新的產品賣點並帶來銷售收入 Products using circular materials may create new selling points and generate sales revenue	- 建立庫存面料及邊角料數據庫，推動庫存材料優先用於設計開發，完善邊角料再利用機制 Establish databases for surplus fabrics and offcuts, prioritize the use of surplus materials in design and development, and improve mechanisms for offcut reuse - 與再生能力供應商合作開發循環產品（如零浪費再生羊毛和牛仔面料） Work with suppliers with recycling capabilities to develop circular products, such as zero-waste recycled wool and denim fabrics

L ML M MH H 影響程度：低(L)，中低(ML)，中(M)，中高(MH)，高(H)

S M L 時間範圍：短期(S)，中期(M)，長期(L)

機遇類型 Opportunity Type	機遇名稱 Opportunity Name	影響價值鏈環節 Affected Value Chain Stages	對業務、戰略及財務的影響 Impacts on Business, Strategy and Finance	行動策略 Action Strategy
產品和服務 Products and Services	可持續材料系列和循環再生產品研發，開拓綠色溢價市場 Develop Sustainable Material Collections and Circular Products to Access Green-Premium Markets H M L	研發及企劃 R&D and Merchandise Planning 採購 Procurement 消費 Consumption	- 可持續材料應用不斷拓展至再生纖維、生物基材料及創新材料等領域，推動產品結構持續升級 Sustainable material applications continue to expand into recycled fibers, bio-based materials and innovative materials, supporting ongoing upgrades to the product portfolio - 消費場景多元化及跨季穿著需求上升，豐富的產品組合可滿足消費者對低碳及可持續產品的需求，增加收入 Diversified consumption scenarios and rising demand for cross-season wear allow a broad product portfolio to meet consumer demand for low-carbon and sustainable products and increase revenue	- 持續擴大可持續原材料應用比例，推進再生材料及生物基材料應用 Continue increasing the proportion of sustainable raw materials and advance the application of recycled and bio-based materials - 加強功能性與跨季產品開發 Strengthen the development of functional and cross-season products 推進可持續產品認證及碳足跡核算體系建設 Advance sustainable product certification and product carbon footprint accounting systems
	「十年維修」等會員服務體系，提升消費者忠誠度和品牌溢價 Member service systems such as "Ten-Year Maintenance" enhance consumer loyalty and brand premium MH M L	研發及企劃 R&D and Merchandise Planning 售後 After-sales	- 會員體系下的維修服務可延長產品生命週期，提高客戶留存率和複購率支持收入增長 Repair services under the membership system can extend product life cycles and improve customer retention and repeat purchase rates, supporting revenue growth - 隨著循環經濟及生產者延伸責任（EPR）相關政策逐步強化，有助於提升企業在全生命週期管理方面的合規適應能力 As circular economy and Extended Producer Responsibility (EPR) policies are progressively strengthened, this can enhance the Company's ability to adapt to compliance requirements for full life-cycle management	- 依託會員體系持續提供維修服務，優化線上申請與線下門店交付與響應機制 Continue to provide repair services through the membership system and optimize online application and offline store delivery and response mechanisms - 推動可維修性納入產品設計標準，探索舊衣回收及再利用路徑 Incorporate repairability into product design standards and explore used-clothing recycling and reuse pathways
市場 Market	綠色消費崛起，具有可持續價值主張的設計師品牌獲得差異化競爭優勢 The rise of green consumption gives designer brands with sustainable value propositions differentiated competitive advantages. H M L	消費 Consumption	- 氣候變化導致消費季節性波動加劇，商品企劃需更靈活適應不同氣候條件 Climate change intensifies seasonal fluctuations in consumption, requiring merchandise planning to adapt more flexibly to different climate conditions - 消費者對產品環保屬性關注提升，通過綠色產品佈局增強產品溢價能力和收入增長潛力 Consumers pay greater attention to products' environmental attributes, and a green product portfolio can enhance product premium potential and revenue growth	- 強化氣候趨勢與消費者洞察，結合不同區域氣候差異優化商品企劃，提升快反機制響應能力 Strengthen climate trend and consumer insights, optimize merchandise planning in light of regional climate differences, and improve responsiveness of the rapid-response mechanism - 持續推進可持續系列產品佈局 Continue to advance sustainable product series

機遇類型 Opportunity Type	機遇名稱 Opportunity Name	影響價值鏈環節 Affected Value Chain Stages	對業務、戰略及財務的影響 Impacts on Business, Strategy and Finance	行動策略 Action Strategy
韌性 Resilience	多元化原材料策略和再生材料應用，增強供應鏈穩定性 Diversified raw material strategies and recycled material applications enhance supply chain stability. MH M L	採購 Procurement 生產 Production	- 氣候變化對天然纖維及動物源性原材料供應穩定性帶來不確定性，通過提升原材料多元化及再生材料應用比例，可降低對單一原材料來源的依賴，增強供應鏈抗風險能力，提高採購預算的可預測性和毛利率穩定性 Climate change creates uncertainty in the supply stability of natural fibers and animal-derived raw materials. Increasing raw material diversification and the use of recycled materials can reduce reliance on a single source, enhance supply-chain resilience, improve procurement budget predictability and stabilize gross margins	- 提升再生纖維及替代性材料應用比例 Increase the application of recycled fibers and alternative materials - 構建多元化原材料及供應商體系，建立原材料供應及價格波動預警機制 Build a diversified raw material and supplier system and establish early-warning mechanisms for raw material supply and price volatility

L ML M MH H 影響程度：低(L)，中低(ML)，中(M)，中高(MH)，高(H)

S M L 時間範圍：短期(S)，中期(M)，長期(L)

對於預期財務影響，由於長期氣候情景、政策變化及消費者行為存在較高不確定性，且相關影響難以與其他經營因素單獨區分，現階段量化估計可能缺乏可靠的參考價值，因此本集團未披露量化評估結果。在短期、中期及長期，相關風險和機遇可能影響本集團的銷售收入、銷售成本、存貨及其減值、研發及認證費用、物流和能源費用、物業及設備投資以及經營現金流。本集團目前沒有因氣候相關策略而制定重大的資產處置計劃，相關行動所需資金主要來自年度經營預算及內部資金。本集團將進一步建立氣候相關風險和機遇與財務項目的關係，並在數據及方法成熟後逐步開展量化評估。

For anticipated financial impacts, due to the high degree of uncertainty associated with long-term climate scenarios, policy changes and consumer behavior, and because related impacts are difficult to distinguish from other operating factors, quantitative estimates at this stage may lack reliable reference value. The Group therefore does not disclose quantitative assessment results at present. Over the short, medium and long term, related risks and opportunities may affect sales revenue, cost of sales, inventories and impairment, R&D and certification expenses, logistics and energy expenses, property and equipment investment, and operating cash flows. The Group currently has no material asset disposal plans arising from climate-related strategies, and funding required for related actions is mainly sourced from annual operating budgets and internal funds. The Group will further establish linkages between climate-related risks and opportunities and financial line items and gradually conduct quantitative assessments as data and methodologies mature.

氣候適應及轉型實踐

Climate Adaptation and Transition Practices

情景分析顯示，本集團多品牌、多品類及多區域佈局有助於分散部分氣候風險，但氣候敏感型原材料供應、上游生產、物流網絡及秋冬產品需求仍可能受到影響。本集團可通過調整產品結構、供應商及原材料組合、庫存及區域鋪貨安排，以及持續推進節能和循環設計，提高其應對短期、中期及長期氣候變化的能力。基於現階段分析，本集團認為現有策略及業務模式具備一定氣候韌性。本次評估考慮的主要不確定因素包括氣候政策實施力度、低碳技術發展及成本、極端天氣的地區差異、供應商適應能力、原材料價格及消費者偏好變化。本集團將持續監測相關因素，並適時調整其策略及業務安排。

Scenario analysis indicates that the Group's multi-brand, multi-category and multi-region footprint helps diversify certain climate risks, although the supply of climate-sensitive raw materials, upstream production, logistics networks and demand for autumn/winter products may still be affected. The Group can strengthen its ability to respond to short-, medium- and long-term climate change by adjusting product mix, supplier and raw material portfolios, inventory and regional allocation arrangements, and by continuously advancing energy efficiency and circular design. Based on the current analysis, the Group considers its existing strategy and business model to have a certain degree of climate resilience. Key uncertainties considered in this assessment include the strength of climate policy implementation, development and cost of low-carbon technologies, regional differences in extreme weather, supplier adaptive capacity, raw material prices and changes in consumer preferences. The Group will continue to monitor these factors and adjust its strategies and business arrangements as appropriate.

本集團已在價值鏈各環節系統開展降碳行動，以增強氣候韌性並推動低碳轉型⁷。我們其餘低碳行動的細節可參考「可持續原材料」「可持續產品研發」「可持續產品設計」章節。

The Group has systematically implemented carbon reduction actions across the value chain to enhance climate resilience and advance the low-carbon transition⁷. Details of other low-carbon actions can be found in the "Sustainable Raw Materials", "Sustainable Product R&D" and "Sustainable Product Design" sections.

⁷截至本財年底，本集團尚未制定獨立、完整的氣候相關轉型計劃。目前，相關轉型行動已納入現有業務計劃。本集團將結合溫室氣體盤查範圍的完善及減排目標的制定，逐步建立氣候轉型路線圖，並適時披露有關進展。

⁷ As of the end of this Fiscal Year, the Group had not yet formulated a separate, comprehensive climate-related transition plan. Relevant transition actions are currently incorporated into existing business plans. The Group will progressively establish a climate transition roadmap as the scope of its GHG inventory is improved and emissions reduction targets are developed, and will disclose relevant progress as appropriate.



原材料採購 Raw Material Procurement

本集團持續推動棉、滌綸、尼龍、羊毛等纖維原材料的再生化應用。通過再生材料使用，減少材料生產環節的碳排放。同時，我們推動以可再生生物質替代石油基原料的合成纖維創新，包括以生物基聚合物PTT替代傳統石油基原料，使用生物發酵材料Brewed Protein™等。我們亦鼓勵以天然植物纖維替代動物源材料，有助於削減畜牧養殖產生的甲烷等強效溫室氣體，同時規避動物皮毛鞣制過程的高能耗及高污染排放。

The Group continues to promote the use of recycled fibers such as cotton, polyester, nylon and wool. The use of recycled materials helps reduce carbon emissions from material production. We also promote innovation in synthetic fibers that replace petroleum-based feedstocks with renewable biomass, including using bio-based polymer PTT as a substitute for conventional petroleum-based materials and applying bio-fermented materials such as Brewed Protein™. We also encourage replacing animal-derived materials with natural plant fibers, which can help reduce potent GHG such as methane generated by livestock farming while avoiding the high energy consumption and pollution associated with animal hide and fur tanning.

供應商管理 Supplier Management

二零二六財年，本集團正式啟動範圍三代工廠環節的排放數據統計工作，並計劃逐步擴展至原材料環節。在釐清供應商碳排放數據的基礎上，我們將逐步與供應商協作，開展進一步的供應商減碳項目。

In Fiscal Year 2026, the Group formally launched the collection of Scope 3 emissions data for contract manufacturing facilities and plans to gradually extend data collection to raw material stages. Based on improved visibility of suppliers' carbon emissions data, we will progressively work with suppliers on further emissions reduction initiatives.

倉儲物流 Warehousing and Logistics

杭州物流中心已部署熄燈無人區倉儲，總面積達16,183.2平方米，通過機器人設備實現無人化作業，在減少倉儲照明能耗的同時提升作業效率。同時，本集團在北京、成都、瀋陽、西安等城市佈局城市倉，通過優化區域庫存前置與幹線運輸安排，提升跨區域調撥效率，減少不必要的長距離調撥所產生的碳排放。本集團聯合第三方物流服務商開展運輸環節碳排放管理。二零二六財年共實現運輸環節減排261.03噸二氧化碳當量，其中新能源車減排量為16.40噸二氧化碳當量，鐵路運輸減排量為233.81噸二氧化碳當量，綠色包裝減排量為10.82噸二氧化碳當量。

The Hangzhou Logistics Center has deployed lights-out automated warehouse areas totaling 16,183.2 m². Robotic equipment enables unmanned operations, reducing warehouse lighting energy consumption while improving operational efficiency. The Group has also established city warehouses in Beijing, Chengdu, Shenyang, Xi'an and other cities. By optimizing forward regional inventory placement and trunk transportation arrangements, we improve cross-region allocation efficiency and reduce carbon emissions from unnecessary long-distance transfers. The Group works with third-party logistics service providers to manage transportation-related carbon emissions. In Fiscal Year 2026, transportation-related emissions reductions totaled 261.03 tCO₂e, including 16.40 tCO₂e from new-energy vehicles, 233.81 tCO₂e from rail transportation and 10.82 tCO₂e from green packaging.

門店運營 Store Operations

本集團LED節能燈具覆蓋100%直營門店。根據新老形象店能耗對比測算，140平方米新形象店較同面積老形象店燈具用電節能率約30%，全年預計節電約7,278千瓦時。同時，本集團推動衣架、模特等門店陳列道具使用可回收材料，以進一步降低門店運營及陳列更新過程中的資源消耗。

LED energy-efficient lighting covers 100% of the Group's directly operated stores. Based on comparisons of energy consumption between new- and old-format stores, a 140-square-meter new-format store achieves an approximately 30% reduction in lighting electricity use compared with an old-format store of the same size, with estimated annual electricity savings of approximately 7,278 kWh. The Group also promotes the use of recyclable materials for store display props such as hangers and mannequins, further reducing resource consumption associated with store operations and display updates.

產品碳足跡核算 Product Carbon Footprint Accounting

本集團致力於推動產品全生命週期碳管理，已有兩款產品取得碳足跡認證，包括「再生牛仔褲」及「羊毛混紡面料連衣裙」。其中，「再生牛仔褲」單件產品可減少約0.25千克二氧化碳當量排放，二零二六財年該產品共生產4,776件，累計減少碳排放1,194千克二氧化碳當量。

The Group is committed to advancing carbon management across the full product life cycle. Two products have obtained carbon footprint certification, namely "Recycled Denim Jeans" and a "Wool-Blend Fabric Dress". Each "Recycled Denim Jeans" product can reduce emissions by approximately 0.25 kgCO₂e. A total of 4,776 units were produced in Fiscal Year 2026, reducing cumulative carbon emissions by 1,194 kgCO₂e.



風險管理

Risk Management

本集團已建立完善的氣候風險與機遇管理體系，對於氣候風險和機遇實施有效管理。和上一財年相比，我們的氣候風險管理流程沒有變化。

The Group has established a comprehensive climate risk and opportunity management system to effectively manage climate-related risks and opportunities. Compared with the previous Fiscal Year, our climate risk management process remained unchanged.

本集團氣候風險管理體系

The Group's Climate Risk Management System

> 識別 Identification

- **外部監測：**持續跟蹤政策動向、氣候變化趨勢、極端氣候事件發生情況及關鍵低碳技術進展，並結合氣候情景分析，研判外部環境變化可能給集團帶來的潛在風險與機遇。

External Monitoring: Continuously track policy developments, climate change trends, extreme climate events and progress in key low-carbon technologies, and combine these observations with climate scenario analysis to assess potential risks and opportunities arising from changes in the external environment.

- **內部反饋：**收集各業務部門在日常經營中觀察到的氣候變化事件及潛在影響分析，作為外部環境監測的重要補充和驗證，例如極端天氣影響運輸網絡穩定性的反饋、商品企劃部門對氣溫波動導致銷售週期變化的觀察。

Internal Feedback: Collect climate events observed by business departments in day-to-day operations and analyses of potential impacts as an important supplement to and validation of external monitoring, such as feedback on extreme weather affecting transport network stability and observations by merchandise planning teams on changes in sales cycles caused by temperature fluctuations.

> 評估 Assessment

- 對各項氣候風險與機遇從發生概率、影響程度及影響週期（短期、中期及長期）三個維度進行系統性評估，必要時協調相關業務部門共同參與，結合各部門對自身業務領域氣候敏感性的實際判斷，以提升評估結果的準確性與全面性。

Systematically assess each climate risk and opportunity across three dimensions: likelihood, impact level and time horizon (short-, medium- and long-term). Where necessary, coordinate relevant business departments and incorporate their practical judgments of climate sensitivity in their own business areas to improve the accuracy and comprehensiveness of the assessment.

- 經評估對風險機遇的優先級排序後，將影響程度較高、發生概率較高的風險列為重點管理對象，並進行動態更新。

After prioritizing risks and opportunities, classify those with higher impacts and higher likelihood as key management priorities and update them dynamically.

> 決策 Decision-making

- 將評估結果連同優先級排序，作為本集團整體風險管理體系的組成部分，上報公司管理層，由管理層結合評估結論及集團現有風險管理框架作出相應的管理決策。

Submit the assessment results and prioritization to management as part of the Group's overall risk management system, with management making corresponding decisions in light of the assessment conclusions and the Group's existing risk management framework.

