



**SUSTAINABILITY DISCLOSURE**  
**2022 EDITION**





## LETTER FROM THE CEO: **Thierry Rabu**

When Meiyume's 2020-2022 Sustainability Strategy was first laid out in the end of 2019, the goal was to lay out the foundation to become a sustainability focused organization. The target at the end of the period was to become "Above Average" in the industry by 2022.

This period of transformation has been marked with many changes in Meiyume's way of working. Several policies, processes and systems have been introduced over this 3-year period to be able to manage our Environmental and Social risks. We have reinforced our internal governance processes to ensure we operate with the highest levels of integrity. Most importantly, we have embedded a sustainability mindset into our way of working, transforming our company vision to "Empowering Beauty for a Sustainable Future".

These actions have culminated in our award of the ECOVADIS Gold Medal at the end of 2022 placing us within the top 5% of companies assessed and validating that we have achieved our goal for 2022. This Sustainability Report has been prepared to communicate the actions Meiyume has taken in 2022 and to share our plans for our next 3 year plan goal, to become Best in Class in Sustainability by 2025.

**WE ARE  
THE  
BEAUTY  
COMPANY  
BEHIND  
THE  
BEAUTY  
INDUSTRY**

## ABOUT MEIYUME

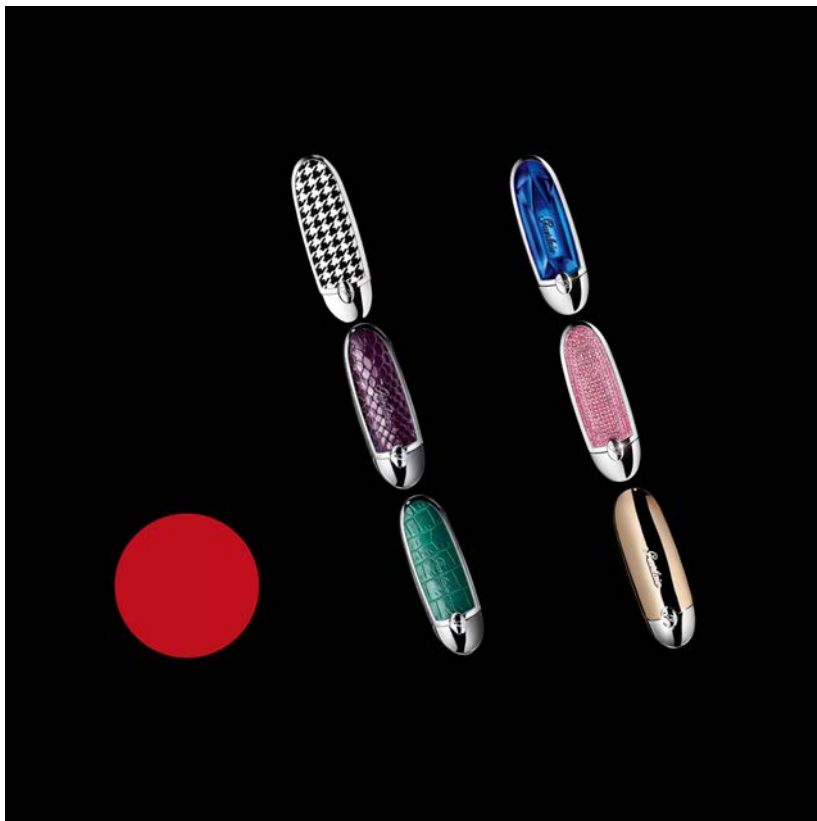
Meiyume (Hong Kong) Limited (herein referred to as “Meiyume”, “we” or the “Company”) specializes in end-to-end beauty solutions to any brand and retailer.

We offer beauty brands and retailers the flexibility to choose their **preferred ‘cabins’** (i.e. **point of engagement**), at any **‘stop’** and with any combination, within our comprehensive range of beauty solutions.



The train is powered by our (beauty trend) **engine** and it's kept stable and focused with our **2 tracks** towards success (product development and business intelligence).

These **unique value-added services** is what brings the Meiyume train to the end-goal for brands.



## BUSINESS STRUCTURE

Meiyume is the beauty company behind the beauty industry. Through our industry experts and global network of suppliers and partners, we delivery transformative, inspired solutions for brands both big and small, and empower them to disrupt the beauty industry.

With our multicultural heritage and our international team of beauty specialists working across fields, Meiyume provides customers with a diversity of expertise and insight that is at the top of the industry.

Meiyume, a fusion of MEI (美), Chinese for beauty, and YUME (夢), Japanese for dream. This rebranding represents both the evolution of our company as well as our vision for the future: elevating our brand while maintaining our identity as a company that pushes the beauty industry towards the future.

Meiyume is owned by the Fung Group (55%) and Hony Capital (45%) and operate in two key divisions: Packaging & Turnkey and Retail Solutions.

At Meiyume,  
we connect a  
global network  
of experience  
and expertise.

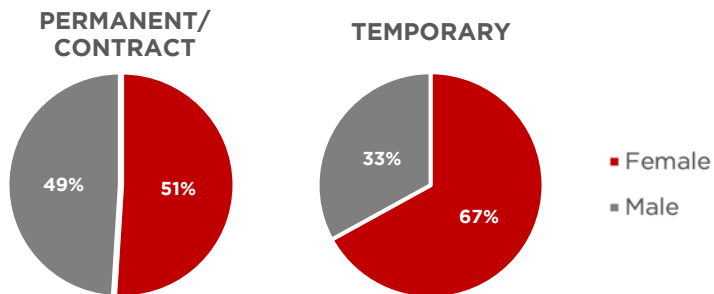
**11**  
global  
offices

**4**  
manufacturing  
facilities

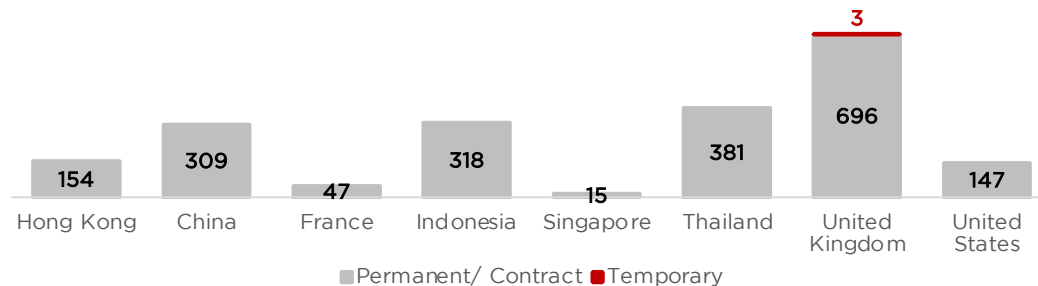




### PERCENTAGE OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER



### TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY REGION







## REPORTING PRINCIPLES

**This is Meiyume's sustainability report, covering our operations in the provision of product solutions and retail solutions, unless otherwise stated.**

MEIYUME has reported the information cited in this GRI content index for the period 01 January 2022 to 31 December 2022 with reference to the GRI Standards.

# SUSTAINABILITY GOVERNANCE

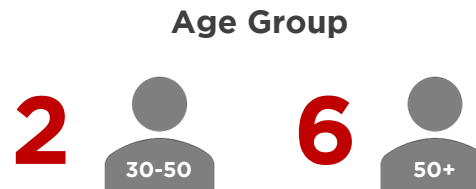
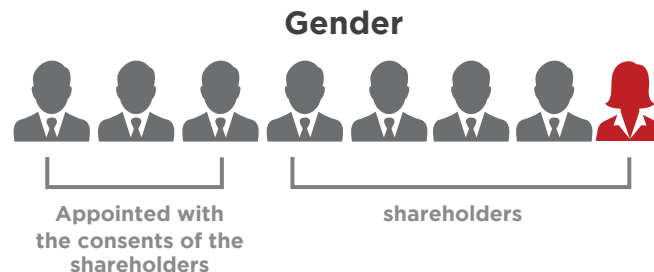
**Meiyume is committed to shaping the future of the beauty industry by embedding sustainability into every aspect of our operations.**

To achieve a successful integration of sustainability, we have defined clear responsibilities to manage our sustainability strategy and implementation across all departments. We manage sustainability across the organization at three levels: oversight, monitoring, and control.

Meiyume's highest governance body is the Board, led by the Chairman of the Board (the "Chairman") The Board is responsible for oversight; this includes following and approving our sustainability strategy and performance, and ensuring an effective risk management and internal control, and compliance with laws and regulations.

The Board established the Audit, Risk Management and Sustainability Committee (the "Committee"), which has three members and is led by the Chairman. The Committee meets at such times as may be necessary or appropriate, and their duties include monitoring the external auditors' effectiveness of the audit process, providing oversight of financial reporting system, risk management and internal control systems, and reviewing the Company's policies, practices and strategies on corporate responsibility and sustainability.

## 8 Board Directors

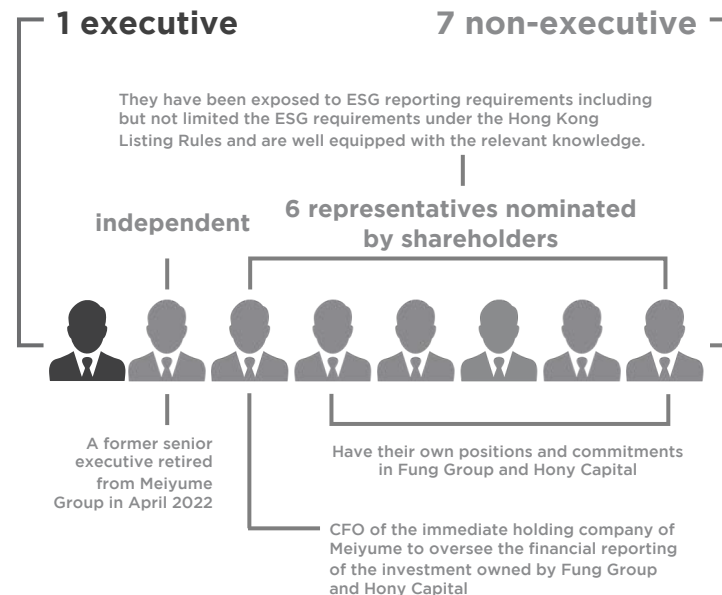




The Board appoints internal and external auditors to exercise the monitoring function. The monitoring function includes supporting the Board in the evaluation of risk management and internal control systems to identify areas for improvement.

The monitoring of corporate governance disclosure and statutory rules compliance is an important part of the process. Finally, where warranted due to specific cases, this also includes undertaking of independent investigations to validate compliance with policies set by the board.

Our Sustainability Team, which provides feedback to the Committee on sustainability-related matters, is responsible for setting and monitoring the implementation of relevant sustainability policies, and executing the sustainability strategy. The Sustainability Team works cross-functionally with all departments to drive effective integration of sustainability into our operations and to achieve our sustainability commitments and targets.





# MATERIALITY

A new materiality assessment was initiated by Meiyume in 2021. This was done by analyzing internal and external stakeholder prioritization of the environmental, social and corporate governance topics. A high-level benchmarking exercise was conducted to better understand what other top performing companies of similar profile and industry are doing with regard to sustainability to inform the development of the Strategy framework. In addition to strategies, we also reviewed how companies are addressing the issues of plastics and packaging. This benchmarking exercise reviews:

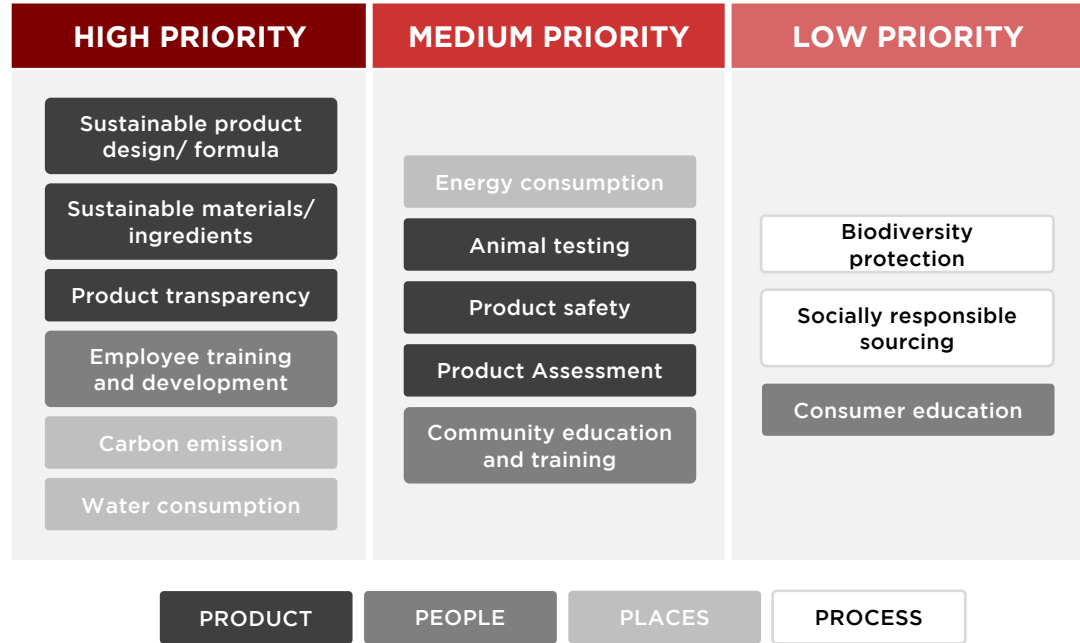
- How are companies communicating their strategy to its stakeholders;
- What material topics are addressed;
- What targets are set; and
- What approaches companies are taking to address plastics and packaging.