- 相關涉及部門按照決策要求，將應對措施落實到具體的經營動作中，並保持與管理層的定期溝通反饋。

Relevant departments implement response measures in specific operating actions in accordance with management decisions and maintain regular communication and feedback with management.

> 監督 Supervision

- 風險管理部持續監測相關風險機遇變化，一旦某項風險的影響程度或發生概率出現明顯變化，或出現此前未被識別的新增信號，便會重新評估，並視情況啟動新一輪管理決策。

The Risk Management Department continuously monitors changes in relevant risks and opportunities. If the impact level or likelihood changes significantly, or previously unidentified new signals emerge, the risk or opportunity is reassessed and a new round of management decision-making is initiated as appropriate.

指標和目標

Metrics and Targets

本集團積極響應國家「雙碳」戰略，自2021年起成為首批加入「30·60中國時尚品牌氣候創新碳中和加速計劃」的時尚品牌。本財年，本集團在此基礎上制定了自身運營層面的「3050碳中和目標」。該目標的設定，標誌著氣候管理工作進一步落實為具備明確時間節點的量化承諾。

The Group actively responds to China's "dual-carbon" strategy and, since 2021, has been among the first fashion brands to join the "30-60 Campaign" (China Fashion Brands Climate Innovation and Carbon Neutrality Acceleration Program). In this Fiscal Year, the Group further established the "3050 Carbon Neutrality Target" for its own operations. The target marks a further step in translating climate management into a quantitative commitment with clear time milestones.

FY 2025-2030

短期目標 Short-term Target

以二零二五財年為基準年，到二零三零財年末實現範圍一和範圍二絕對排放量（基於市場）下降 20%；

Using Fiscal Year 2025 as the base year, reduce absolute Scope 1 and Scope 2 emissions (market-based) by 20% by the end of Fiscal Year 2030;

FY 2025-2035

中期目標 Medium-term Target

以二零二五財年為基準年，到二零三五財年末實現範圍一和範圍二絕對排放量（基於市場）下降 40%；

Using Fiscal Year 2025 as the base year, reduce absolute Scope 1 and Scope 2 emissions (market-based) by 40% by the end of Fiscal Year 2035;

FY 2050

長期目標 Long-term Target

在二零五零財年前，實現自身運營範圍碳中和（範圍一和範圍二，基於市場）。

Achieve carbon neutrality across the Group's own operations (Scope 1 and Scope 2, market-based) by Fiscal Year 2050.

關鍵績效指標 KPIs	二零二六財年 Fiscal Year 2026	二零二五財年 Fiscal Year 2025
溫室氣體排放總量（範圍一及範圍二，基於位置）（噸二氧化碳當量） Total GHG Emissions (Scope 1 and Scope 2, Location-based) (tCO ₂ e)	8,041.2	7,369.6
溫室氣體排放總量（範圍一及範圍二，基於市場）（噸二氧化碳當量） Total GHG Emissions (Scope 1 and Scope 2, Market-based) (tCO ₂ e)	7,653.9	7,972.8
直接溫室氣體排放（範圍一）（噸二氧化碳當量） Direct GHG Emissions (Scope 1) (tCO ₂ e)	385.0	386.7
能源間接溫室氣體排放（範圍二）（基於位置）（噸二氧化碳當量） Energy Indirect GHG Emissions (Scope 2, Location-based) (tCO ₂ e)	7,656.2	6,982.9
能源間接溫室氣體排放（範圍二）（基於市場）（噸二氧化碳當量） Energy Indirect GHG Emissions (Scope 2, Market-based) (tCO ₂ e)	7,268.9	7,586.1
溫室氣體排放密度（範圍一及範圍二，基於位置）（噸二氧化碳當量/百萬元人民幣營收） GHG Emissions Intensity (Scope 1 and Scope 2, Location-based) (tCO ₂ e/RMB million revenue)	1.33	1.33
溫室氣體排放密度（範圍一及範圍二，基於市場）（噸二氧化碳當量/百萬元人民幣營收） GHG Emissions Intensity (Scope 1 and Scope 2, Market-based) (tCO ₂ e/RMB million revenue)	1.27	1.44

註：

Notes:

1. 本集團溫室氣體排放數據核算範圍包括江南布衣有限公司及其具有營運控制權的分/子公司，包括但不限於物流中心、區域辦公室、自營專賣店等。
1. The organizational boundary for the Group's GHG emissions accounting includes JNBY Design Limited and its branches/subsidiaries over which it has operational control, including but not limited to logistics centers, regional offices and self-operated specialty stores.
2. 基於營運特性，本集團溫室氣體排放主要來自公司車輛的汽、柴油燃燒，以及空調冷媒逸散等所造成的直接溫室氣體排放（範圍一），以及外購電力、蒸汽和供熱所造成的能源間接溫室氣體排放（範圍二）。
2. Based on the Group's operating characteristics, its GHG emissions mainly comprise direct GHG emissions (Scope 1) from gasoline and diesel combustion in company vehicles and fugitive emissions from air-conditioning refrigerants, as well as energy indirect GHG emissions (Scope 2) from purchased electricity, steam and heating.
3. 溫室氣體清單包括二氧化碳、甲烷、氧化亞氮以及氫氟碳化物。溫室氣體核算按二氧化碳當量呈列，並依據《溫室氣體核算體系》（GHG Protocol）進行核算。基於位置和基於市場的外購電力所產生的排放分別採用生態環境部印發的《關於發佈 2023 年電力二氧化碳排放因子的公告》中的電網排放因子即 0.5306 tCO₂e/MWh 和電網排放因子（不包括市場化交易的非化石能源電量）即 0.6096 tCO₂e/MWh 進行計算。外購蒸汽和供熱的排放因子，來自國家發展和改革委員會發佈的《公共建築運營企業溫室氣體排放核算方法與報告指南（試行）》中的熱力排放因子計算。
3. The GHG inventory covers carbon dioxide, methane, nitrous oxide and hydrofluorocarbons. GHG emissions are presented in carbon dioxide equivalent and calculated in accordance with the GHG Protocol. Emissions from location-based and market-based purchased electricity are calculated using the grid emission factor (0.5306 tCO₂e/MWh) and the grid emission factor excluding electricity generated from non-fossil energy sources traded on the market (0.6096 tCO₂e/MWh), respectively, in the Announcement on the Release of 2023 Electricity Carbon Dioxide Emission Factors issued by the Ministry of Ecology and Environment. Emission factors for purchased steam and heating are based on the heat emission factors in the Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Public Building Operating Enterprises (Trial) issued by the National Development and Reform Commission (NDRC).
4. 因獲取合理且有依據的資料需付出極大努力，本集團暫未披露範圍3排放。基於統計口徑變化，我們對二零二五財年溫室氣體排放數據進行重述。
4. Due to the significant effort required to obtain reasonable and well-founded data, the Group has not yet disclosed Scope 3 emissions. Based on changes in statistical scope, we have restated the greenhouse gas emission data for Fiscal Year 2025.
5. 本財年，我們購買了綠色電力證書2,360 MWh，用於本財年範圍二（基於市場）的碳抵銷相關計算。
5. In this Fiscal Year, we purchased 2,360 MWh of green power certificates for use in calculating our Scope 2 (market-based) carbon offsets for this Fiscal Year.



本集團採購綠色電力證書

The Group Purchased Green Electricity Certificates

本集團已識別價值鏈中容易受到轉型風險和物理風險影響，以及涉及氣候相關機遇的業務活動。由於資產及財務數據系統尚未按氣候風險和機遇類別進行標記，本財年暫未能可靠披露相關資產或業務活動的金額及百分比。未來，本集團將完善業務活動、資產位置與氣候風險和機遇之間的映射，並逐步提升相關指標的量化及披露能力。

The Group has identified business activities in its value chain that are susceptible to transition and physical risks or involve climate-related opportunities. As the Group's asset and financial data systems have not yet been tagged by climate risk and opportunity category, the amounts and percentages of relevant assets or business activities cannot be disclosed reliably for this Fiscal Year. Going forward, the Group will improve the mapping among business activities, asset locations and climate-related risks and opportunities, and progressively enhance its ability to quantify and disclose relevant metrics.

本財年，本集團「用於氣候相關風險與機遇的資本支出、融資或投資的金額」為

354 萬元

In this Fiscal Year, the Group's "amount of capital expenditure, financing or investment deployed toward climate-related risks and opportunities" was RMB3.54 million.



高效資源管理

Efficient Resource Management

本集團全面貫徹《中華人民共和國環境保護法》《中華人民共和國節約能源法》《中華人民共和國水法》等法律法規要求，持續完善環境管理體系建設。在辦公區域，我們借助電子屏幕與宣傳標識廣泛倡導節能電用理念；同時，在打印區域及洗手間等關鍵位置張貼節約用紙、用水的溫馨提示，通過具體舉措切實降低資源消耗。

The Group fully complies with the requirements of laws and regulations including the Environmental Protection Law of the People's Republic of China, the Energy Conservation Law of the People's Republic of China and the Water Law of the People's Republic of China, and continuously improves its environmental management system. In office areas, we widely promote energy-saving practices through digital displays and communication signage. We also place reminders on paper and water conservation in key locations such as printing areas and restrooms, taking practical measures to reduce resource consumption.

能源管理

Energy Management

本集團將節能環保理念融入日常業務全流程，設定量化節能目標，制定《車輛使用制度》《窗簾空調燈季節性管理規則》等能源管理制度，通過系列管理舉措保障目標落地，落實環保承諾。

The Group integrates energy conservation and environmental protection into all aspects of day-to-day operations, sets quantitative energy-saving targets, and has formulated energy management policies including the Vehicle Use System and the Seasonal Management Rules for Curtains, Air Conditioning and Lighting. A series of management measures supports target implementation and delivery of our environmental commitments.

能源目標

Energy Target

以二零二五財年為基準年，到二零三零財年末，本集團天目里總部園區能源消耗密度下降

10% (以百萬營收計)

With Fiscal Year 2025 as the base year, by the end of Fiscal Year 2030, reduce energy consumption intensity of the Group's O&ELI headquarters in Hangzhou by 10% (measured per RMB million revenue)

節約能源的管理舉措

Energy Conservation Measures

高光效節能燈與自動感應燈替換原有燈具

Replace Existing Lighting with High-efficiency Energy-saving Lamps and Automatic Sensor Lights

- 將部分門店常規燈具替換為高光效節能燈，在保障原有亮度的同時，預計年節約電量超180,000千瓦時；

Replace conventional lighting in selected stores with high-efficiency energy-saving lamps while maintaining existing brightness, with estimated annual electricity savings of more than 180,000 kWh;

- 辦公區域分批進行節能燈替換，預計年節約電量超15,000千瓦時；

Replace office lighting in phases with energy-efficient lamps, with estimated annual electricity savings of more than 15,000 kWh;

- 物流中心LED燈覆蓋率達100%。

LED lighting coverage at the logistics center reaches 100%.

辦公區溫度控制

Office Temperature Control

- 制定窗簾升降規則，結合氣候和天氣變化，每日分區域分時段對窗簾高度自動控制；

Establish curtain-opening rules and automatically control curtain height by area and time of day based on climate and weather conditions;

- 對空調溫度實施季節性控制，並在工作日執行空調自動關閉，減少下班時段空調未關導致的能耗浪費；

Apply seasonal air-conditioning temperature controls and automatic shutdown on working days to reduce energy waste after working hours;

鼓勵員工爬樓梯

Encourage Employees to Use Stairs

- 鼓勵員工三層樓內使用樓梯替代電梯，以減少電梯使用電量；

Encourage employees to take the stairs instead of elevators for trips of three floors or fewer to reduce electricity consumption from elevator use;

新能源公務車使用

Use of New-energy Business Vehicles

- 新增公務車輛採購新能源車；本集團大型活動統一租賃新能源車作為嘉賓接送車；

Procure new-energy vehicles for newly added business vehicles; for major Group events, centrally rent new-energy vehicles for guest transportation;

陽光房輔助烘乾

Greenhouse-assisted Drying

- 清洗衣物首先使用陽光房進行烘乾，顯著減少烘乾機使用時間超50%。

Use the greenhouse to dry washed garments first, reducing dryer operating time by more than 50%.

二零二六財年，本集團能源使用層面關鍵績效指標如下：
In Fiscal Year 2026, the Group's key performance indicators for energy use were as follows:

關鍵績效指標 KPIs	二零二六財年 Fiscal Year 2026	二零二五財年 Fiscal Year 2025
用電量（兆瓦時） Electricity Consumption (MWh)	3,225.3	3,148.6
能源消耗總量（兆瓦時） Total Energy Consumption (MWh)	3,503.6	3,440.2
其中：間接能源（兆瓦時） of which: Indirect Energy (MWh)	3,225.3	3,148.6
其中：直接能源（兆瓦時） of which: Direct Energy (MWh)	278.3	291.6
能源消耗密度（兆瓦時/百萬元人民幣營收） Energy Consumption Intensity (MWh/RMB million revenue)	0.58	0.62

註：
Notes:

1.本集團能源消耗包括辦公室的用電和機動車用油。能源消耗總量根據用電量、耗油量及國家發展和改革委員會發佈的《公共建築運營企業溫室氣體排放核算方法與報告指南》附表1化石燃料相關參數缺省值計算。基於統計口徑變化，對二零二五財年能源使用數據進行重述。

1. The Group's energy consumption includes electricity used in offices and fuel consumed by motor vehicles. Total energy consumption is calculated based on electricity consumption, fuel consumption and default fossil fuel parameters in Appendix 1 of the Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Public Building Operating Enterprises issued by the National Development and Reform Commission. Due to changes in the statistical scope, energy-use data for Fiscal Year 2025 have been restated.

2.本集團在運營過程中不會對環境及天然資源造成重大影響。因此，層面A3（環境及天然資源）及其關鍵績效指標A3.1（描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動）對本集團不適用，故本ESG報告中未披露該層面相關信息。

2. The Group's operations do not have material impacts on the environment and natural resources. Therefore, Aspect A3 (The Environment and Natural Resources) and KPI A3.1 (Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them) are not applicable to the Group, and no related information is disclosed in this ESG Report.

水資源管理

Water Resource Management

本集團已制定量化節水目標，致力於推動用水量下降與用水效率提升。我們持續執行現有節水制度，在辦公場所各處張貼節水提示，引導員工在日常工作中自覺節約用水。此外，總部大樓所有衛生間已統一配備感應式水龍頭，從源頭減少水資源浪費。在確保員工正常使用體驗不受影響的前提下，我們合理優化水流量設置，例如縮短洗手間感應出水時長，在滿足使用需求的同時實現節水目標。

The Group has established quantitative water-saving targets and is committed to reducing water consumption and improving water-use efficiency. We continue to implement existing water-saving policies and place water conservation reminders throughout office premises to encourage employees to conserve water in their daily work. In addition, all restrooms in the headquarters building are equipped with sensor-operated faucets to reduce water waste at source. Without affecting normal employee use, we optimize water-flow settings where appropriate, such as shortening the sensor-controlled water discharge duration in restrooms, thereby meeting usage needs while achieving water-saving targets.

二零二六財年，本集團水資源使用層面關鍵績效指標如下：

In Fiscal Year 2026, the Group's key performance indicators for water use were as follows:

關鍵績效指標 KPIs	二零二六財年 Fiscal Year 2026	二零二五財年 Fiscal Year 2025
用水量（噸） Water Consumption (tonnes)	11,172.1	9,936.0
每工位用水量（噸/工位） Water Consumption per Workstation (tonnes/ workstation)	13.4	12.3

註：

Notes:

1. 本集團的主要水耗來自生活用水，水源為市政供水，因此求取適用水源不存在任何問題。

1. The Group's main water consumption is domestic water supplied by the municipal water system; therefore, there are no issues in sourcing water that is fit for purpose.

節水目標

Water-saving Target

到二零二七財年末，本集團杭州天目里總部
每工位全年用水量下降

10%（以二零二二財年為基準年）

By the end of Fiscal Year 2027, reduce annual water consumption per workstation at the Group's OōELi headquarters in Hangzhou by 10% (with Fiscal Year 2022 as the base year)

資源循環利用

Resource Circularity

本集團將循環經濟與資源節約理念深度融入門店運營、自身日常管理及各類員工活動的全流程，讓時尚與環保同行。

The Group deeply integrates circular economy and resource conservation concepts throughout store operations, day-to-day management and employee activities, allowing fashion and environmental responsibility to advance together.

> 回收材料製作模特、衣褲架

Mannequins and Garment Hangers Made from Recycled Materials

我們以循環經濟理念推進門店道具綠色升級，對兩類核心道具進行低碳改造：模特以聚丙烯（PP）改性塑料替代高污染玻璃鋼；衣褲架使用獲得Intertek綠葉標誌再生成分聲明認證的衣架，該材料採用廢棄秸稈複合塑料替代實木。本財年模特和衣褲架合計減碳41.36噸，持續拓展綠色物料在全品牌門店的覆蓋應用。

Guided by circular economy principles, we are upgrading store props with greener alternatives and have implemented low-carbon improvements for two core categories of props. Mannequins use polypropylene (PP) modified plastic instead of high-pollution fiberglass, while garment hangers use materials certified under Intertek's Green Leaf Mark — Recycled Content Verification, replacing solid wood with a composite of waste straw and plastic. In this Fiscal Year, mannequins and garment hangers together reduced carbon emissions by 41.36 tonnes, while the use of green materials continued to expand across stores of all brands.