The findings from the benchmarking exercise allow us to shortlist material topics MEIYUME should consider validating in the stakeholder engagement phase. Interviews were conducted with key stakeholders from strategic customers across all geographies Meiyume operates in. These interviews provided Meiyume with a better understanding of the brand direction and also end consumer sentiment on what material issues need to be addressed.

Drawing from the findings from the benchmarking exercise and stakeholder engagement, shortlists of topics that were considered as important were presented to MEIYUME's Senior Management to allow them to see what topics are considered to be important to industry peers, customers, external and internal stakeholders.

The shortlisted topics were then rated as either High Priority, Medium Priority, or Low Priority in terms of amount of focus in the immediate 2-3 year term.

An update of the materiality assessment is scheduled to be conducted at the end of 2023.



# EMPOWERING SUSTAINABLE BEAUTY SOLUTIONS

## VISION

Revamp the beauty industry with sustainable packaging solutions and formulas to mainstream and micro brands globally.

## MISSION

Transforming the beauty industry with sustainable solutions

## product

Drive sustainable innovation in designs, materials and processes through life cycle analysis.

- Sustainable formulation
- Sustainable packaging and retail solutions
- Circular economy

## process

Continuously engaging our partner factories.

- Supplier engagement
- Purposeful sourcing

## people

Create a safe and inclusive working environment and give back to the community.

- Employee safety
- Inclusion
- Community engagement

## places

Upgrade our facilities to improve our environmental footprint.

- Green facilities

# PRODUCT

As an industry leading pioneer in the provision of innovative product and retail solutions, we see the current and emerging trends to advocate sustainability and digitalization.

Hence, we focus our packaging solutions on increasing the recyclability, reusability and biodegradability of products, whereas our retail solutions hinge on elevating consumers' in-store experience while integrating the application of digitalized platforms.



## PRODUCT Targets & Progress

### Sustainable formulation

#### 2022 Performance

##### On Plan

In 2022, Pilot Lifecycle assessments for own formulation were conducted during the year and problem areas for data availability were addressed in 2022 by switching LCA providers with a more expansive database.

#### Target by 2023

Complete comparative LCA for single product in multiple product categories

#### Target by 2025 Best in Class

Achieve 100% full traceability of origin and post-consumer environmental impacts

### Sustainable Packaging and Retail Solutions

##### On Plan

Conducted LCA for different packaging materials, including plastic, metal, glass, paper, electronics and textile

Created design assessment process for packaging products and soft goods

We have also obtained certifications for GRS, GOTS, ISCC, and FSC

Complete life cycle assessment (LCA) for 15 products to enhance group knowledge

Explore ASI certification and Recyclability certification for our products

Packaging and retail solutions are 100% reusable, recyclable or biodegradable and designed for recovery

### Circular Economy

##### On Plan

We are working on improving visibility on raw materials for the New Plastics Economy Global Commitment. Renewed Membership for Sustainable Packaging Initiative for Cosmetics (SPICE)

Develop recyclability case studies and engage with recycling industries in EU, US, and China

Develop a 'Sustainable Materials Guideline' to support sourcing decisions that fulfil a circular economy model is available



## PRODUCT

### WHAT WE ARE DOING

**To deliver sustainable formulation, packaging and retail solutions, we aim to avoid or minimize environmental impacts, especially carbon footprint, from point of origin to the post-consumer phase by exploring innovative designs and materials used, while meeting customer, consumer and market needs.**

## CRADLE-TO-GRAVE ASSESSMENT

We assess the environmental footprint of designed products to advise actionable points of improvement in minimizing environmental impacts from material extraction to design and production to disposal.

We plan to conduct cradle-to-grave assessment for our selected products made with tier 1 suppliers. We also provided our commercial and sourcing teams with trainings on LCA, including the respective tools and databases to be utilized. We are collecting environmental data from the production process of our tier 1 suppliers and even tier 2 suppliers, which are not owned by Meiyume, to expand the scope of having a comprehensive set of primary data as possible.

	Material Extraction and Sourcing (traceability)	>	Product Design Assessment	>	Disposal and Recycling
Objective	To Increase supply chain visibility to understand the origin of materials and ingredients sourced		To estimate the environmental footprints, covering carbon emissions and energy and water consumption, of a designed product, and turn this data into insights to guide customers' decisions		To reduce disposal to landfill and increase collection rate of recyclable materials by introducing recyclable and reusable packaging options
2022 Highlights	We also obtained certification from ISCC, GRS and GOTS to trace origins of recycled and organic materials		We have rolled out procedures to assess the environmental footprint of our main packaging, retail solutions, and soft-goods products		We have begun talks with various recycling organizations to help us design for the recycling infrastructure in specified destination countries of our products.



# ISCC GOTS & GRS CERTIFIED



## ISCC Plus Certification

Our ISCC Plus certification allows us to use ISCC certified biobased and chemically recycled materials, such as those from the Eastman Cristal™Renew portfolio, in our packaging options. These materials are not only environmentally friendly, but also contribute to a circular economy by reducing waste and conserving resources.

## Use of Recycled Materials

Global Recycled Standard (GRS) is an international, voluntary, full product standard that sets requirements for third-party certification of Recycled Content, chain of custody, social and environmental practices, and chemical restrictions. The goal of the GRS is to increase use of Recycled materials in products and reduce/eliminate the harm caused by its production.

## Use of Organic Materials

Meiyume was certified to Global Organic Textile Standard (GOTS). GOTS is the worldwide leading textile processing standard for organic fibres, including ecological and social criteria, backed up by independent third-party certification of the entire textile supply chain.

GOTS is to define world-wide recognised requirements that ensure the certified organic status of textiles, from the harvesting of the raw fibre, through environmentally and socially responsible manufacturing up to labelling in order to provide credible assurance to the end consumer.



# DESIGN ASSESSMENT

Design Assessment Methodologies and Tools have been rolled out to cover estimate the footprint of our Packaging, Retail Solutions and Soft Goods Products. Databases from SPICE, the HIGG Index, and GABI were used in the development of these tools.

To be able to effectively integrate these tools, Centres of Excellence within each function have been trained to use the tools and serve as point persons for any questions with regard to their use.



# ONYX COLLECTION



9 neuroscience-inspired products that offer lifestyle solutions to soothe the skin, body and mind. Inspired by bath houses around the world, end-to-end experiences away from tech and distractions will soothe the senses and stimulate imagination.



# ISCC PLASTIC RANGE



We have seen continuous growth in demand for sustainable products, and more complexity of sustainability terminology.

To address this, we created the Sustainability Innovation Stamp to communicate the sustainable properties of our product solutions.





# RECYCLABLE ALUMINIUM LIPSTICK



## PLANS FOR 2023

- **Collect raw material usage data globally**
- **Communicate product environmental impacts with customers**
- **15 LCAs to expand product knowledge**
- **Recyclability Assessment for flagship products**
- **Study product certification options for Aluminium**



# PROCESS

**We source our products, materials and ingredients from a complex supply chain, comprising over 1,000 tier 1 suppliers across 10 production markets globally.**

## PROCESS Targets & Progress

### 2022 Performance

### Target by 2023 Above Average

### Target by 2025 Best in Class

#### Supplier Engagement

##### On Plan

We have been measuring and evaluating the social compliance performance and impacts of our suppliers to provide recommendations for improvement. We have also rolled out training programs with Suppliers on priority topics

Cover 76% of all suppliers in the compliance and supplier engagement frameworks

Cover 100% of all suppliers in the compliance and supplier engagement frameworks

#### Purposeful Sourcing

##### On Plan

We have a supplier scoring methodology that has been developed to understand the performance of the suppliers. This scoring methodology is being rolled out to cover all our suppliers

Develop procurement policies and processes following ISO 20400 and deliver training to sourcing managers to begin its roll-out

Embed procurement process that follow ISO 20400 recommendations





## RISK BASED SUPPLIER EVALUATION

After identifying our tier 1 suppliers the main challenge we experienced was bringing them into our compliance framework. We recognized that there was a shortcoming in the evaluation of the “long tail” of suppliers as conducting on-site audits became impractical and posed a safety risk for the auditors and supplier personnel with the spread of COVID-19.

We have developed a risk based model looking at company exposure, country, and inherent supplier industry risk. Under this model, only suppliers who are considered critical or high risk would be a targeted supplier that needs to be audited.

## SUPPLIER IMPROVEMENT

In 2021, we moved away from general education and training and focused on intensive improvement plans for critical suppliers by having our in-house social and environmental compliance experts closely follow and guide our critical suppliers in improving their performance. In 2022, we continued this approach and started to track metrics on effectivity of supplier improvement to also improve our internal processes.

In addition, we have started providing topic specific trainings for common Social and Environmental issues encountered by our suppliers. Training on topics such as Modern Slavery, Electrical Safety, Fire Safety and Carbon Footprint Reduction have already been rolled out. Other topics will be developed in 2023 and will be rolled out.

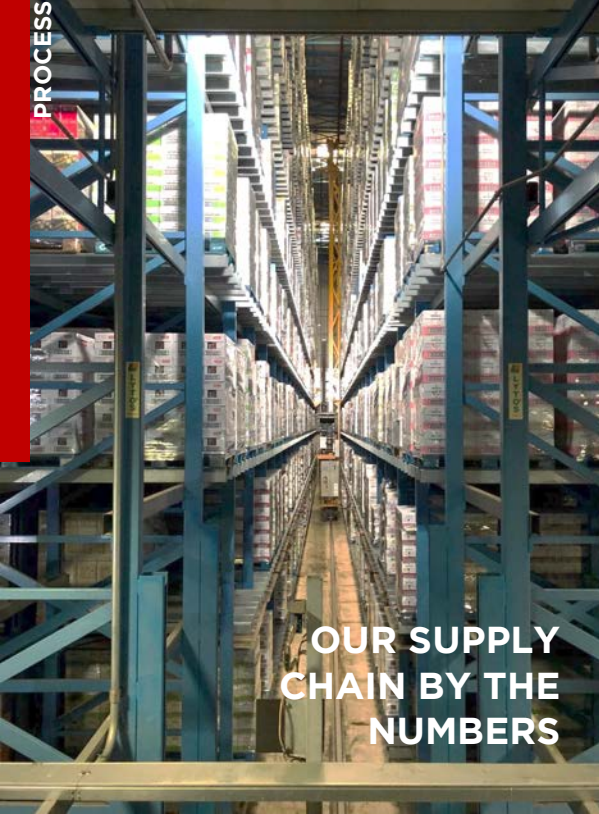


## PURPOSEFUL SOURCING

Meiyume has been working with Suppliers to provide employment opportunities to persons with disability and elderly workers since 2016.

This year we have expanded this program to provide opportunities for single mothers and ethnic minorities. One of our key suppliers in Hunan China piloted this program where we worked with the supplier to implement process to ensure all Labor and Human Rights requirements are met.





## OUR SUPPLY CHAIN BY THE NUMBERS

### OUR SUPPLIERS

	#
<b>Number of suppliers having signed the supplier code of conduct</b>	<b>538</b>
- Share of suppliers having signed the supplier code of conduct (% COC)	58%
- Share of suppliers contracts containing CSR clauses	17%
- Share of suppliers self-assessed on CSR issues (% SAQ)	30%
<b>Number of suppliers having submitted an external on-site audit CSR certification</b>	<b>160</b>
<b>Number of suppliers having undergone a CSR audit from Meiyume</b>	<b>18</b>
<b>Number of suppliers having undergone a CSR audit through a 3<sup>rd</sup> party</b>	<b>5</b>
<b>Total number of targeted suppliers needed to be audited on CSR issues</b>	<b>160</b>
- Share of suppliers audited on CSR issues	86%
<b>Total number of suppliers who have failed a CSR (score D or F)</b>	<b>34</b>
<b>Number of audited/assessed suppliers engaged in corrective actions</b>	<b>34</b>
<b>TOTAL NUMBER OF SUPPLIERS</b>	<b>901</b>



## PLANS FOR 2023

- **Expand Supplier improvement Program**
- **Expand supplier compliance coverage to 76% of all suppliers**
- **Train internal sourcing and buying personnel on purposeful sourcing**
- **Improve visibility of tier 2 and tier 3 suppliers**
- **Explore further opportunities for local sourcing**



# PEOPLE

With 2,110 employees across continents, promoting the health and wellbeing of our employees is a key focus of our strategy.

As we cultivate a safe and inclusive environment, we are able to work collaboratively and partner with NGOs to serve our communities.