回收材料衣架
Hangers Made from Recycled Materials

> 庫存面料製作門店軟裝

Store Soft Furnishings Made from Surplus Fabrics

我們在jnby+童裝集合店開展循環實踐，篩選閒置棉花與庫存面料，經清潔整理後製作成小熊玩偶作為門店軟裝，既滿足空間陳列需求，減少新材料採購與資源浪費，也以創意落地踐行可持續運營理念。

We carried out a circularity initiative at the jnby+ multi-brand children's store by selecting idle cotton and surplus fabrics and, after cleaning and organizing, turning them into teddy bear dolls for store soft furnishings. This approach meets visual merchandising needs while reducing purchases of new materials and resource waste, putting sustainable operations into practice through creative design.



庫存面料軟裝
Store Soft Furnishings Made from Surplus Fabrics

> 廢棄材料製作門店設施

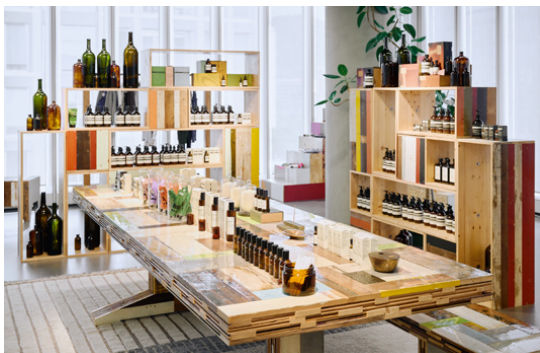
Store Fixtures Made from Discarded Materials

我們將門店更新過程中產生的廢舊衣架統一回收，經拆解重組與結構改造，轉化為店鋪內的茶几、椅子等軟裝道具。同時在B10CK天目里店利用回收的舊木材製成陳列道具，此舉延長材料使用週期，減少廢棄物排放與新道具採購，以循環設計實踐資源高效利用。

We centrally collect discarded hangers generated during store renovations and transform them, through disassembly, recombination and structural modification, into soft-furnishing props such as coffee tables and chairs. At the B10CK OōELi store, recycled old timber is also used to make display props. These practices extend material life cycles, reduce waste generation and purchases of new props, and improve resource efficiency through circular design.



B10CK門店回收木料陳列道具
B10CK Store Display Props Made from Recycled Timber



廢舊衣架製成茶几、椅子
Coffee Tables and Chairs Made from Discarded Hangers

本集團在辦公環節踐行循環經濟理念，將庫存面料創意轉化為紙巾盒包裝、會務夾板、杯墊、流轉洗衣袋、茶葉包裝袋等實用物品，替代傳統紙製品以降低紙張消耗。本財年累計使用172米庫存面料，以創意實現庫存資源的高效閉環利用。

The Group practices circular economy principles in office operations by creatively transforming surplus fabrics into practical items such as tissue-box covers, meeting clipboards, coasters, reusable laundry bags and tea packaging bags, replacing conventional paper products and reducing paper consumption. In this Fiscal Year, a total of 172 meters of surplus fabric was used, enabling efficient closed-loop utilization of surplus resources through creativity.

➤ 以員工活動為載體，落地資源循環利用實踐

Putting Resource Circularity into Practice through Employee Activities

本集團將資源循環利用理念深度融入各類員工活動，把可持續文化轉化為全員共創的日常實踐。中秋佳節，我們以庫存面料製作中秋禮盒，搭配「一封家書」與「月下市集」，在傳遞相思暖意的同時減少資源浪費。此外，我們將庫存紗線經設計師巧思煥新為數十種花色的溫暖披毯，作為員工的新春禮。我們亦在年會上，設置ESG主題節目，並使用庫存面料定制筆記本與主題美陳裝置，持續宣貫可持續理念。在「毅行」活動中，我們採用回收塑料製作獎牌，設置舊衣回收箱，並用庫存面料打造「胖丁環保袋」，引導員工踐行低碳出行。本財年員工活動累計消耗庫存面料超1.2萬米和近5噸庫存紗線，讓循環理念在員工的親身參與中自然滲透。

The Group deeply integrates resource circularity into employee activities, turning sustainability culture into everyday practices co-created by all employees. During the Mid-Autumn Festival, we used surplus fabrics to make gift boxes and paired them with "A Letter Home" and a "Moonlight Market", conveying warmth while reducing resource waste. We also transformed surplus yarns through designers' creativity into warm throw blankets in dozens of colorways as Chinese New Year gifts for employees. At the annual meeting, we incorporated ESG-themed performances and used surplus fabrics to customize notebooks and themed installations to continuously communicate sustainability concepts. During the "Trail Walker" activity, we used recycled plastic to make medals, set up used-clothing collection boxes and created "Dr. Pangding Eco Bags" from surplus fabrics, encouraging employees to practice low-carbon travel. In this Fiscal Year, employee activities used more than 12,000 meters of surplus fabric and nearly 5 tonnes of surplus yarn, allowing circularity to become naturally embedded through employees' direct participation.



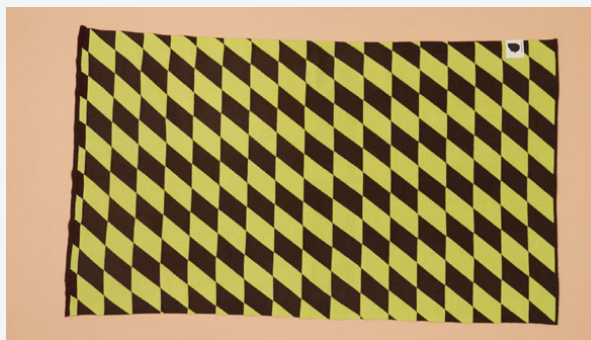
中秋禮
Mid-Autumn Festival Gift



舊衣回收
Used-Clothing Recycling



回收材料環保獎牌
Eco-Friendly Medals Made from Recycled Materials



新春禮
Chinese New Year Gift



年會庫存面料筆記本
Annual Meeting Notebooks Made from Surplus Fabrics

在物流環節，本集團物流中心大力推行紙箱循環利用，確保完好紙箱均實現100%循環利用。二零二六財年，本集團包裝材料使用層面關鍵績效指標如下：

In logistics, the Group's logistics centers vigorously promote carton reuse and ensure that 100% of intact cartons are reused. In Fiscal Year 2026, the Group's key performance indicators for packaging material use were as follows:

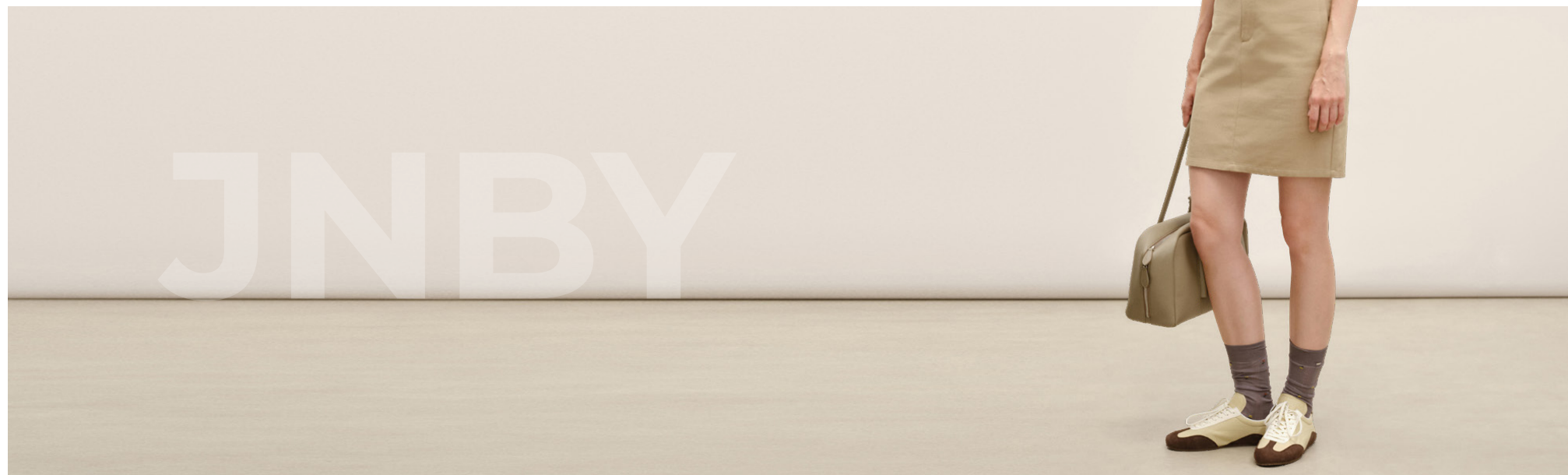
關鍵績效指標 KPIs	二零二六財年 Fiscal Year 2026	二零二五財年 Fiscal Year 2025
包裝材料用量（噸） Packaging Material Consumption (tonnes)	2,227.3	2,309.4

註：

Notes:

1. 本集團的生產環節外包，僅物流中心涉及包裝材料的使用。因此，本報告僅披露物流中心的包裝材料使用量，每生產單位包裝材料的佔量不適用。

1. The Group outsources its production processes, and only the logistics centers use packaging materials. Therefore, this Report discloses only the amount of packaging materials used by the logistics centers, and packaging material consumption per unit of production is not applicable.



保障合規排放

Compliant Emissions Management

本集團嚴格遵循《中華人民共和國環境保護法》等相關法律法規，持續強化排放物全流程管理，從源頭減少污染產生，降低生產運營環節的污染物排放。我們全面落實垃圾分類要求，在所有垃圾產生點位按需配置對應類型的回收箱，保障垃圾分類有效實施。此外，我們積極推行無紙化辦公，減少運營環節廢棄紙張產生。

The Group strictly complies with relevant laws and regulations including the Environmental Protection Law of the People's Republic of China and continuously strengthens full-process management of emissions, reducing pollution at source and lowering pollutant discharges from production and operations. We fully implement waste sorting requirements and provide appropriate recycling bins at all waste-generation points to ensure effective waste classification. We also actively promote paperless office practices to reduce wastepaper generated during operations.

ESG E-tag

> 推廣ESG電子吊牌使用

Promoting ESG E-tags

為踐行低碳環保理念，我們積極推進ESG電子吊牌項目，將多枚實物吊牌整合為單一數字化吊牌。消費者掃碼即可便捷獲取商品設計理念、工藝、面料等全量信息，在優化消費體驗的同時大幅減少廢紙類廢棄物產生。與上一財年相比，ESG吊牌在新產品中的覆蓋率持續提升，已覆蓋JNBY、LESS、速寫三大品牌，以輕量化創新推動綠色實踐落地。

To put low-carbon and environmental concepts into practice, we actively advance the ESG electronic tag project, integrating multiple physical tags into a single digital tag. By scanning a QR code, consumers can conveniently access comprehensive information on product design concepts, craftsmanship, fabrics and other details, improving the consumer experience while significantly reducing paper waste. Compared with the previous Fiscal Year, the coverage of ESG tags among new products continued to increase and now extends across the JNBY, LESS and CROQUIS brands, using lightweight innovation to advance green practices.

ESG電子吊牌
ESG E-tag



二零二六財年，本集團排放物層面關鍵績效指標如下：
In Fiscal Year 2026, the Group's key performance indicators for emissions and waste were as follows:

關鍵績效指標 KPIs	二零二六財年 Fiscal Year 2026	二零二五財年 Fiscal Year 2025
廢水量（噸）-天目里 Wastewater Discharge (tonnes) - OōELi	8,937.7	7,948.8
無害廢棄物量（噸） Non-hazardous Waste (tonnes)	126.7	108.5
每工位無害廢棄物排放量（千克/工位） Non-hazardous Waste per Workstation (kg/workstation)	83.8	74.1

註：
Notes:

1. 本集團運營中不涉及工業廢水的排放，日常運營中辦公場所產生的生活廢水均排入市政管道進行統一處理。
1. The Group's operations do not involve the discharge of industrial wastewater. Domestic wastewater generated from office premises during daily operations is discharged into municipal pipelines for centralized treatment.

2. 本集團日常運營產生的廢棄物主要包括辦公垃圾等無害廢棄物和少量硒鼓和墨盒等有害廢棄物。生活垃圾交由市政統一處理；硒鼓墨盒均由供應商統一進行回收處理，因此，關鍵績效指標A1.3（所產生的有害廢棄物總量及密度）不適用。
2. Waste generated from the Group's daily operations mainly comprises non-hazardous office waste and small quantities of hazardous waste such as toner and ink cartridges. Domestic waste is handled by municipal services, while toner and ink cartridges are collected and recycled by suppliers. Therefore, KPI A1.3 (Total hazardous waste produced and intensity) is not applicable.



人才可持續 Talent Sustainability

本集團秉持以人為本的理念，尊重員工創造力，配套完善福利與成長培訓體系，打造安全包容的多元工作環境，助力員工實現工作生活平衡，最終實現「人才可持續」。

Guided by a people-oriented philosophy, the Group respects employee creativity, provides comprehensive welfare and development training systems, and creates a safe, inclusive and diverse working environment to support work-life balance and ultimately achieve "Talent Sustainability".

聯合國可持續發展目標 (SDGs)

United Nations Sustainable Development Goals (SDGs)



助力員工成長

Supporting Employee Development

員工權益

Employee Rights and Interests

本集團全面遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《禁止使用童工規定》等法律法規，堅決杜絕一切非法用工行為。在人員招聘過程中，我們實施嚴格的身份驗證流程，要求應聘者提供真實有效的身份證件，以有效防範童工誤用風險。如發現誤用童工情況，將立即依法終止勞動合同並妥善處理相關事宜。

The Group fully complies with laws and regulations including the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China and the Provisions on the Prohibition of Using Child Labor, and strictly prohibits all forms of illegal employment. During recruitment, we implement strict identity verification procedures and require applicants to provide authentic and valid identification documents to effectively prevent the risk of inadvertently employing child labor. If any child labor is identified, the employment relationship will be terminated immediately in accordance with law, and the relevant matters will be handled appropriately.

在工時管理方面，本集團嚴格遵守勞動法相關規定，採用標準工時制、綜合工時制及不定時工時制，並已獲得主管部門的行政許可。我們實行加班審批制度，員工在超出法定工作時間前須提交加班申請並經上級批准。為加強監管，人力資源中心為各業務部門設定加班工時風險警戒線，並定期開展監督檢查，確保勞動準則得到切實遵守。截至本財年底，本集團未發生任何僱傭童工或強制勞動方面的違規事件。

For working-hours management, the Group strictly complies with applicable labor law requirements and applies standard working-hour, comprehensive working-hour and flexible working-hour systems, for which the required administrative approvals have been obtained. We implement an overtime approval system under which employees must submit an overtime application and obtain supervisor approval before working beyond statutory hours. To strengthen oversight, the Human Resources Center sets overtime-risk warning thresholds for business departments and conducts regular inspections to ensure effective compliance with labor standards. As of the end of this Fiscal Year, the Group had no violations involving child labor or forced labor.





秉持「效率優先、兼顧公平、合法合規」的核心原則，我們制定了《薪酬管理制度》《組織績效管理制度》《崗位績效管理制度》等制度，為員工提供具有市場競爭力的合理報酬，並充分發揮薪酬體系的激勵作用。本集團已制定基於績效的可變薪酬機制，覆蓋全體員工（包含辦公室及非辦公室員工）、管理層、高級管理層以及董事會成員。支付的可變薪酬將與員工個人績效考核結果以及部門目標的達成情況掛鉤。基於不同績效結果，我們制定了不同績效激勵係數，以充分調動員工的積極性。同時，為鼓勵員工將可持續發展理念融入日常工作，我們亦將ESG管理績效考核機制和指標同相關管理層、生產採購、設計、研發等核心部門績效掛鉤，具體包括可持續原材料佔比、可持續認證產品數量等指標。

Guided by the core principles of "efficiency, fairness and compliance", we have formulated policies including the Remuneration Management System, Organizational Performance Management System and Position Performance Management System to provide employees with reasonable and market-competitive remuneration and fully leverage the incentive function of the remuneration system. The Group has established a performance-based variable compensation mechanism covering all employees, including office and non-office employees, management, senior management and Board members. Variable compensation is linked to individual performance assessment results and the achievement of departmental targets, with differentiated performance incentive multipliers applied to different performance outcomes to fully motivate employees. To encourage employees to integrate sustainability into daily work, we also link ESG management performance assessment mechanisms and indicators to the performance of relevant management and core departments such as production and procurement, design and R&D, including indicators such as the proportion of sustainable raw materials and the number of sustainably certified products.

為了切實保障員工在績效評估中的申訴權利，本集團建立了完善的申訴渠道。員工如對績效結果存在異議，可填寫《績效管理申訴表》，通過書面方式向人力資源中心提交正式申訴。人力資源中心將在收到申訴後的5個工作日內組建調查小組，啟動相關調查程序，並在完成評審後第一時間將調查結論反饋至申訴人。

To effectively safeguard employees' right to appeal performance evaluations, the Group has established comprehensive appeal channels. Employees who disagree with their performance results may complete a Performance Management Complaint Form and submit a formal written appeal to the Human Resources Center. Within five working days of receiving an appeal, the Human Resources Center will establish an investigation team and initiate the relevant procedures, and will communicate the investigation conclusion to the appellant promptly after the review is completed.

人才吸引和留存

Talent Attraction and Retention

本集團將人才視為核心競爭力，秉持公開公正招聘原則，制定《招聘管理制度》《駐外直營招聘管理辦法》《競聘管理辦法》等制度，持續完善招聘管理體系，保障高質量人才持續引入。我們通過內部推薦、校園招聘、社會招聘等多元渠道開展人才招聘，打通MOKA智能化招聘管理系統與eHR電子人力資源管理系統，提升招聘效能，優化員工服務體驗。

The Group regards talent as a core competitive advantage and follows open and fair recruitment principles. We have formulated policies including the Recruitment Management System, Management Measures for Recruitment to Directly Operated Positions Outside Headquarters and Internal Competition Management Measures, and continuously improve our recruitment management system to ensure a steady inflow of high-quality talent. We recruit through diverse channels including employee referrals, campus recruitment and social recruitment, and have connected the MOKA intelligent recruitment management system with the eHR electronic human resources management system to improve recruitment efficiency and optimize the employee service experience.

本財年我們聯動浙江理工大學、東華大學、北京服裝學院等國內院校，以及倫敦藝術大學等海外院校搭建校企合作網絡，通過專場招聘和專屬網申通道，為企業儲備多元創新的青年人才。我們亦逐步開展崗位內部競聘，選拔適配崗位的優秀在崗人才，實現內部人才優化配置。我們深化候選人面試滿意度調查，從公司環境、HR、面試官三個維度向候選人發起調研，綜合得分達4.92（5分制）。此外，我們榮獲人力資源服務商MOKA頒發的2025年度「天狼星」最受大學生歡迎企業最佳僱主品牌獎，以及智聯招聘2025年度最佳僱主提名獎。

In this Fiscal Year, we built university-enterprise cooperation networks with domestic universities including Zhejiang Sci-Tech University, Donghua University and Beijing Institute of Fashion Technology, as well as overseas institutions including University of the Arts London. Through dedicated recruitment sessions and exclusive online application channels, we developed a pipeline of diverse and innovative young talent. We also progressively conducted internal competitions for positions to select outstanding existing employees suited to relevant roles and optimize internal talent allocation. We deepened candidate interview satisfaction surveys, collecting feedback from the three dimensions of company environment, HR and interviewer, with an overall score of 4.92 out of 5. In addition, we received the 2025 "Sirius" Most Popular Enterprise among University Students - Best Employer Brand Award from HR service provider MOKA and were nominated for Zhaopin's 2025 Best Employer Award.



MOKA2025年度「天狼星」最受大學生
歡迎企業最佳僱主品牌獎
MOKA 2025 "Sirius" Most Popular Enterprise among
University Students - Best Employer Brand Award



智聯招聘2025年度
最佳僱主提名獎
Zhaopin 2025 Best Employer
Award Nomination

積極開展校企合作

Actively Advancing University-Enterprise Collaboration

本集團「布盡其用」項目與東華大學紡織系研究生合作，以壯錦文化為靈感融合費爾島紋樣，提取蜀錦織造精髓結合蕾絲工藝研發新型面料，並聯動線下工廠打通校企廠協作鏈路。同時，我們聯動中央聖馬丁藝術學院，讓學生以蘇格蘭格紋為命題開展創意設計。項目開放校內資源，打通中外設計視野，探索傳統紋樣與現代面料融合的創新路徑，踐行文化可持續與產業協同發展的理念，為時尚行業培養後備人才。

The Group's "Textile Possibility" project collaborated with postgraduate students from the Department of Textiles at Donghua University. Inspired by Zhuang brocade culture, the project integrated Fair Isle patterns and extracted the essence of Shu brocade weaving, combining it with lace techniques to develop new fabrics and working with offline factories to connect universities, enterprises and factories. We also collaborated with Central Saint Martins, inviting students to create designs around Scottish tartan. By opening on-campus resources and connecting Chinese and international design perspectives, the project explores innovative pathways for integrating traditional patterns with modern fabrics, puts cultural sustainability and coordinated industry development into practice, and cultivates future talent for the fashion industry.



中央聖馬丁藝術學院合作
Collaboration with Central Saint Martins

截至本財年底，我們在中國共有1,777名全職員工，員工構成如下表所示：

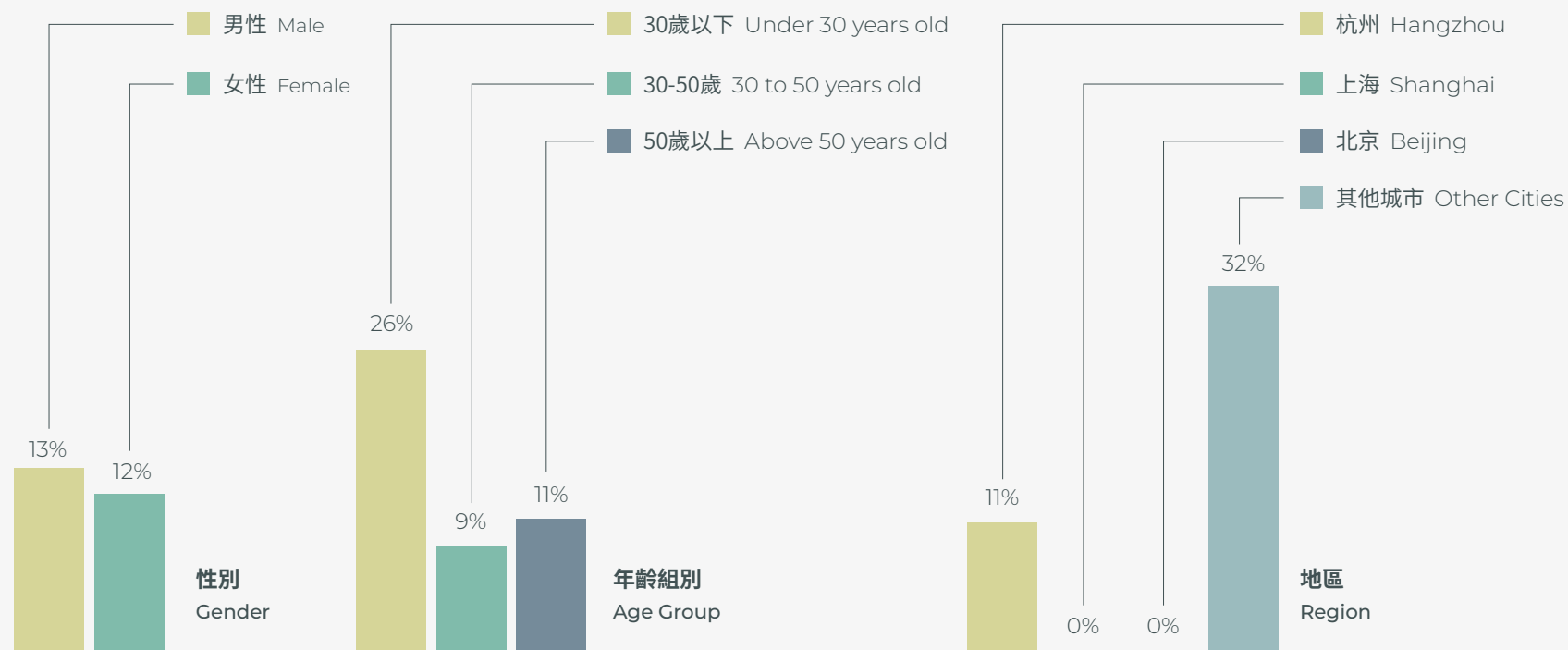
As of the end of this Fiscal Year, we had 1,777 full-time employees in China. The employee composition is shown in the table below:

關鍵績效指標 KPIs		員工 (人) Employees (persons)
性別 Gender	男性 Male	612
	女性 Female	1,165
年齡組別 Age Group	30歲以下 Under 30 years old	312
	30-50歲 30 to 50 years old	1,310
	50歲以上 Above 50 years old	155
地區 Region	杭州 Hangzhou	1,689
	上海 Shanghai	8
	北京 Beijing	6
	其他城市 Other Cities	74
僱傭類型 Employment Type	高層管理人員 (戰略、策劃) Senior management (responsible for strategy)	47
	中層管理人員 (規劃) Middle-level management (responsible for planning)	254
	基層人員 (執行) Junior-level employee (responsible for implementation)	1,476

為規範員工離職管理，我們制定了《總部離職管理制度》，明確離職各環節的操作流程與審批權限，堅決杜絕任何形式的不公平或不合理解僱行為。截至本財年底，我們的員工流失率績效如下：

To standardize employee separation management, we have formulated the Headquarters Separation Management System, which defines operating procedures and approval authority for each stage of employee separation and strictly prohibits any form of unfair or unreasonable dismissal. As of the end of this Fiscal Year, our employee turnover performance was as follows:

關鍵績效指標—流失率 KPIs- Turnover Rate



註：
Notes:

1. 員工流失率=年度累計該類別離職員工人數 / (年度最終該類別在職員工人數+年度累計該類別離職員工人數) × 100%。

1. Employee turnover rate = cumulative number of employees in the relevant category who left during the year / (number of employees in the relevant category employed at year-end + cumulative number of employees in the relevant category who left during the year) × 100%.

多元平等

Diversity and Equality

本集團已制定《招聘管理制度》，致力於營造多元、平等且包容的職場氛圍。我們確保所有應聘者及員工在僱傭過程中不因種族、性別、膚色、年齡、家庭背景、民族傳統、宗教、身體狀況等因素遭受任何歧視或不公平對待。我們尊重每一位員工的尊嚴與權利，保障其在招聘錄用、職位晉升、薪酬福利等方面享有平等機會。同時，本集團嚴格禁止任何形式的體罰、暴力威脅，以及任何口頭、身體、心理或性別上的紀律懲戒行為，包括但不限於性騷擾、性虐待、體罰、精神或身體壓迫、言語侮辱等。此外，本集團已建立完善的員工申訴渠道（含歧視、騷擾等），並確保各項申訴均得到妥善解決。截至本財年底，本集團未發生任何員工騷擾、歧視等相關事件。

The Group has formulated the Recruitment Management System and is committed to creating a diverse, equal and inclusive workplace. We ensure that all applicants and employees are free from discrimination or unfair treatment in employment on the basis of race, gender, color, age, family background, ethnic traditions, religion, physical condition or other factors. We respect the dignity and rights of every employee and ensure equal opportunities in recruitment and hiring, promotion, remuneration and benefits. The Group also strictly prohibits any form of corporal punishment or threat of violence, as well as verbal, physical, psychological or gender-based disciplinary practices, including but not limited to sexual harassment, sexual abuse, corporal punishment, mental or physical coercion and verbal abuse. In addition, the Group has established comprehensive employee grievance channels, including discrimination and harassment, and ensures that all grievances are properly resolved. As of the end of this Fiscal Year, the Group had no incidents related to employee harassment or discrimination.

同時，本集團將性別平等作為多元包容文化的核心部分，在招聘錄用、體檢、培訓、晉升等全流程落實女性員工勞動保護。截至本財年底，本集團女性高級管理層佔比達55%。同時我們秉持平等僱傭原則，積極吸納殘疾人士從事後勤、行政等崗位，為其提供就業與發展空間。

At the same time, the Group regards gender equality as a core component of its diversity and inclusion culture and implements labor protection for female employees throughout recruitment, hiring, medical examinations, training and promotion. As of the end of this Fiscal Year, females represented 55% of the Group's senior management. We also uphold the principle of equal employment and actively recruit persons with disabilities for positions such as logistics and administration, providing opportunities for employment and development.



➤ 以關懷點亮女性員工「她力量」

Caring for Female Employees and Empowering "Her Strength"

我們始終致力於打造平等尊重、女性友好職場環境，設置母嬰室，並為孕期女性員工提供免費水果等額外福利。二零二六年三八婦女節，我們邀請不同部門、各年齡段的女員工分享自身「我可以」的成長經歷，搭建專屬「誇誇牆」供大家寫下自我肯定的心聲，同步開設女性健康主題講座，為全體女員工發放驚喜福利內購券。本集團將女性關懷落到實處，助力每一位女性員工發掘自身價值，凝聚起溫暖的女性內生力量。

We have always been committed to creating an equal, respectful and female-friendly workplace. We provide nursing rooms and additional benefits such as free fruit for pregnant employees. On International Women's Day 2026, we invited female employees from different departments and age groups to share their personal "I Can" growth stories, created a dedicated "Wall of Praise" for colleagues to write messages of self-affirmation, held a women's health lecture, and provided all female employees with surprise employee-purchase vouchers. The Group turns care for women into concrete action, supporting every female employee in discovering her own value and bringing together a warm source of inner strength.



三八婦女節「誇誇牆」活動
International Women's Day "Wall of Praise" Activity



三八婦女節「女性健康講座」
International Women's Day "Women's Health Lecture"

人才發展

Talent Development

本集團秉持人才可持續理念，搭建公平多元的職業發展體系，以數字化管理賦能員工成長。我們制定了《崗位體系管理規定》《員工異動管理制度》，構建「公平、公正、公開」的競爭機制，向員工提供雙通道發展機會。我們設置專業與管理雙通道，打通縱向與橫向發展路徑，滿足不同員工發展訴求，實現個人價值與企業共生。

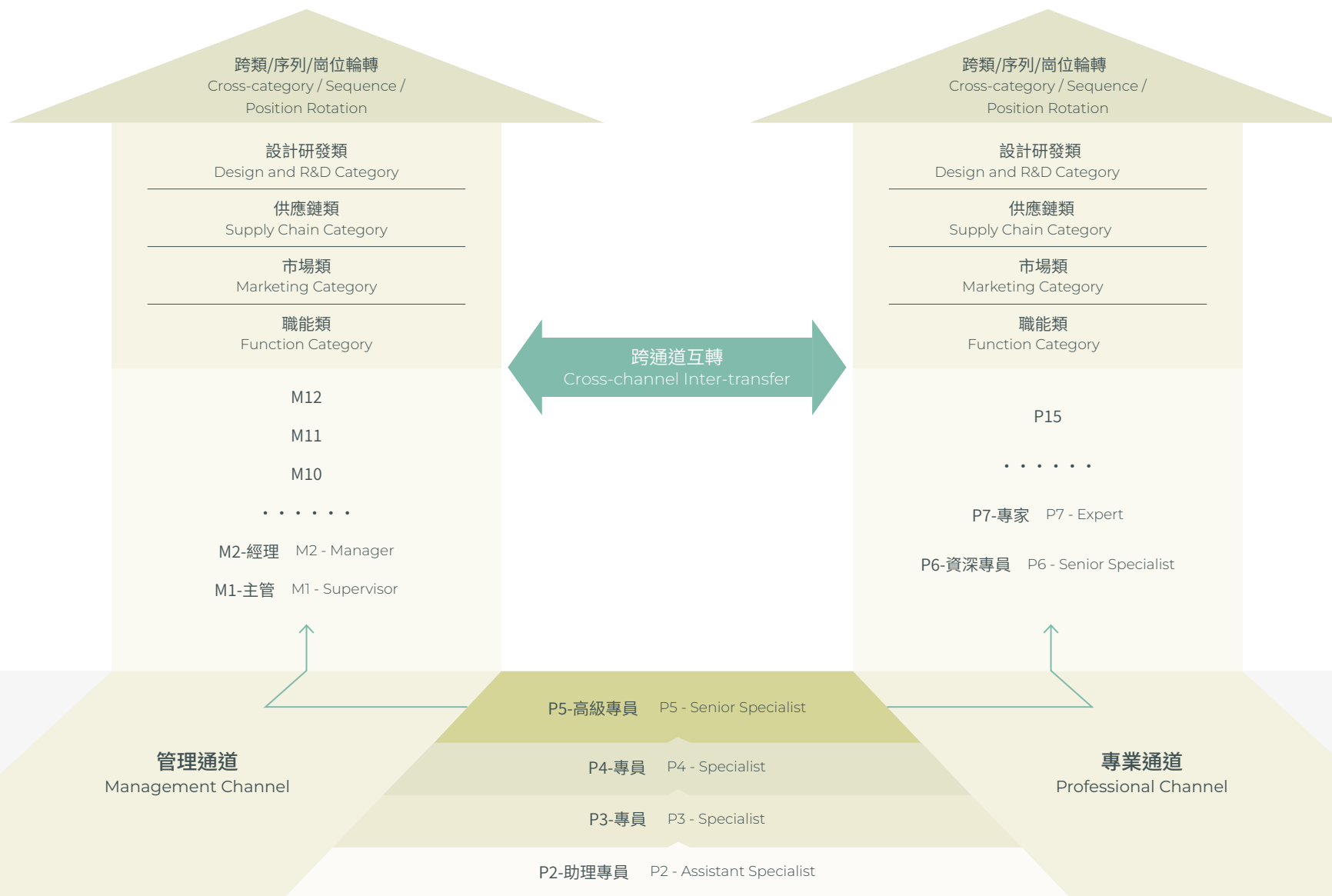
Guided by the concept of talent sustainability, the Group has established a fair and diverse career development system and uses digital management to empower employee growth. We have formulated the Position System Management Regulations and Employee Transfer Management System, creating a “fair, just and open” competition mechanism and providing employees with dual-channel development opportunities. Professional and managerial career tracks open both vertical and horizontal development paths to meet different employee development needs and enable individual value and corporate growth to reinforce each other.