## PEOPLE Targets & Progress

### Employee Safety

#### 2022 Performance

##### On Plan

We have communicated our goals and targets set around health and safety with relevant staff, and established a baseline for injuries near misses

#### Target by 2022 Above Average

Zero workplace injuries and near misses

Provide basic safety training for all employees and refresher training every two years

#### Target by 2025 Best in Class

Zero workplace injuries and near misses

Provide basic safety training for all employees and refresher training every two years

### Inclusion

##### On Plan

We have continued to monitor gender pay gap and other metrics as part of the strategy to promote Inclusion.

Establish a steering committee to support improving inclusion in the workplace

Be recognized as one of the top 10 companies for gender equality by Equileap

### Community Engagement

##### On Plan

We have been reviewing our community engagement strategy to better align with the United Nation's Sustainable Development Goals (SDGs), and exploring partnerships with Non-Governmental Organizations (NGOs)

Partner with NGOs to promote sustainable cosmetics

Define and implement a company-wide community investment program



# SAFETY IN OPERATIONAL FACILITIES AND OFFICES

We enforce safety protocol at every manufacturing site based on internationally recognized standards, such as OHSAS 18001 and ISO 45001. In particular, we record safety performances on-site to review current initiatives in place and identify preventive measures to mitigate occupational hazards.

In addition, our employees are required to undertake mandatory training and regular refresh as to enhance their safety awareness.

We have also begun to develop safety protocols in our offices. Training on office specific hazards have continued through 2022.



# LEARNING & DEVELOPMENT

One of the priority issues that Meiyume has identified in its materiality analysis is the need to improve Employee Training and Development. In 2022, two separate lunch and learn series were rolled out: People Manager Series and General Function Series

The people manager series equipped managers of teams with the knowledge necessary to manage their teams throughout the employee lifecycle. Emphasis to soft skills such as coaching and effective communication was also a feature of the training.

The general function series introduced all interested staff to about certain job related or industry related information through lectures delivered by in-house subject matter experts.





# COMMUNITY ENGAGEMENT

As part of our CSR program **#MeiyumeCares**, our local team across the globe initiate volunteering events to demonstrate our compassion and commitment to making a positive impact in the communities we serve.

Hong Kong team volunteered to deliver food to those in need, and we were humbled by the opportunity to make a difference in the lives of others.

China team also organized a heartwarming initiative, where they paid a visit and distributed food to nursing homes in Shanghai.

Singapore team spent a day in WillingHearts as a team bonding activity.





# EMPLOYEE RECOGNITION

At Meiyume, we take pride in recognizing our long-serving employees and recognized employees whose commitment and hard work led to an advancement in their careers. From birthday celebrations to after-work activities, we celebrate our teams' commitment to excellence and camaraderie.





## EMPLOYEE WELLBEING

Celebration of Employee Appreciation Day to express gratitude for the amazing team at Meiyume US office.

Our team organized a variety of wellness activities to promote a healthy work-life balance, including yoga, stress-relief webinars, and a massage workshop. Additionally, the team arranged a family trip to the WEEE park and Ecopark to provide an insightful day of learning about waste treatment.

We believe that these activities contribute to employee well-being and help foster a positive work environment.

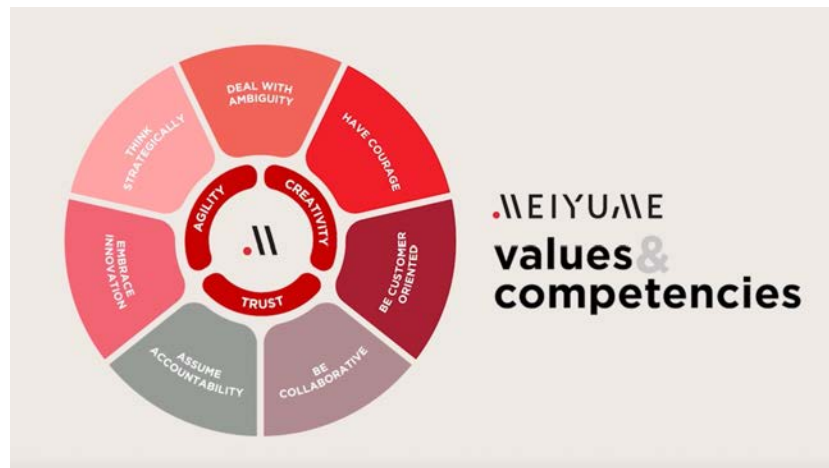


# REBRANDING OUR VALUES AND COMPETENCIES

Meiyume aspires to be the catalyst of the beauty industry, shaping opportunities and transforming visions into reality.

In order to better reflect our identity and the essence of our teams, we introduced newly branded values and competencies (V&Cs) together with the launch of our 3YP.

To ensure employees are aligned with our new V&Cs, we are continuously holding comprehensive trainings to equip employees with knowledge and skills to support our company goals and contribute to success.







## PLANS FOR 2023

- Engagement initiatives across HK and all Hubs
- Anti-harassment training to factories
- Anti-violence against women

# PLACES

Challenges associated with resource scarcity and climate change are affecting every corner of the world. We want to be a part of the global effort to address these challenges.

As we commit to be best in class in the industry, we also pledge to become a driver to continuously improve environmental performance beyond our own operations, and also across our value chain.

As such, we strive to operate responsibly and efficiently to promote environmental stewardship, particularly in areas that we have larger footprints.



## PLACES Targets & Progress

### Carbon Emissions

#### 2022 Performance

##### On Plan

Establish the Scope 1 & 2 baseline for our decarbonization target

Set yearly absolute targets

#### Target by 2023

Submit Science Based Targets (SBTs) in line with a 1.5°C future.

Meet 2023 Absolute Reduction Target

#### Target by 2025 Best in Class

Implement emission reduction measures to achieve the - 1.5°C target

### Water

##### On Plan

Treat 100% wastewater before discharging at manufacturing facilities

Meet 2023 Absolute Reduction Target

Reduce water consumption from manufacturing process compared to the 2019 baseline

### Waste

##### Delayed

Established waste monitoring system to help establish the baseline for our target

Record by-products at all factories by type and weight

Achieve zero waste generated from the manufacturing process to landfills

### Green Building Certification

##### Achieved

Our new factory in Indonesia will obtained Leadership in Energy and Environmental Design (LEED) Platinum certification

Obtain LEED certification for all new Meiyume factories built after 2019

Obtain the LEED certification for all new Meiyume factories built after 2019

## PLACES WHAT WE ARE DOING

**We target our efforts to study and reduce the environmental footprint associated with our operations, especially our manufacturing sites, and supplier factories. Currently, we are taking steps to establish baselines for carbon, water and waste to better manage the respective issues.**

**We are also committed to improving resource efficiency in line with green building standards.**

Since 2019, we adopted an online monitoring system to track the environmental performances of our manufacturing sites. We review these data, including energy and water consumption, GHG emissions and waste, to analyze areas for improving resource and operation efficiency.