為提升人才管理效率與決策質量，增強員工發展路徑的透明度，我們自主研發並上線了人才管理與發展系統。該系統可實現人才標準線上化，提供人才數據集成與決策支持，並推動人才發展關鍵流程線上化、規範化管理，為打造面向未來的高適應性組織提供系統保障。在此基礎上，我們同步搭建了標準化任職資格體系，為員工能力提升指明方向，確保人才選拔與發展的公平性與一致性。

To improve talent management efficiency and decision-making quality and enhance the transparency of employee development pathways, we independently developed and launched a talent management and development system. The system digitizes talent standards, integrates talent data and provides decision support, while bringing key talent development processes online and enabling standardized management, providing systematic support for building a highly adaptive organization for the future. On this basis, we also established a standardized qualification system to provide clear directions for capability development and ensure fairness and consistency in talent selection and development.

為鼓勵員工發展，本集團實施員工股權激勵，每財年年底結合業績結果評估是否啟動限制性股票單位（RSU）激勵計劃。若啟動，將依據既定准入條件篩選激勵對象、確定對應授予股數，相關股權分4年逐步確權。該激勵的覆蓋範圍為本集團中高級管理層，以及戰略重點崗位的核心骨幹員工。

To encourage employee development, the Group implements an employee equity incentive program and, at the end of each Fiscal Year, assesses whether to launch a restricted share unit (RSU) incentive plan based on performance results. If launched, eligible participants and corresponding numbers of units granted are determined according to established admission criteria, and the awards vest progressively over four years. The incentive covers middle and senior management of the Group as well as core employees in strategically important positions.



員工培訓

Employee Training

本集團致力於打造全員成長的學習型組織，制定了《培訓管理辦法》《內訓師管理辦法》，搭建了全層級特色教學體系，並聯動崗位需求沉澱組織知識資產。我們緊扣企業發展戰略，系統性、制度化推進培訓工作，為企業高質量發展築牢人才根基。

The Group is committed to building a learning organization in which all employees can grow. We have formulated the Training Management Measures and Internal Trainer Management Measures, established a distinctive learning system covering all employee levels, and accumulated organizational knowledge assets in line with job requirements. Closely aligned with the Group's development strategy, we advance training systematically and institutionally to build a strong talent foundation for high-quality development.

我們搭建起覆蓋領導力、通用能力、專業技能與平台支撐的完整培訓體系，為各層級員工打造多元成長路徑。通過外派培訓、外部專家培訓、內訓師培訓、在線學習等多種形式，我們夯實人才能力底座，強化企業核心競爭力。每年我們制定年度培訓計劃，並通過考試、實操、現場提問和知識競賽等方式對培訓效果進行評估，實現培訓全流程精細化管理與持續優化。

We have established a comprehensive training system covering leadership, general capabilities, professional skills and platform support, creating diverse growth pathways for employees at all levels. Through external training assignments, training by external experts, internal trainer programs and online learning, we strengthen the talent capability foundation and reinforce the Group's core competitiveness. Each year, we develop an annual training plan and evaluate training effectiveness through examinations, hands-on exercises, on-site questions and knowledge competitions, enabling refined management and continuous optimization throughout the training process.

同時，為了幫助新員工儘快了解公司文化、制度和行為規範，並熟悉工作要求，我們開展全面的入職培訓和崗位培訓，內容涵蓋公司歷史、企業文化、規章制度、崗位職責和工作規範等方面。對於在職員工，我們提供通用技能培訓、專業技能培訓和管理技能培訓，旨在提升員工當前崗位的勝任能力。本集團技能和知識提升培訓已覆蓋所有員工（包括全職員工、外包員工和實習生等）。此外，我們鼓勵員工考取崗位相關任職資格證書，並為全體員工提供外部培訓、學習的資金支持。

At the same time, to help new employees quickly understand the Company's culture, policies and behavioral standards and become familiar with job requirements, we provide comprehensive induction and on-the-job training covering the Company's history, corporate culture, rules and policies, job responsibilities and work standards. For existing employees, we provide general skills, professional skills and management skills training to enhance competence in their current roles. The Group's skills and knowledge enhancement training covers all employees, including full-time employees, outsourced workers and interns. We also encourage employees to obtain job-related professional qualifications and provide all employees with financial support for external training and learning.

二零二六財年

本集團共有

29 位員工獲得中級職稱

In Fiscal Year 2026, 29 employees obtained intermediate professional titles

5 位員工獲得高級職稱

and 5 employees obtained senior professional titles



二零二六財年，本集團持續推進兼具針對性與前瞻性的培訓項目。針對管理者，我們建立了NM+、M+、L+等多層級人才培養計劃，不斷提升管理者領導能力。在專題培訓方面，我們引入了AI辦公應用、演講能力、溝通能力、藝術審美等創新培訓課程，旨在多維度提升員工的專業水平和技能素質。我們亦積極推進內訓師項目，高效傳承知識，加速人才梯隊搭建，不斷強化企業內生成長動力。

In Fiscal Year 2026, the Group continued to advance targeted and forward-looking training programs. For managers, we established multi-level talent development programs including NM+, M+ and L+ to continuously strengthen leadership capabilities. For thematic training, we introduced innovative courses on AI-enabled office productivity, presentation skills, communication skills and artistic aesthetics to enhance employees' professional capabilities and skills from multiple dimensions. We also actively advanced the internal trainer program to efficiently transfer knowledge, accelerate talent pipeline development and continuously strengthen the Group's internal growth momentum.



「AI辦公提效實戰」培訓
"Practical AI for Office Productivity" Training



「強有力的演講」培訓
"Powerful Presentations" Training



「色彩及信號，從「憑感覺」到「有邏輯」」培訓
"Color and Signals: From 'Going by Feel' to 'Logic-Driven'" Training

> 持續深化內訓師培訓

Continuing to Deepen Internal Trainer Development

二零二六財年，我們繼續深化員工內訓師項目，進一步促進企業內部知識傳承和員工技能提升。該項目共分為「匠心獨運」（研發）、「卓越營銷」（營銷），以及「我是內訓師」（內訓師技能）三大板塊，通過系列工作坊、評估授證以及課程落地驗證跟蹤等步驟，形成內訓師人才培養及課程落地閉環管理機制。截至本財年底，本集團內訓師項目已實現銷售主管、導購、版師、工藝師等多職能崗位廣泛覆蓋，總開發課程數達到25門，累計開展105場培訓，覆蓋超2,600人次，平均滿意度達4.88，助力組織效能不斷提升。

In Fiscal Year 2026, we continued to deepen the employee internal trainer program to further promote internal knowledge transfer and employee skills development. The program consists of three modules: "Ingenuity" (R&D), "Marketing Excellence" (marketing) and "I Am an Internal Trainer" (trainer skills). Through workshops, assessments and certification, course implementation verification and follow-up, the program forms a closed-loop mechanism for internal trainer development and course delivery. As of the end of this Fiscal Year, the internal trainer program had achieved broad coverage across functions including sales supervisors, sales associates, pattern makers and technologists, with 25 courses developed, 105 training sessions delivered, more than 2,600 attendances and an average satisfaction score of 4.88, continuously enhancing organizational effectiveness.



「卓越營銷」內訓師培訓
"Marketing Excellence" Internal Trainer Training

> 開展NM+系列培訓，打造優秀管理團隊

NM+ Training Series to Build an Excellent Management Team

本集團高度重視管理人才發展，針對新經理推出NM+新經理訓練營，共有20位員工參與培訓。該項目以授課與實操相結合，涵蓋績效管理應知應會、職級體系應用、面試官必修課、招聘管理等管理模塊，培訓週期達3個月，幫助新經理夯實管理能力、順利轉變角色，打下堅實的管理能力基礎。

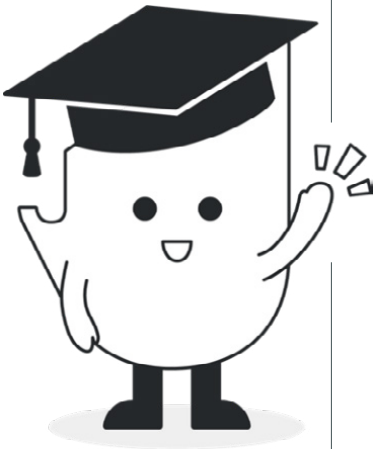
The Group places great importance on management talent development and launched the NM+ New Manager Bootcamp for newly appointed managers, and a total of 20 employees participated in the training. Combining classroom learning with practical exercises, the program covers management modules including essential performance management knowledge, application of the job-level system, mandatory interviewer training and recruitment management. The three-month program helps new managers strengthen management capabilities, transition smoothly into their roles and build a solid management foundation.

> **AI員工「胖丁博士」賦能員工發展**

AI Employee “Dr. Pangding” Empowers Employee Development

「胖丁博士」是本集團推出的智能數字員工，定位為全員智能問答與自助學習平台。它覆蓋HR、法務、IT、行政等11大部門知識庫，員工可通過自然語言提問，快速獲取制度解讀、流程指引及政策說明。同時，在員工發展層面，「胖丁博士」嵌入新人入職、基礎認知、政策風險等多元知識，並新增年會、毅行等大事件內容，滿足全場景學習需求。「胖丁博士」已100%覆蓋本集團正式員工與實習生，季度複用率達62%，問題解決率達95%，已成為驅動組織效能提升的「隱形引擎」。

“Dr. Pangding” is an intelligent digital employee launched by the Group, positioned as an all-employee intelligent Q&A and self-learning platform. It covers knowledge bases across 11 departments including HR, Legal, IT and Administration, allowing employees to use natural-language questions to quickly obtain policy interpretations, process guidance and policy explanations. For employee development, “Dr. Pangding” incorporates knowledge on onboarding, foundational understanding and policy risks, and has added content on major events such as the annual meeting and the Trek to meet learning needs across scenarios. “Dr. Pangding” covers 100% of the Group’s regular employees and interns, with a quarterly reuse rate of 62% and a question resolution rate of 95%, and has become an “invisible engine” for improving organizational effectiveness.



「胖丁博士」
“Dr. Pangding”

二零二六財年，本集團培訓績效如下表所示：

In Fiscal Year 2026, the Group’s training performance was as follows:

關鍵績效指標 KPIs		受訓員工百分比 Percentage of Employees Trained	人均培訓小時數 Average Training Hours per Employee
性別 Gender	男性 Male	28%	4.22
	女性 Female	72%	4.88
僱傭類型 Employment Type	高層管理人員（戰略、策劃） Senior management (responsible for strategy)	3%	8.54
	中層管理人員（規劃） Middle-level management (responsible for planning)	15%	6.76
	基層人員（執行） Junior-level employees (responsible for implementation)	82%	4.17

創建幸福職場

Creating a Happy Workplace

我們致力於為員工提供完善的福利與關懷體系，通過多元化渠道傳遞溫暖，並精心組織各類員工活動，全方位提升員工的幸福感與歸屬感。

We are committed to providing employees with a comprehensive welfare and care system, conveying warmth through diverse channels and carefully organizing a wide range of employee activities to enhance employees' sense of happiness and belonging in all aspects.

員工福利

Employee Benefits

本集團搭建了覆蓋全場景的體系化福利金字塔，包含異地福利、文娛活動、生活福利、安康保障及法定保障五大層級，為員工提供多種特色福利和假期。除國家法定節假日外，員工可享受孝心假、（總部員工）司齡假、育兒假和（獨生子女）陪護假等額外福利假期⁸，同時享有年度體檢、補充商業保險、食堂就餐、高溫津貼、加班打車報銷、差旅補貼、員工內購等多元福利。針對異地入職人才，我們還配套提供面試交通補貼、安家津貼或高端人才公寓等專屬保障。同時，本集團已面向總部員工上線「福利地圖」平台，幫助員工第一時間掌握最新福利動態，並及時使用福利。

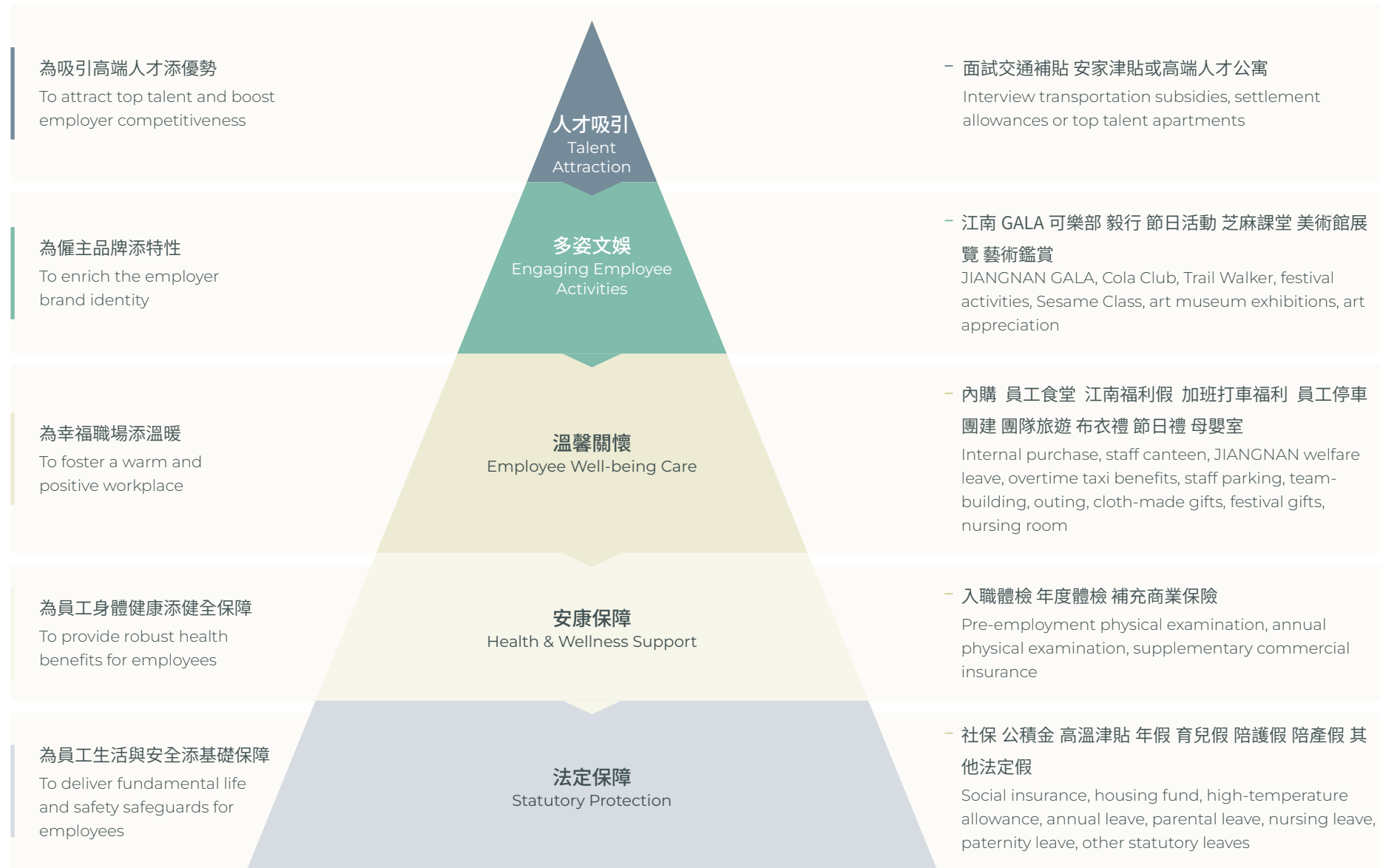
The Group has established a systematic welfare pyramid covering all scenarios, comprising five levels: remote welfare, recreational activities, livelihood welfare, healthcare and legal welfare. In addition to statutory public holidays, employees may enjoy additional leave⁸ such as filial-piety leave, service leave for headquarters employees, parental leave and (one-child) nursing leave. Employees also receive benefits including annual medical examinations, supplementary commercial insurance, canteen meals, high-temperature allowances, taxi reimbursement for overtime work, business travel subsidies and employee purchases. For talent joining from other locations, we also provide dedicated support such as interview travel subsidies, relocation allowances or premium talent apartments. The Group has also launched a "Benefits Map" platform for headquarters employees to help them stay informed of the latest benefits and use them in a timely manner.

二零二六財年，本集團非薪酬福利體系已覆蓋全體員工。

In Fiscal Year 2026, the Group's non-remuneration benefits system covered all employees.

⁸ 本集團員工可享受的生育相關假期按所在地政策執行。本集團多數員工位於浙江省杭州市，女性員工一孩產假158天、二孩及以上188天，難產、多胞胎生育可額外增加產假天數；男性員工陪產假15天；哺乳未滿1周歲嬰兒的女性員工每日享有1小時哺乳時間；子女3周歲以內夫妻雙方每年各享10天育兒假。

⁸ Parental and maternity/paternity leave available to Group employees is implemented in accordance with local policies. Most Group employees are located in Hangzhou, Zhejiang Province, where female employees are entitled to 158 days of maternity leave for a first child and 188 days for a second or subsequent child, with additional leave for difficult or multiple births; male employees are entitled to 15 days of paternity leave; female employees nursing an infant under one year old are entitled to one hour of breastfeeding time per day; and each parent of a child under three years old is entitled to 10 days of parental leave per year.



員工溝通

Employee Communication

本集團建立了暢通的員工溝通渠道，保障員工各項民主權益。我們已設立工會，定期開展集體協商，維護員工與公司雙方的合法權益，員工入會率達96%。我們鼓勵員工參與決策，群策群力共解發展難題。

The Group has established open employee communication channels and safeguards employees' democratic rights. We have established a trade union, regularly conduct collective consultations and protect the legitimate rights and interests of both employees and the Company, with a union membership rate of 96%. We encourage employees to participate in decision-making and work together to solve development challenges.

截至本財年底

本集團《集體合同》和《工資協議》員工覆蓋率達

100%

As of the end of this Fiscal Year, the Group's Collective Agreement and Wage Agreement covered 100% of employees.

我們每年均對重點員工活動開展員工滿意度調查，了解員工關切事項並持續改進。

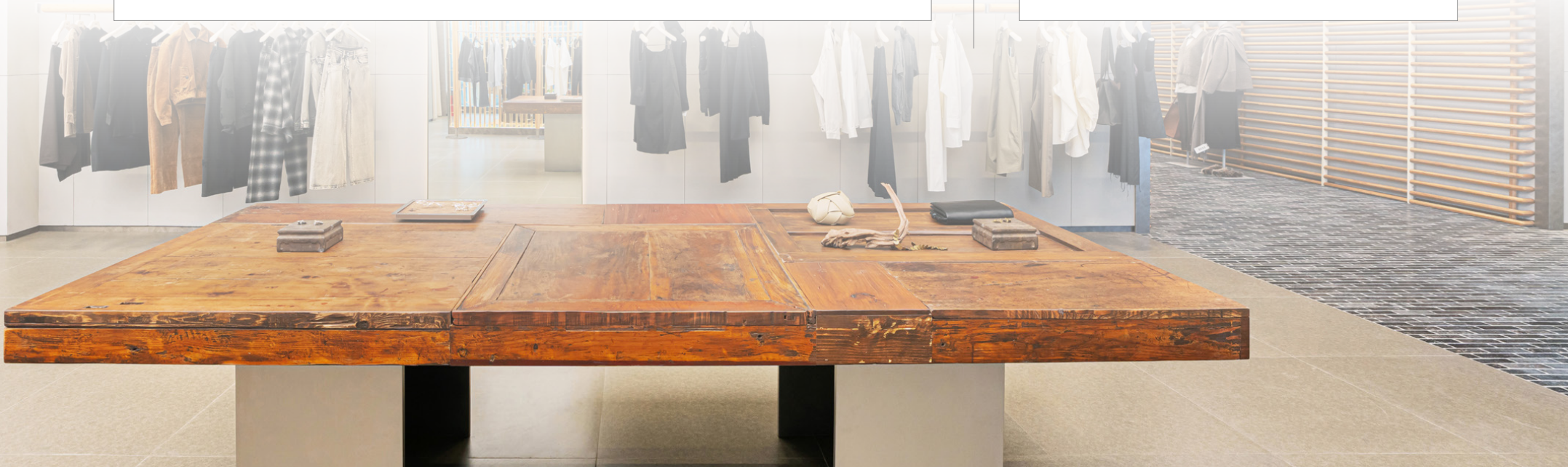
Each year, we conduct employee satisfaction surveys for key employee activities to understand employee concerns and continuously improve.

二零二六財年

員工對於年會的滿意度為

8.8 分（滿分10分）

In Fiscal Year 2026, employee satisfaction with the annual meeting was 8.8 out of 10.



員工關懷

Employee Care

本集團致力於打造多元活力的員工文化場景，關心員工身心健康。我們共設有5個員工運動俱樂部，稱為「可樂部」，定期組織各種活動，免費向全體員工開放。二零二六財年，「可樂部」共舉辦了223場活動，覆蓋員工達2,521人次。此外，我們定期舉辦年會、傳統節日活動、運動主題活動等，以提升員工的職場幸福感。

The Group is committed to creating diverse and energetic cultural experiences for employees and caring for their physical and mental well-being. We have 5 employee sports clubs, collectively known as "Cola Clubs", which regularly organize activities and are open to all employees free of charge. In Fiscal Year 2026, the "Cola Clubs" held 223 activities with 2,521 employee attendances. In addition, we regularly organize annual meetings, traditional festival activities and sports-themed events to enhance workplace well-being.



街舞「可樂部」
Street Dance "Cola Club"



乒乓球「可樂部」
Table Tennis "Cola Club"



籃球「可樂部」
Basketball "Cola Club"



瑜伽「可樂部」
Yoga "Cola Club"



羽毛球「可樂部」
Badminton "Cola Club"



年會2026
GALA 2026

「百里毅行」運動主題活動

“Trail Walker” Sports-Themed Activity

二零二六財年，本集團以「持之以恆」為主題舉辦「百里毅行」活動，589名員工以接力形式共赴百里征途。途中大家彼此幫扶、共克難關，打破部門壁壘並肩前行，在步履間凝聚團隊向心力。活動全程貫穿ESG理念，我們使用回收塑料製作獎牌，現場設置舊衣回收箱，用庫存面料定制「胖丁環保袋」。所有毅行步數均通過螞蟻森林進行捐贈，共同助力「一億棵梭梭」公益項目，讓綠色理念隨腳步深植人心。

In Fiscal Year 2026, the Group held the “Trail Walker” under the theme of “Perseverance”, with 589 employees completing the 100-li journey in relay teams. Participants supported one another and overcame challenges together, breaking down departmental barriers and strengthening team cohesion with every step. ESG principles ran throughout the event: medals were made from recycled plastic, used-clothing collection boxes were set up on site, and “Dr. Pangding Eco Bags” were customized from surplus fabrics. All steps from the trek were donated through Ant Forest to support the “One Hundred Million Suosuo” public welfare project, allowing green values to take root through action.



「百里毅行」活動
“Trail Walker” Activity



我們關愛員工身心健康，在年度體檢中加入心理健康評估項目，引導員工關注自身心理健康。我們致力於創造富有藝術感及療愈作用的辦公空間，打造冬天花園，使員工在工作中可以親近自然，放鬆身心。我們亦開展健康知識講座，包括科學應對流感與肺炎、心腦血管疾病等主題，不斷提升員工健康意識。

We care about employees' physical and mental health and include mental health assessments in annual medical examinations to encourage employees to pay attention to their psychological well-being. We are committed to creating artistic and restorative office spaces and have developed a winter garden where employees can be close to nature and relax during work. We also organize health education lectures on topics including scientific responses to influenza and pneumonia and cardiovascular and cerebrovascular diseases, continuously enhancing employees' health awareness.



「冬天花園」
“Winter Garden”



心腦血管專題講座
Cardiovascular and
Cerebrovascular
Health Lecture

我們關心員工家庭，努力提升員工及其家人福祉。每逢寒暑假期間，為減輕員工陪護子女的壓力，我們組織開展「小候鳥」關愛活動，並組織拼豆、冰箱貼製作等豐富多彩的活動，以實際行動關愛員工子女成長。

We care about employees' families and strive to improve the well-being of employees and their family members. During winter and summer school holidays, to reduce employees' childcare burden, we organize the “Little Migrant Bird” care program and a variety of activities such as fuse-bead crafts and refrigerator magnet making, supporting employees' children through practical action.



員工子女「小候鳥」託管班
“Little Migrant Bird”
Childcare Program for
Employees' Children

守護健康安全

Protecting Health and Safety

本集團始終將員工的職業健康與安全置於運營管理的核心位置，嚴格遵守《中華人民共和國安全生產法》《中華人民共和國職業病防治法》《中華人民共和國消防法》及《生產安全事故應急預案管理辦法》等法律法規要求，建立《總部安全生產管理制度》《安全生產綜合應急預案》《員工工傷管理制度》《保安管理制度》等內部制度，致力於打造一個健康安全的工作環境。

The Group always places employee occupational health and safety at the core of operational management. We strictly comply with 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 the Prevention and Control of Occupational Diseases, the Fire Protection Law of the People's Republic of China and the Measures for the Administration of Emergency Plans for Work Safety Incidents. We have established internal policies including the Headquarters' Work Safety Management Policy, the Comprehensive Contingency Plans for Work Safety Accidents, the Employees Occupational Injury Management Policy and the Security Management Policy, and are committed to creating a healthy and safe working environment.

本集團已構建全覆蓋的安全生產管理體系。在總部層面，我們設立了由安全生產領導小組統籌決策、安全生產管理部門具體執行、特種作業人員一線落實的三級管理架構。針對倉儲業務板塊，我們在相關職能部門內部組建了專項應急組織，形成以應急救援指揮小組為中樞、應急救援辦公室為協調樞紐，下設消防滅火組、應急搶險組、傷員救護組、治安保衛組、後勤保障組的分工協作架構，全面負責倉儲區域的安全管理與職業健康保障工作。

The Group has established a comprehensive work safety management system. At headquarters, we operate a three-tier management structure in which the Work Safety Leadership Group coordinates decision-making, the Work Safety Management Department implements specific measures, and special-operation personnel carry out frontline execution. For the warehousing business, dedicated emergency response organizations have been established within relevant functional departments, forming a coordinated structure centered on the Emergency Rescue Command Team, with the Emergency Rescue Office serving as the coordination hub and dedicated teams for firefighting, emergency response, casualty rescue, security and logistics support. This structure is responsible for comprehensive safety management and occupational health protection in warehouse areas.

為保障員工差旅安全，我們已聯合攜程在內部差旅系統上線出行安全預警與緊急保障服務，當出差目的地或交通方式出現異常時，系統將提前推送預警通知，全力保障員工人身安全。本財年，我們持續開展員工參與急救培訓，幫助員工學習各項急救技能。經培訓獲《紅十字救護員證》員工共14人。同時，我們在辦公區域新增一台立式自動體外除顫器（AED）設備，以提升安全應急處置能力。

To safeguard employee travel safety, we have worked with Ctrip to launch travel safety alerts and emergency support services in the internal business travel system. When abnormalities arise at a business travel destination or in a mode of transportation, the system sends advance warning notifications to protect employees' personal safety. In this Fiscal Year, we continued to provide first-aid training for employees, helping them learn a range of emergency response skills. A total of 14 employees received Red Cross First Aid Responder Certificates. We also added a floor-standing automated external defibrillator (AED) in the office area to strengthen emergency response capability.



急救培訓
First-Aid Training



新增AED設備
New AED Equipment

本集團高度重視消防安全管理，制定《消防月度檢查制度》《防火巡查制度》等制度以確保消防設施和消防安全的有效運行。此外，我們常態化開展消防安全檢查，每年檢測燃氣等重點設備，節假日前後開展消防專項排查，落實下班斷電要求，防範電器火災風險。我們亦每半年開展消防疏散演習，確保員工在緊急情況發生時能夠有序疏散，增強安全應急意識和能力。

The Group places great importance on fire safety management and has formulated policies including the Monthly Fire Safety Inspection Policy and Fire Prevention Patrol Policy to ensure the effective operation of fire protection facilities and fire safety management. We also conduct regular fire safety inspections, inspect key equipment such as gas facilities every year, carry out special fire safety checks before and after public holidays, and enforce power-off requirements at the end of the workday to prevent electrical fire risks. Fire evacuation drills are conducted every six months to ensure orderly evacuation in emergencies and strengthen employees' safety awareness and emergency response capabilities.



消防演習現場
Fire Drill

我們始終重視安全文化建設，通過定期開展安全培訓與應急演練，持續提升員工的安全意識和應急處置能力。本財年，我們圍繞安全生產專題培訓及「安全月」活動，組織開展了形式多樣的安全知識與技能宣教，進一步夯實了員工的安全素養。在職業健康保障方面，我們每年組織全員健康體檢，並對食堂菜品、飲用水進行定期檢測，切實維護員工的身體健康。

We have always valued safety culture development and continuously strengthen employees' safety awareness and emergency response capabilities through regular safety training and emergency drills. In this Fiscal Year, through work safety training and "Safety Month" activities, we organized diverse safety knowledge and skills education programs, further strengthening employees' safety competence. For occupational health protection, we organize annual health examinations for all employees and regularly test canteen food and drinking water to effectively safeguard employee health.

二零二六財年，本集團關鍵績效指標如下表所示：

In Fiscal Year 2026, the Group's key performance indicators were as follows:

關鍵績效指標 KPIs	員工 Employees
因工亡故員工數（二零二六財年） Number of Work-related Fatalities (Fiscal Year 2026)	0
因工亡故員工數（二零二五財年） Number of Work-related Fatalities (Fiscal Year 2025)	0
因工亡故員工數（二零二四財年） Number of Work-related Fatalities (Fiscal Year 2024)	0
因工傷損失工作日數（二零二六財年） Lost Days Due to Work Injury (Fiscal Year 2026)	88



社區可持續 Community Sustainability

本集團始終堅信企業的可持續發展根植於與社區、行業及社會的深度共建。我們攜手供應商與合作夥伴，推動綠色供應鏈與公平合作；積極參與行業交流，助力時尚產業綠色轉型。同時，我們以設計與美育為橋樑，投身公益實踐，支持鄉村振興，推動社區發展，持續踐行「社區可持續」。

The Group firmly believes that sustainable development is rooted in deep collaboration with communities, the industry and society. We work with suppliers and partners to promote green supply chains and fair cooperation, and actively participate in industry exchanges to support the green transformation of the fashion industry. At the same time, we use design and aesthetic education as bridges to engage in public welfare, support rural revitalization and promote community development, continuously putting "Community Sustainability" into practice.

聯合國可持續發展目標 (SDGs)

United Nations Sustainable Development Goals (SDGs)



落實責任採購

Implementing Responsible Procurement

本集團堅持公平透明的採購原則，攜手供應商共建可持續供應鏈。我們倡導負責任的合作，在關注產品質量的同時，重視生產對環境與社會的影響。通過推動供應商加強環境管理、保障員工福祉，共同探索更具責任感的商業實踐，實現供應鏈的可持續轉型。

The Group adheres to fair and transparent procurement principles and works with suppliers to build a sustainable supply chain. We advocate responsible partnerships and, while focusing on product quality, also pay close attention to the environmental and social impacts of production. By encouraging suppliers to strengthen environmental management and safeguard employee well-being, we jointly explore more responsible business practices and advance the sustainable transformation of the supply chain.

截至本財年底

本集團共有供應商

731 家

As of the end of this Fiscal Year, the Group had 731 suppliers.

供應商准入 Supplier Admission

本集團在供應商准入階段實行嚴格審核。我們聯合業務、財務、法務等部門，對供應商進行多維度審查，涵蓋法律糾紛、經營狀況及其他潛在合作風險，確保其具備穩健的經營能力與合規背景。在合同簽訂階段，我們要求供應商就組織機構認證、知識產權及保密義務等做出承諾，並將相關要求明確列入合同條款，以確保其行為符合我們的標準與期望。通過上述審查並滿足條件的供應商，將被納入合格供應商清單，隨後根據其資質及合作額度要求，正式建立合作關係。

The Group applies strict reviews during supplier admission. Together with the business, finance, legal and other departments, we conduct multi-dimensional due diligence on suppliers, covering legal disputes, operating conditions and other potential cooperation risks, to ensure sound operating capability and a compliant background. At the contracting stage, suppliers are required to make commitments relating to organizational certifications, intellectual property rights and confidentiality obligations, and the relevant requirements are expressly incorporated into contractual terms to ensure that supplier conduct meets our standards and expectations. Suppliers that pass these reviews and meet the relevant requirements are included in the qualified supplier list and, based on their qualifications and expected cooperation value, formally enter into business relationships with the Group.