To better understand our environmental footprint, we streamline the scope and process of data collection to build up our data inventory and progressively improve data accuracy.



For instance, we are working with the data partner to clearly define and record different types of segregated waste in order to have a clearer view of our waste stream, helping us to measure our impact and identify mitigative measures.

We also plan to utilize this dataset to establish a clear baseline of our carbon footprint for designing our SBTs.



## PLANS FOR 2023

- **Drive GHG Emissions reduction projects in our operating locations**
- **Finalize waste data capture methodology**
- **Establish our SBTs in line with a 1.5°C future and developing our carbon reduction plan including for Scope 3**
- **Establish baseline Scope 3 footprint for setting our environmental targets**



## GRI CONTENT INDEX

**MEIYUME has reported the information cited in this GRI content index for the period 01 January 2022 to 31 December 2022 with reference to the GRI Standards.**

## GENERAL DISCLOSURES

### ORGANIZATIONAL DETAILS

LEGAL NAME	The information in this report is prepared on behalf of Meiyume Group Limited and its subsidiaries (“Meiyume”).
NATURE OF OWNERSHIP AND LEGAL FORM	Meiyume Group Limited is a private company incorporated on July 2017 under the laws of Hong Kong.
LOCATION OF HEADQUARTER	2F, HK Spinners Industrial Bldg. Phases I & II, 800 Cheung Sha Wan Road, Lai Chi Kok, Kowloon, Hong Kong Special Administrative Region of China
COUNTRIES OF OPERATION	Meiyume has operations in China, France, Indonesia, Singapore, Thailand, the UK, the USA



## GENERAL DISCLOSURES

## ENTITIES INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING

REPORTING SCOPE	<p>The following legal entities are included in the scope of this report:</p> <p>Meiyume (France) SAS  Lornamead Acquisitions Limited  Lornamead Group Limited  Lornamead UK Limited  Algreta Solutions Limited  Meiyume Holdings (UK) Limited  Meiyume (UK) Limited  Meiyume Retail Solutions (UK) Limited  Jackel Cosmetics Limited  JV Cosmetics Company Limited 集美化粧品有限公司  Jackel International (Asia) Limited  Meiyume (Hong Kong) Limited 利妍有限公司  Meiyume Group Limited  Imagine POS Limited (To be deregistered)  Meiyume Manufacturing (Dongguan) Ltd. 集美化粧品(東莞)有限公司 (To be deregistered)  Meiyume (Dongguan) Limited 東莞三思化粧品有限公司  Meiyume (Shenzhen) Limited 深圳萬隆行貿易有限公司  Meiyume (Singapore) Pte. Limited  MYM Services (Thailand) Limited  Meiyume Manufacturing (Thailand) Limited  PT. Meiyume Manufacturing Indonesia (formerly: PT. LF Beauty Manufacturing Indonesia)  Lornamead Inc.  Catalyst Tags Inc.  Meiyume USA Inc.</p>
FINANCIAL STATEMENTS	As a private company, Meiyume's Audited Financial Statements are not of Public Record
APPROACH USED FOR CONSOLIDATING THE INFORMATION	Any entity to which Meiyume Group Limited or any of its subsidiaries has only a minority stake or to which no operational control is exercised is excluded from this report.

**GENERAL DISCLOSURES****REPORTING PERIOD, FREQUENCY AND CONTACT POINT****REPORTING PERIOD AND SCOPE**

Meiyume publishes a sustainability report on an annual basis covering the period of 1 January to 31 December of the previous year. This report covers the period of 1 January 2022 to 31 December 2022 and is published on 28 June 2023.

**POINT OF CONTACT**

For any questions or queries about the contents of this report, please contact [Sustainability@meiyume.com](mailto:Sustainability@meiyume.com) or [ianporter@meiyume.com](mailto:ianporter@meiyume.com)

**GENERAL DISCLOSURES****ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS**

<b>SECTOR</b>	Meiyume is a supply chain company primarily operating in the Beauty and Cosmetics sector.
<b>VALUE CHAIN</b>	Meiyume's product offering falls either in our product solutions or retail solutions portfolio (Page 3). Meiyume implements a hybrid make and buy model using our global network of suppliers and award-winning manufacturing facilities ensure that products can be delivered with speed, quality, and agility.
<b>BUSINESS RELATIONSHIPS</b>	Meiyume maintains a network of over 800 direct suppliers. The number of suppliers may vary depending on business needs.

## GENERAL DISCLOSURES

### EMPLOYEES

Data as of 31 December 2022

**Permanent/Contract** includes those who are on i) open-ended contract and ii) fixed-term contract with a period of 12 months or above. These fixed-term contract employees are usually engaged for specific projects or for fulfilment of business requirements for a defined duration, or employees whose employment needs to have the duration specified to meet local legislation requirements.

**Temporary:** Fixed-term contracts typically last no more than 12 months. Example of this type of employees: employee with seasonal jobs; employee who covers short-term absence for illness or maternity of a permanent employee; employee who is on specific short-term job assignments

	PERMANENT/ CONTRACT	TEMPORARY
FEMALE	51%	67%
MALE	49%	33%
GRAND TOTAL	100%	100%

	PERMANENT/ CONTRACT		TEMPORARY	
	HC	%	HC	%
CHINA	309	15%		0%
FRANCE	47	2%		0%
HONG KONG	154	7%		0%
INDONESIA	318	15%		0%
SINGAPORE	15	1%		0%
THAILAND	381	18%		0%
UNITED KINGDOM	696	34%	3	100%
UNITED STATES	147	7%		0%
GRAND TOTAL	2067	100%	3	100%

## GENERAL DISCLOSURES

### GOVERNANCE STRUCTURE AND COMPOSITION

Meiyume's highest governance body is the Board, led by the Chairman of the Board (the "Chairman"). The Board is responsible for oversight; this includes following and approving our sustainability strategy and performance, and ensuring an effective risk management and internal control, and compliance with laws and regulations.

The Board established the Audit, Risk Management and Sustainability Committee (the "Committee"), which has three members and is led by the Chairman. The Committee meets at such time as may be necessary or appropriate, and their duties include monitoring the external auditors' effectiveness of the audit process, providing oversight of financial reporting system, risk management and internal control systems, and reviewing the Company's policies, practices and strategies on corporate responsibility and sustainability. However, the board has the overall responsibility for sustainability oversight.