關鍵績效指標 KPIs	供應商數量 (家) Number of Suppliers
中國供應商 Suppliers in China	717
海外供應商 Overseas Suppliers	14

供應商考核評估

Supplier Assessment and Evaluation

為全面評估供應商的誠信履約、產品質量、交付能力及服務水平，本集團生產採購中心聯合相關部門組成評估小組，每年定期對供應商開展多維度考評。評估內容涵蓋三大維度，包括合同履約維度（合同履約率、次品率等）、人工考評維度（開發創新能力、長期發展能力、配合度等）、客觀數據維度（第三方平台企業信息、驗廠結果、ESG 指標等）。本財年完成原材料和成衣供應商評估共 426 家，按照評估結果將供應商進行分級管理，並將針對評估發現的問題制定相應整改方案。結合供應商管理系統，通過全面評估、分級管理、動態監控、全量檔案的體系閉環，實現供應商的優勝劣汰與戰略協同，保障供應鏈的穩定性與競爭力。同時，本集團對門店裝修類及道具類供應商進行現場走訪，考察其運營能力、辦公環境、工作人員、生產工場、業務案例等方面，本財年共考察 7 家。

To comprehensively assess suppliers' integrity in contract performance, product quality, delivery capability and service level, the Group's Production and Procurement Center forms an assessment team with relevant departments to conduct multi-dimensional supplier evaluations on a regular annual basis. The assessment covers three dimensions: contract performance, including contract fulfillment rate and defect rate; manual evaluation, including development and innovation capability, long-term development capability and degree of cooperation; and objective data, including corporate information from third-party platforms, factory audit results and ESG indicators. In this Fiscal Year, we completed assessments of 426 raw material and garment suppliers. Based on the assessment results, suppliers are managed by tier, and corresponding corrective action plans will be developed to address the issues identified. Combined with the supplier management system, we have established a closed-loop system encompassing comprehensive assessment, tiered management, dynamic monitoring, and complete supplier profiles. This enables the survival of the fittest and strategic synergy among suppliers, ensuring the stability and competitiveness of the supply chain. The Group also conducts on-site visits to store renovation and prop suppliers to review operating capability, office environment, staff, production facilities and business cases. 7 suppliers were inspected in this Fiscal Year.

為進一步落實責任制，本集團已將供應商管理成效納入採購業務經理的年度績效考核。根據評估結果，我們定期優化供應商清單，並依據其級別決定是否給予優先合作機會，動態調整合作級別與訂單安排，確保訂單完成的質量與時效性，使供應商能力與品牌業務需求緊密匹配。

To further strengthen accountability, the Group has incorporated supplier management effectiveness into the annual performance assessments of procurement business managers. Based on evaluation results, we regularly optimize the supplier list and determine priority cooperation opportunities according to supplier tier, dynamically adjust cooperation levels and order arrangements, and ensure the quality and timeliness of order fulfillment so that supplier capabilities remain closely aligned with brand business needs.



供應商環境及社會風險管理

Supplier Environmental and Social Risk Management

本集團對供應鏈環境與社會風險管理實施全面管控。我們已制定並公開《生產商和供應商行為準則》，包含反歧視、童工、強迫勞動、自由結社、健康與安全、最低工資、加班工資、工作時長等相關要求，要求所有供應商嚴格遵守相關法律法規及規定，全面提升供應鏈的可持續水平。本財年，我們組織開展了面向所有供應商的《生產商和供應商行為準則》線上培訓，著重強調關於勞工權益、環境責任、反貪腐、保密義務等方面內容。截至本財年底，已有 274 家供應商完成了培訓。

The Group applies comprehensive controls over environmental and social risks in the supply chain. We have formulated and publicly disclosed the Code of Conduct for Manufacturers and Suppliers, which includes requirements relating to non-discrimination, child labor, forced labor, freedom of association, health and safety, minimum wages, overtime pay and working hours. All suppliers are required to strictly comply with relevant laws, regulations and requirements to comprehensively enhance supply chain sustainability. In this Fiscal Year, we organized online training on the Code of Conduct for Manufacturers and Suppliers for all suppliers, with a strong emphasis on labor rights, environmental responsibility, anti-corruption, and confidentiality obligations. As of the end of this Fiscal Year, 274 suppliers have completed the training.

我們將 ISO 14001（環境管理體系）、ISO 9001（質量管理體系）、ISO 45001（職業健康安全管理體系）以及 OEKO-TEX® STANDARD 100（紡織品安全標準）等國際認證標準納入供應商准入審核，以確保供應商在產品質量、環境保護和員工健康與安全等方面達到我們的要求。

We incorporate international certification standards including ISO 14001 (Environmental Management System), ISO 9001 (Quality Management System), ISO 45001 (Occupational Health and Safety Management System) and OEKO-TEX® STANDARD 100 (Textile Safety Standard) into supplier admission reviews to ensure that suppliers meet our requirements in product quality, environmental protection, and employee health and safety.

在勞工權益方面，我們明確禁止使用童工和強迫勞動，嚴禁歧視、騷擾及虐待等行為。同時，要求供應商保障員工自由結社與集體談判的權利，提供健康安全的工作環境，規範工作時長及加班工資，切實維護員工的合法權益。

For labor rights, we prohibit child labor and forced labor and strictly prohibit discrimination, harassment and abuse. Suppliers are also required to safeguard employees' rights to freedom of association and collective bargaining, provide healthy and safe working environments, regulate working hours and overtime pay, and effectively protect employees' legitimate rights and interests.

在環境保護方面，我們優先選擇使用綠色能源、無污染或低污染生產工藝、設備及環保材料的供應商，並關注供應商是否持有可持續紡織和皮革生產認證（STeP）、全球有機紡織標準、藍標、全球回收標準認證等相關環保認證。

For environmental protection, we prioritize suppliers that use green energy, non-polluting or low-polluting production processes and equipment, and environmentally friendly materials. We also consider whether suppliers hold relevant environmental certifications such as Sustainable Textile and Leather Production (STeP), the Global Organic Textile Standard (GOTS), bluesign, and Global Recycled Standard (GRS).

在商業道德方面，我們與所有供應商簽訂《廉潔協議》，並要求供應商在日常運營中保持誠實、正直、透明和公開的原則，嚴格杜絕任何形式的腐敗、行賄和勒索行為，以確保供應鏈的廉潔和誠信。

For business ethics, we sign an Integrity Agreement with all suppliers and require them to uphold the principles of honesty, integrity, transparency and openness in day-to-day operations and strictly prohibit all forms of corruption, bribery and extortion, thereby safeguarding integrity and ethical conduct throughout the supply chain.

同時，我們高度重視保障供應商員工的合法權益，已建立並於官網公開供應商申訴渠道。該渠道適配不同語言（包括簡體中文、繁體中文和英文），供應商員工可對任何潛在、已構成侵犯人權、危害環境的行為進行舉報。接獲舉報後，我們將進行調查核實，並及時反饋處理結果。

Meanwhile, we place great emphasis on safeguarding the legitimate rights and interests of suppliers' employees. We have established and publicly disclosed a supplier grievance channel on our official website. This channel supports multiple languages (including Simplified Chinese, Traditional Chinese, and English), allowing supplier employees to report any potential or actual acts that violate human rights or harm the environment. Upon receiving a report, we will conduct an investigation and verification, and provide timely feedback on the handling results.

行業協同發展

Coordinated Industry Development

本集團積極參與行業對話，推動時尚產業可持續轉型。本財年，我們受邀參與了包括上海時裝周善議論壇、2025 Intertextile 中國國際紡織面料及輔料（秋冬）博覽會、上海氣候周、2026 上海碳中和博覽會在內的多個重要論壇。我們與各方合作夥伴深入探討與交流，圍繞綠色低碳、前沿面料等議題，持續傳遞我們的可持續理念與行動，攜手推動產業鏈走向更加低碳、包容、可持續的未來。

The Group actively participates in industry dialogue and promotes the sustainable transformation of the fashion industry. In this Fiscal Year, we were invited to participate in a number of major forums, including the Shanghai Fashion Week Shan Future Forum, the 2025 Intertextile Shanghai Apparel Fabrics - Autumn Edition, Shanghai Climate Week and the 2026 Shanghai International Carbon Neutrality Expo. Together with partners from across the industry, we engaged in in-depth discussions and exchanges on topics such as green and low-carbon development and advanced fabrics, continuously communicating our sustainability philosophy and actions and jointly promoting a lower-carbon, more inclusive and more sustainable future for the industry value chain.



在行業標準方面，本集團作為全國紡織品標準化技術委員會基礎標準分標委標準審定會、全國服裝標準化技術委員會、全國制鞋標準化技術委員會標準年會及標準審定會、全國紡織品標準化技術委員會麻紡織品分技術委員會、全國毛紡織品標準化技術委員會、全國絲綢標準化技術委員會等行業協會的會員積極參與行業活動。同時，我們參編的行業標準《紡織品 循環再利用纖維分類及含量標識》已於2025年底發佈，並於2026年正式實施。

In industry standards, the Group actively participates in industry activities as a member of organizations including the Standards Review Committee of the Basic Standards Subcommittee at the National Textile Technical Committee on Standardization, the National Apparel Technical Committee on Standardization, the Annual Meeting and Standards Review Committee of the National Footwear Technical Committee on Standardization, the Bast Fiber Textiles Subcommittee of the National Textile Technical Committee on Standardization, the National Technical Committee on Wool Textiles Standardization, and the National Technical Committee on Silk Standardization. The industry standard Textiles - Classification and Content Labeling of Recycled Fibers, which the Group participated in drafting, was released at the end of 2025 and formally implemented in 2026.

「布盡其用」項目亮相2025 Intertextile博覽會

"Textile Possibility" Project at the 2025 Intertextile Exhibition

在2025 Intertextile 中國國際紡織面料及輔料（秋冬）博覽會上，本集團「布盡其用」項目以「織境志」主題展覽亮相，設「大地之源」「手藝韻律」「新生之境」三大展區，聯合九家面料企業展示牦牛絨創新應用、傳統工藝與現代設計的融合成果。同期舉辦「料見趨勢」論壇，攜手國際趨勢預測機構WGSN發佈面料趨勢預測，並邀請合作夥伴分享牦牛絨國際化等議題。「布盡其用」本次參展開闢了藝術化、平台化、傳統創新化的全新視角，以期與其全球紡織服裝行業同儕思考共進，持續推進有中國特色的可持續時尚發展。

At the 2025 Intertextile Shanghai Apparel Fabrics - Autumn Edition, the Group's "Textile Possibility" project appeared in a themed exhibition titled "Fabric Realms", featuring three exhibition zones - "TERRA", "CHROMO" and "NOVA" - and working with nine fabric companies to showcase innovative applications of yak wool and the integration of traditional craftsmanship with modern design. During the exhibition, the "Materials and Trends" forum was also held, where the Group worked with international trend forecasting agency WGSN to release fabric trend forecasts and invited partners to share perspectives on topics including the internationalization of yak wool. Through this exhibition, "Textile Possibility" opened new artistic, platform-based and tradition-meets-innovation perspectives, with the aim of exchanging ideas and advancing together with peers across the global textile and apparel industry and continuously promoting sustainable fashion with Chinese characteristics.



「布盡其用」項目參展
"Textile Possibility" Project Exhibition

> 深入推進「布盡其用-牦牛絨產業振興項目」

Deepening the “Textile Possibility - Yak Wool Industry Revitalization Project”

本集團以「布盡其用」項目為核心，聯合多方推進牦牛絨產業振興，重點聚焦牧場認證與草原生態修復。在牧場認證方面，本集團攜手ICCAW、青海大學等單位，牽頭制定全球首個牦牛福利標準《農場動物福利要求 牦牛》，並以此為依據開展牧場認證。自2025年4月起，我們已在青海、四川等地助力600多戶牧場完成認證，產出福利牦牛絨原料80多噸，同時深入牧區開展技術培訓，提升牧民科學養殖與福利取絨能力。江南布衣也將推出第一批認證牦牛絨產品。在生態修復方面，本集團連續三年赴四川省阿壩州若爾蓋縣參與黑土灘修復，累計修復草場近500畝，通過「牧民治沙」模式播撒草籽並利用牦牛踩踏提升存活率，重塑草原綠色屏障。我們通過與行業夥伴的緊密協作，共同推動牦牛絨產業健康可持續發展，實現生態保護與牧民增收的雙贏。



Centered on the “Textile Possibility” project, the Group works with multiple parties to advance the revitalization of the yak wool industry, focusing on pasture certification and grassland ecological restoration. For pasture certification, the Group worked with ICCAW, Qinghai University and other organizations to lead the development of the world’s first yak welfare standard, Farm Animal Welfare Requirements - Yak, and uses the standard as the basis for pasture certification. Since April 2025, we have supported more than 600 herding households in Qinghai, Sichuan and other regions in completing certification, producing more than 80 tonnes of welfare-certified yak wool raw materials. We also conduct technical training in pastoral areas to strengthen herders’ capabilities in scientific husbandry and welfare-friendly wool collection. JNBY Group will also launch its first batch of certified yak wool products. For ecological restoration, the Group has participated for three consecutive years in the restoration of degraded “black-soil” grasslands in Ruo’ergai County, Aba Prefecture, Sichuan Province, restoring nearly 500 mu of grassland in total. Through a “herders combat desertification” model, grass seeds are sown and yak trampling is used to improve survival rates, helping rebuild a green ecological barrier across the grasslands. Through close collaboration with industry partners, we jointly promote the healthy and sustainable development of the yak wool industry and create a win-win outcome for ecological protection and increased herder incomes.

草場修復

Grassland Restoration

踐行社會責任

Fulfilling Social Responsibility

本集團積極履行社會責任，長期關注鄉村、社區發展。我們組建了內部員工「螢火蟲」志願者團隊，秉持「有一份力，發一份光，匯聚微光，璀璨江南」的理念推動公益，並制定《江南布衣志願者組織—「螢火蟲」管理辦法》，推動志願者活動制度化、規範化、常態化。同時，我們通過《救災捐贈管理辦法》，規範慈善公益資金的來源與使用、活動形式及總結評估。本財年，我們的志願者服務時長共計345小時，慈善捐贈物資總計48萬元。

The Group actively fulfills its social responsibility and has long focused on rural and community development. We have established an internal employee volunteer team, the "Firefly", guided by the philosophy "each contributes their might, each shines their light; gather these faint glimmers, and let JIANGNAN glow bright". We have formulated the JNBY Group's Volunteer Organization - Firefly Management Measures to institutionalize, standardize and normalize volunteer activities. We also regulate the sources and use of charitable funds, activity formats, and post-activity review and evaluation through the Management of Disaster Relief Donations. In this Fiscal Year, our volunteers contributed a total of 345 service hours and charitable donations in kind totaled RMB480,000.

助力鄉村振興

Supporting Rural Revitalization

本集團積極響應國家鄉村振興戰略和共同富裕理念，結合我們的核心業務，長期關注鄉村兒童美育發展。我們旗下的童裝品牌jnby by JNBY攜手BY ART MATTERS天目里美術館，首次將「藝術課堂」帶進四川廣元青川縣的喬莊小學，引導孩子欣賞經典、自由創作。與此同時，「藝術課堂」為全國偏遠地區的29所鄉村小學捐贈美育包，以支持鄉村美育建設。作為「快樂音樂教室」公益項目的唯一服裝捐贈夥伴，我們為全國偏遠地區的5所學校合唱團捐贈近400件jnby by JNBY與蓬馬童裝。我們亦依託「布」一樣的美育課公益項目，推進鄉村美育教育，支持兒童全面發展。

The Group actively responds to China's rural revitalization strategy and common prosperity initiative and, in connection with our core business, has long focused on aesthetic education for rural children. Our children's wear brand jnby by JNBY partnered with BY ART MATTERS to bring the "Art Classes" to Qiaozhuang Primary School in Qingchuan County, Guangyuan, Sichuan for the first time, guiding children to appreciate classic works and create freely. Meanwhile, through "Art Classes Project", we also donated aesthetic education kits to 29 rural primary schools in remote areas across the country to support the development of rural art education. As the sole apparel donation partner of the "Happy Music Classroom" public welfare project, we donated nearly 400 pieces of jnby by JNBY and POMME DE TERRE children's clothing to school choirs at five schools in remote areas across China. We also continue to advance rural aesthetic education through the "Aesthetic Education Class for Fabrics" public welfare project, supporting the holistic development of children.



jnby by JNBY為「快樂音樂教室」捐贈童裝
jnby by JNBY Donated Children's Clothing to
the "Happy Music Classroom"



藝術課堂走進四川廣元
Art Classes in Guangyuan, Sichuan

> 「布」一樣的美育課暖心夏令營

Heartwarming Summer Camp of the “Aesthetic Education Class for Fabrics”

我們自2023年起推出了「布」一樣的美育課公益項目，旨在深化鄉村美育教育，為鄉村兒童與城市兒童架起溝通的橋樑，共創兒童友好型社會。2025年8月，項目聯動上海真愛夢想公益基金會「去遠方」研學旅行項目，邀請四川廣元青川縣喬莊小學的6位學生來到杭州，與城市兒童共同參與美育創作。活動中，孩子們參觀BY ART MATTERS天目里美術館展覽，並在志願者指導下，利用庫存布料拼貼創作「未來的模樣」主題T恤。公益大使周迅作為助教與孩子們互動，鼓勵他們大膽表達。截至本財年底，該項目已有51名志願者累計服務796小時。通過庫存布料再利用與藝術啟蒙相結合的方式，我們將美育的種子播撒進鄉村孩子心中，讓藝術成為連接城鄉、照見未來的橋樑。

Since 2023, we have launched the “Aesthetic Education Class for Fabrics” public welfare project to deepen rural aesthetic education and jointly build a child-friendly society. In August 2025, the project partnered with the Shanghai Adream Foundation's “Go Far” study-tour program and invited six students from Qiaozhuang Primary School in Qingchuan County, Guangyuan, Sichuan to Hangzhou to participate in aesthetic creation together with children from the city. During the activity, the children visited an exhibition at BY ART MATTERS and, under volunteer guidance, used surplus fabrics in collage to create “What the Future Looks Like” themed T-shirts. Public welfare ambassador Zhou Xun participated as a teaching assistant and encouraged the children to express themselves boldly. As of the end of this Fiscal Year, 51 volunteers had contributed a cumulative 796 service hours through the project. By combining surplus fabric reuse with artistic inspiration, we bring the seeds of aesthetic education into the hearts of rural children and make art a bridge connecting urban and rural communities and illuminating the future.



孩子們展示自主創意T恤
Children Presenting Their Original T-shirts



孩子們參觀天目里美術館
Children Visiting BY ART MATTERS

貢獻社區發展

Contributing to Community Development

我們作為杭州市西湖區慈善聯合總會副會長單位，秉持「設計向善」的理念，長期致力於支持社區發展項目，助力社區可持續發展。二零二六財年，螢火蟲志願者積極參與到杭州西湖區慈善聯合總會發起的生態雲稻田公益項目 LOGO及產品包裝設計、BY ART MATTERS天目里美術館無障礙藝術節、美麗工坊設計賦能工作坊等社區公益項目中，持續為社區發展貢獻自己的一份力量。

As a vice-chair member of the Hangzhou Xihu District Charity Federation, we uphold the philosophy of "Design for Good" and have long supported community development projects to advance sustainable community development. In Fiscal Year 2026, Firefly volunteers actively participated in community public welfare projects jointly initiated with the Hangzhou Xihu District Charity Federation, including logo and product packaging design for the Eco-Cloud Rice Field public welfare project, the Accessible Art Festival at BY ART MATTERS, and a design-empowerment workshop for the "Beautiful Crafts Workshop", continuously contributing to community development.

為展現螢火蟲們的風采，並對其積極參與志願服務進行表彰，我們在公司年會上設置了暖心的表演和表彰環節，並設置了「年度螢火蟲特別貢獻獎」和「年度螢火蟲之光」兩大獎項，分別頒發給特別的項目貢獻夥伴和當年度志願者服務次數及時長突出的志願者，以鼓勵員工積極投身公益活動。

To showcase the dedication of the Fireflies and recognize their active participation in volunteer service, we included a heartwarming performance and recognition segment at the Company's annual meeting and established two awards: the "Firefly Special Contribution Award of the Year" and the "Firefly Light of the Year". The awards are presented respectively to partners who make special contributions to projects and volunteers with outstanding numbers of volunteer services and service hours during the year, encouraging employees to actively engage in public welfare activities.



螢火蟲志願者表彰
Firefly Volunteer Recognition

➤ 助力「美麗工坊」殘障婦女就業增收

Supporting Employment and Income Growth for Women with Disabilities through the “Beautiful Crafts Workshop”

本集團積極響應中國殘聯、全國婦聯等五部門聯合發起的「美麗工坊」項目，以設計賦能助力殘障婦女就業增收。針對工坊產品缺乏原創設計能力、不了解商業化運營流程等痛點，我們組建了專業講師團隊，為來自寧夏、新疆、甘肅等地的20位骨幹代表開展毛衫工藝與設計專項培訓，涵蓋打樣流程、廓形設計、色彩搭配等核心內容，幫助殘障婦女提升技能、對接市場標準。同時，本集團內部舉辦「美麗工坊手工工藝展」，聯動生產、研發、設計等多部門探討合作可能，並與RE;RE;RE;LAB、芝麻實驗室合作生產手工玩偶和鉤針玩偶，在BY ART MATTERS天目里美術館銷售。我們秉持「授人以漁」的理念，將「設計向善」融入幫扶全過程，推動殘障婦女的手工藝藝轉化為可持續的收入來源，實現從公益幫扶到商業共贏的跨越。

The Group actively responds to the “Beautiful Crafts Workshop” initiative jointly launched by the China Disabled Persons’ Federation, the All-China Women’s Federation and three other authorities, using design empowerment to support employment and income growth for women with disabilities. To address challenges such as limited original design capability and insufficient understanding of commercialization processes, we formed a professional instructor team and provided specialized knitwear craftsmanship and design training for 20 key representatives from Ningxia, Xinjiang, Gansu and other regions. The training covered core topics including sampling processes, silhouette design and color coordination, helping women with disabilities improve their skills and connect with market standards. The Group also held a “Beautiful Crafts Workshop Handicraft Exhibition” internally, bringing together Production, R&D, Design and other departments to explore collaboration opportunities, and worked with RE;RE;RE;LAB and Sesame Lab to produce handmade dolls and crochet dolls for sale at BY ART MATTERS. Guided by the philosophy of “teaching people how to fish”, we integrated “Design for Good” throughout the support process, helping transform the handicraft skills of women with disabilities into sustainable sources of income and moving from charitable assistance toward mutually beneficial business collaboration.



「美麗工坊」研討會
“Beautiful Crafts Workshop” Seminar



合作手工玩偶
Collaborative Handmade Dolls

> JNBYHOME & 速寫救助流浪動物

JNBYHOME & CROQUIS Support for Stray Animals

本集團旗下品牌JNBYHOME以「舊衣回收」為媒介，發起「可持續的溫暖」公益行動。消費者攜帶閒置舊衣至門店參與回收，即可獲贈品牌禮物。活動共回收舊衣85.15千克，相當於實現約306.54千克二氧化碳當量減排。所有衣物統一捐贈至南京平安阿福流浪動物救助中心和諸暨萍姐流浪動物救助基地，用於製作保暖用品、休息墊及安撫窩等，幫助流浪貓狗度過寒冷冬季。該活動將閒置資源重新引入循環，以一種輕量、可參與的公益方式，讓「溫暖」從人與人延伸至人與動物，引導消費者踐行可持續生活理念。

JNBYHOME, a brand under the Group, launched the "Sustainable Warmth" public welfare campaign using "used-clothing recycling" as the medium. Consumers who brought idle used clothing to stores for recycling received a brand gift, either socks or a handkerchief. The campaign collected 85.15 kg of used clothing, equivalent to an estimated reduction of approximately 306.54 kg CO₂e. All clothing was donated to the Nanjing Ping An A Fu Stray Animal Rescue Center and the Zhuji Pingjie Stray Animal Rescue Base, where it was used to make warm items, resting mats and comfort nests to help stray cats and dogs through the cold winter. By bringing idle resources back into circulation through a lightweight and participatory public welfare model, the campaign extends "warmth" from relationships among people to relationships between people and animals and encourages consumers to practice sustainable lifestyles.



流浪動物救助
Stray Animal Rescue



門店舊衣回收
In-store Used-Clothing Recycling

本財年，速寫聯合寵物用品品牌pidan，攜手推出一系列「寵物友好」項目。速寫與pidan，從日常動物友好角度和需求出發，聯合設計推出動物友好馬甲。這款馬甲，除了在功能上依照動物友好的實際需求設計了專門的收納空間，可在日常陪伴寵物出行，或滿足貓咪救助中的儲物需求，甚至可以變身臨時寵物包。而在材質上，特別選用了耐磨面料，以便應對應急情況，並採用寵物友好的土地色系，讓寵物能安心接觸。同時為了方便衣者使用，特別增設功能標識以及與陌生貓咪接觸的行動建議。

In this Fiscal Year, CROQUIS partnered with pet supplies brand pidan to launch a series of “pet-friendly” initiatives. Together, CROQUIS and pidan designed and launched a pet-friendly vest based on daily animal-friendly perspectives and needs. In terms of functionality, the vest features dedicated storage spaces tailored to practical animal-friendly requirements—suitable for everyday outings with pets, meeting storage needs during cat rescues, and even transforming into a temporary pet carrier. For materials, durable fabrics were specially selected to handle emergency situations, and pet-friendly earth tones were adopted to ensure pets can interact with it comfortably. Additionally, functional labels and action tips for approaching unfamiliar cats were added for the wearer's convenience.

為支持與鼓勵寵物友好及流浪動物救助，速寫聯合pidan共同向動物救助團隊捐贈270件寵物友好馬甲，用於寵物救助事業。除此以外，速寫還加入pidan「絨化街區計劃」，將寵物救急用品落地到更多速寫線下門店，共同構建寵物友好的社區環境。

To support and encourage pet-friendly practices and stray animal rescue, CROQUIS and pidan jointly donated 270 pet-friendly vests to animal rescue teams for their rescue efforts. Furthermore, CROQUIS also joined pidan's “Fluffify the Neighborhood Plan” to bring pet emergency supplies to more CROQUIS offline stores, collectively building a pet-friendly community environment.

速寫 x pidan 聯合開發寵物友好馬甲
CROQUIS x pidan co-developed a pet-friendly vest



《環境、社會及管治報告守則》索引

Index of Environmental, Social and Governance Reporting Code

C 部分：「不遵守就解釋」條文

Part C: “Comply or Explain” Provisions

層面 Aspects	描述 Description	披露位置 Disclosure Location
A1	排放物 Emissions	
一般披露 General Disclosure	有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	環境可持續 Environmental Sustainability >保障合規排放 > Compliant Emissions Management
A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	環境可持續 Environmental Sustainability >保障合規排放 > Compliant Emissions Management
A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	環境可持續 Environmental Sustainability >保障合規排放 > Compliant Emissions Management

層面 Aspects	描述 Description	披露位置 Disclosure Location
A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	環境可持續 Environmental Sustainability >保障合規排放 > Compliant Emissions Management
A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emissions target(s) set and steps taken to achieve them.	環境可持續 Environmental Sustainability >保障合規排放 > Compliant Emissions Management
A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	環境可持續 Environmental Sustainability >保障合規排放 > Compliant Emissions Management
A2	資源使用 Use of Resources	
一般披露 General Disclosure	有效使用資源（包括能源、水及其他原材料）的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	環境可持續 Environmental Sustainability >高效資源管理 > Efficient Resource Management
A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 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, per facility).	環境可持續 Environmental Sustainability >高效資源管理 > Efficient Resource Management
A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Water consumption in total and intensity (e.g. per unit of production, per facility).	環境可持續 Environmental Sustainability >高效資源管理 > Efficient Resource Management

層面 Aspects	描述 Description	披露位置 Disclosure Location
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	環境可持續 Environmental Sustainability > 高效資源管理 > Efficient Resource Management
A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 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.	環境可持續 Environmental Sustainability > 高效資源管理 > Efficient Resource Management
A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	環境可持續 Environmental Sustainability > 高效資源管理 > Efficient Resource Management
A3	環境及天然資源 The Environment and Natural Resources	
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimizing the issuer's significant impacts on the environment and natural resources.	環境可持續 Environmental Sustainability > 高效資源管理 > Efficient Resource Management
A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them.	環境可持續 Environmental Sustainability > 高效資源管理 > Efficient Resource Management

層面 Aspects	描述 Description	披露位置 Disclosure Location
B1	僱傭 Employment	
一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	人才可持續 Talent Sustainability >員工權益 > Employee Rights and Interests >人才吸引和留存 > Talent Attraction and Retention
B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	人才可持續 Talent Sustainability >人才吸引和留存 > Talent Attraction and Retention
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	人才可持續 Talent Sustainability >人才吸引和留存 > Talent Attraction and Retention
B2	健康與安全 Health and Safety	
一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	人才可持續 Talent Sustainability >守護健康安全 > Protecting Health and Safety

層面 Aspects	描述 Description	披露位置 Disclosure Location
B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurring in each of the past three years including the reporting year.	人才可持續 Talent Sustainability >守護健康安全 > Protecting Health and Safety
B2.2	因工傷損失工作日數。 Lost days due to work injury.	人才可持續 Talent Sustainability >守護健康安全 > Protecting Health and Safety
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	人才可持續 Talent Sustainability >守護健康安全 > Protecting Health and Safety
B3	發展及培訓 Development and Training	
一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	人才可持續 Talent Sustainability >員工培訓 > Employee Training
B3.1	按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	人才可持續 Talent Sustainability >員工培訓 > Employee Training
B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	人才可持續 Talent Sustainability >員工培訓 > Employee Training

層面 Aspects	描述 Description	披露位置 Disclosure Location
B4	勞工準則 Labour Standards	
一般披露 General Disclosure	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。 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.	人才可持續 Talent Sustainability >員工權益 > Employee Rights and Interests
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	人才可持續 Talent Sustainability >員工權益 > Employee Rights and Interests
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	人才可持續 Talent Sustainability >員工權益 > Employee Rights and Interests
B5	供應鏈管理 Supply Chain Management	
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	社區可持續 Community Sustainability >落實責任採購 > Implementing Responsible Procurement
B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	社區可持續 Community Sustainability >落實責任採購 > Implementing Responsible Procurement

層面 Aspects	描述 Description	披露位置 Disclosure Location
B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	社區可持續 Community Sustainability >落實責任採購 > Implementing Responsible Procurement
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	社區可持續 Community Sustainability >落實責任採購 > Implementing Responsible Procurement
B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	社區可持續 Community Sustainability >落實責任採購 > Implementing Responsible Procurement
B6	產品責任 Product Responsibility	
一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	產品可持續 Product Sustainability >可持續品質管理 > Sustainable Quality Management

層面 Aspects	描述 Description	披露位置 Disclosure Location
B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	產品可持續 Product Sustainability >可持續品質管理 > Sustainable Quality Management
B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	產品可持續 Product Sustainability >可持續客戶服務 > Sustainable Customer Service
B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	產品可持續 Product Sustainability >知識產權 > Intellectual Property
B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	產品可持續 Product Sustainability >可持續品質管理 > Sustainable Quality Management
B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	公司治理 Corporate Governance >信息安全與隱私保護 > Information Security and Privacy Protection

層面 Aspects	描述 Description	披露位置 Disclosure Location
B7	反貪污 Anti-corruption	
一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) 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.	公司治理 Corporate Governance >商業道德 > Business Ethics
B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 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.	公司治理 Corporate Governance >商業道德 > Business Ethics
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	公司治理 Corporate Governance >商業道德 > Business Ethics
B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	公司治理 Corporate Governance >商業道德 > Business Ethics

層面 Aspects	描述 Description	披露位置 Disclosure Location
B8	社區投資 Community Investment	
一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 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.	社區可持續 Community Sustainability
B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	社區可持續 Community Sustainability
B8.2	在專注範疇所動用資源（如金錢或時間）。 Resources contributed (e.g. money or time) to the focus area.	社區可持續 Community Sustainability

D 部分：氣候相關披露

Part D: Climate-related Disclosures

披露要求 Disclosure Requirement	披露位置 Disclosure Location
管治 Governance (a) 負責監督氣候相關風險和機遇的治理機構（可包括董事會、委員會或其他同等治理機構）或個人的資訊 (a) information about the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities (b) 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程式中的角色 (b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities	應對氣候變化 Response to Climate Change 應對氣候變化 Response to Climate Change
氣候相關風險和機遇 Climate-related Risks and Opportunities	應對氣候變化 Response to Climate Change
業務模式和價值鏈 Business Model and Value Chain	應對氣候變化 Response to Climate Change
策略 Strategy 策略和決策 Strategy and Decision-making	應對氣候變化 Response to Climate Change
財務狀況、財務表現及現金流量 Financial Position, Financial Performance and Cash Flows	應對氣候變化 Response to Climate Change
氣候韌性 Climate Resilience	應對氣候變化 Response to Climate Change

披露要求 Disclosure Requirement		披露位置 Disclosure Location
風險管理 Risk Management	風險管理 Risk Management	應對氣候變化 Response to Climate Change
	溫室氣體排放 Greenhouse Gas Emissions	應對氣候變化 Response to Climate Change
	氣候相關轉型風險 Climate-related Transition Risks	應對氣候變化 Response to Climate Change
	氣候相關物理風險 Climate-related Physical Risks	應對氣候變化 Response to Climate Change
	氣候相關機遇 Climate-related Opportunities	應對氣候變化 Response to Climate Change
	資本運用 Capital Deployment	應對氣候變化 Response to Climate Change
	內部碳定價 Internal Carbon Prices	未使用內部碳定價 No Internal Carbon Price Used
	薪酬 Remuneration	應對氣候變化 Response to Climate Change
	行業指標 Industry-based Metrics	可持續原材料 Sustainable Raw Materials
	氣候相關目標 Climate-related Targets	應對氣候變化 Response to Climate Change
指標及目標 Metrics and Targets	跨行業指標及行業指標的適用性 Applicability of Cross-industry Metrics and Industry-based Metrics	應對氣候變化 Response to Climate Change

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