<b>EXECUTIVE AND NON-EXECUTIVE MEMBERS</b>	7 non-executive directors and 1 executive director. All the Audit and Risk Management Committee members are non-executive directors.
<b>INDEPENDENCE</b>	Meiyume is owned ultimately 55% by Fung Group and 45% by Hony Capital. Both Fung Group and Hony Capital are entitled to nominate their representatives to the Board of Meiyume. All the Board members (-8- in total) are representatives nominated or agreed by Fung Group and Hony Capital.
<b>TENURE</b>	One director has served for about 5 years, three for about 4 year, two for about 3 years, one for 2 years and the remaining one less than 1 year.
<b>NUMBER OF OTHER SIGNIFICANT POSITIONS AND COMMITMENTS HELD BY EACH MEMBER, AND THE NATURE OF THE COMMITMENTS</b>	The five representative non-executive directors have their own positions and commitments in Fung Group and Hony Capital while the other non-executive director is the CFO of the immediate holding company of Meiyume to oversee the financial reporting of the investment owned by Fung Group and Hony Capital. One independent director does not have other significant commitments. The Executive Director is the CEO of Meiyume
<b>AGE &amp; GENDER</b>	7 males and 1 female, 2 between 30 to 50 yrs; 6 above 50 yrs old
<b>COMPETENCIES RELEVANT TO THE IMPACTS OF THE ORGANIZATION</b>	The 7 non-executives directors have been exposed to ESG reporting requirements including but not limited the ESG requirements under the Hong Kong Listing Rules and are well equipped with the relevant knowledge. The executive director has deep knowledge of manufacturing and is fully aware of regulatory compliance issues globally.
<b>STAKEHOLDER REPRESENTATION</b>	All the directors are representatives nominated or appointed with the consents of the shareholders



**GENERAL DISCLOSURES****NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY**

The shareholders (through their representatives to the Board) review the board composition regularly and will recommend any candidate for directorship based on various factors, including, but not limited to, the potential contribution that the candidate can bring to the Board in terms of qualifications, skills and experience, the candidate must have sufficient time available for the proper performance of director's duties, the candidate should be of high ethical character with reputation for integrity, the candidate will contribute optimally to diversity, and so forth. The search process for candidates can be undertaken by the Board through referral from various sources, or by the company's advisors and professional search consultants.

**GENERAL DISCLOSURES****CHAIR OF THE HIGHEST GOVERNANCE BODY**

The Chair of the Board is not a Senior Executive of Meiyume

**GENERAL DISCLOSURES****GOVERNANCE AND COMMUNICATION OF CONCERS**

To achieve a successful integration of sustainability, we have defined clear responsibilities to manage our sustainability strategy and implementation across all departments. We manage sustainability across the organization at three levels: oversight, monitoring, and control. Meiyume's highest governance body is the Board, led by the Chairman of the Board (the "Chairman") The Board is responsible for oversight; this includes following and approving our sustainability strategy and performance, and ensuring an effective risk management and internal control, and compliance with laws and regulations.

The Board established the Audit, Risk Management and Sustainability Committee (the "Committee"), which has three members and is led by the Chairman. The Committee meets at such times as may be necessary or appropriate, and their duties include monitoring the external auditors' effectiveness of the audit process, providing oversight of financial reporting system, risk management and internal control systems, and reviewing the Company's policies, practices and strategies on corporate responsibility and sustainability. The Board appoints internal and external auditors to exercise the monitoring function.

The monitoring function includes supporting the Board in the evaluation of risk management and internal control systems to identify areas for improvement. The monitoring of corporate governance disclosure and statutory rules compliance is an important part of the process. Finally, where warranted due to specific cases, this also includes undertaking of independent investigations to validate compliance with policies set by the board. Our Sustainability Team, which provides feedback to the Committee on sustainability related matters, is responsible for setting and monitoring the implementation of relevant sustainability policies, and executing the sustainability strategy. The Sustainability Team works cross-functionally with all departments to drive effective integration of sustainability into our operations and to achieve our sustainability commitments and targets.

**GENERAL DISCLOSURES**  
**CONFLICTS OF INTEREST**

Meiyume regularly reminds employees to foster an ethical culture. Various policies such as the Code of Conduct and Business Ethics, Anti-Bribery Policy, have been in place and require employees and directors to declare any conflict of interest when they arise. Further, directors are under fiduciary duties to disclose to the Board interests in any transactions with Meiyume.

## **GENERAL DISCLOSURES**

### **REMUNERATION**

Provision of confidential information is governed by the JV agreement. Under the JV agreement, confidential information can only be disclosed to its investors, legal advisers, accountants, affiliates of the JV partners, and other professional advisers, but such party shall procure that such persons comply with the foregoing undertaking of confidentiality.

As such, financial data including remuneration data should not be disclosed to any parties not falling under the above categories.



## **GENERAL DISCLOSURES**

### **EMBEDDING POLICY COMMITMENTS**

Meiyume's policy commitments are driven by a central team that is responsible for driving and cascading the policy throughout Meiyume's business units.

- Labor and Human Rights – Global Human Resources
- Environmental – Sustainability
- Sustainable Procurement – Global Supply Chain Operations

These corporate level commitments are circulated throughout the company and are updated every 2 years.

## GENERAL DISCLOSURES

### LABOR & HUMAN RIGHTS POLICY COMMITMENTS

**ANTI-DISCRIMINATION:** We do not discriminate based on gender, age, religion, marital status, race, sexual orientation, disability, diseases, pregnancy, age as well as religious, trade union and/or political affiliations. We reward everyone based on individual performance as measured against the Meiyume Group's objective of maximizing long-term shareholder value.

**CHILD LABOR:** Meiyume does not employ or engage any child labour to perform work that cause physical or emotional impairment to the development of the child. In the process of hiring, Meiyume HR check the employees' age before we offer the job to them and require a copy of their identity showing their name, age and photo, which is kept in our HR system (in some countries, this is kept in the HR file).

**FORCED LABOR AND HUMAN TRAFFICKING:** We prohibit all forms of forced labour, including prison labour, bonded labour, modern forms of slavery and any other form of human trafficking. We do not conduct business with any contractors, suppliers and other business partners who engage in human trafficking or forced labour. All employees in Meiyume are provided with a legal Employment document (e.g. Employment Offer Letter) setting out their working conditions, salary and working hours. Employees are also free to resign, subject to adhering to the Company Regulations or Employee Handbook and reasonable notice period. This would be communicated in writing prior to their commencement date. Meiyume also sends our Child Labor and Forced Labor policies to our labor suppliers to ensure that they understand and comply with Meiyume's child labor/forced labor policies.

**SAFE AND HEALTHY WORKPLACE:** Meiyume shall provide all employees with a safe and sanitary workplace with access to clean and consumable water, food and hygienic toilet facilities. Adequate measures in place to prevent occupational hazards and workplace accidents and injury. Resources is provided to ensure immediate emergency healthcare is provided to its employees in the event of accident in the workplace. Health and safety information and training would be provided to employees to ensure that they understand and minimize risks in the workplace. We regularly monitor our machines and equipment to ensure that they are in safe and in good working condition. We ensure that employees are not exposed to workplace hazards such as chemicals. Employees would be issued with necessary personal protective equipment and training at no cost to the employee, to enable them to perform their jobs safely. First aid kits and fire extinguishers are readily available in our workplaces for emergency usage. Emergency escape routes are free from obstruction. All health and safety incidents and near misses would be recorded, reported, documented, investigated and corrective actions taken to prevent recurring incidents."

## GENERAL DISCLOSURES

### LABOR & HUMAN RIGHTS POLICY COMMITMENTS

**INCLUSION AND DIVERSITY:** Meiyume is committed to maintain an inclusive, safe, and respectful working environment for all employees, regardless of gender, race, color, ethnic background, age, religious belief, national origin, affectional or sexual orientation, gender identity, disability, marital status, citizenship or impending citizenship. Meiyume also has a Responsible Recruitment Policy that stated that Meiyume is committed to supporting the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, including its core labour conventions to eliminate forced, compulsory or child labour; to eliminate discrimination in employment and occupation; and, respect for freedom of association and collective bargaining. In Meiyume job postings e.g. our LinkedIn postings, Meiyume also has a statement that stated that ""As an equal opportunity employer, we shall consider all applicants regardless of gender, age, religion, marital status, race, sexual orientation, disability, disease, pregnancy, or trade union and/or political affiliation, and disregard all factors deemed inappropriate by local law and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work."" These are some actions taken by Meiyume to ensure diversity and inclusion.

**WORKPLACE RESPECT:** Meiyume is committed to cultivate a safe working conditions, to foster dignity and respect for all employees as well as respect for diversity of opinions and to promote responsible environmental practices. Employees should be able to work and learn in a safe environment. Meiyume takes a zero-tolerance approach to anyone who create an intimidating, abusive, hostile or offensive work environment, which will be considered as harassment and is strictly prohibited. This applies to all stage of employee life cycle from hiring, promotion, performance management, transfer, discipline, compensation and termination.

**WORKPLACE SECURITY:** Meiyume is committed to ensure a workplace that is free from harassment, intimidation, hostility, abuse (mental, physical, verbal and sexual) and violence. Any violation by employees may be subject to disciplinary action, up to and including termination of employment, as well as possible criminal prosecution.

**WORK HOURS, FAIR WAGES AND BENEFITS:** Meiyume shall pay all employees at least minimum wage required by applicable country laws or at the prevailing market wage for the respective grades. Ensure to provide all legally mandated benefits. In addition, Meiyume complies with all applicable maximum working hours laws and regulations and workers are compensated for overtime hours at or above the rate required by applicable country laws and regulations. Meiyume regularly review our pay range to ensure market equity through the purchase of salary surveys and objectively ensure non-discrimination by having a written description stating the salary level, and their equivalent market salary range.

**FREEDOM OF ASSOCIATION:** Meiyume maintains a fair and transparent collective labour relations. All employees shall have the rights to unionize, conduct collective bargaining, join or not join any groups for the promotion and defense of their interests. We conduct regular collective bargaining discussions and reviews with authorized employee representatives concerning workplace matters. We also provide reasonable notice to employees and union representatives regarding changes that affect their employment. Meiyume allow employee representatives to participate (on employee's request) with the employees in any disciplinary or grievance meetings."

## GENERAL DISCLOSURES

### ENVIRONMENTAL POLICY COMMITMENTS

**ENVIRONMENTAL MANAGEMENT SYSTEM:** Meiyume commits to pursue our efforts to develop environmental management systems across all operations by achieving to have 100% of our operational facilities certified ISO14001 by 2025. We also commit to educate, train and motivate our workforce to carry out tasks in an environmentally responsible manner, by training 100% of our permanent workforce on environmental issues annually.

**CLIMATE ACTION:** Meiyume commits to reduce our total scope 1, 2, and 3 emissions to limit Global Warming to 1.5 °C above pre-industrial levels by halving our Scope 1, 2, and 3 Emissions by 2030 and to drop to net zero by 2050 (baseline year: 2020). In connection, we plan to have our GHG emissions reduction targets validated by the Science Based Targets initiative by 2023

**ENERGY EFFICIENCY:** We commit to reduce Meiyume's energy consumption by 50 % by 2030 (baseline year: 2020). We intend to reduce carbon intensity of energy consumption by switching to less carbon intensive fuels and whenever possible, consider selecting electricity suppliers based on the renewable energy offers. We aim to purchase 100% renewable energy by 2050

**WATER MANAGEMENT:** Meiyume commits to improve water use efficiency across our own operations and of our suppliers' production facilities by 2030 and reduce water consumption from manufacturing process by 20% by 2025 (baseline year: 2020). We also intend to improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, by eliminating the discharge of untreated wastewater and substantially increasing recycling and safe reuse of water by 2030.

**SUSTAINABLE PRODUCTS AND PROCESSES:** Meiyume aim to understand the environmental impacts of its products by 2025. This will be done by conducting a product environmental assessment (such as Lifecycle Analysis) on products representing 100 % of Meiyume's products categories by 2025. Meiyume also aims for excellence in both quality and safety, ensuring Meiyume's customers health and safety is an absolute priority. Therefore, we comply with and aim beyond all local, regional, and international laws regarding this matter and intend to communicate fairly and transparently to downstream stakeholders on Meiyume's products' composition . We will make sure that the information reach 100% of customers and is understood

**RAW MATERIALS AND WASTE MANAGEMENT:** Meiyume commits to reduce waste and waste environmental impacts by classify our waste in accordance with internationally recognised waste classification frameworks. We aim for our packaging and retail solutions to be 100% recyclable, compostable, or designed for recovery by 2025 and work towards a goal of having zero waste sent to landfill, incineration, or otherwise discharged to the environment by 2025. We also plan to purchase raw materials sourced sustainably and include Environmental Footprint data in the assessment of use of all major raw material types.

**LOCAL POLLUTION AND BIODIVERSITY:** We commit to take action to help end poaching and trafficking of protected species of flora and fauna by ensuring that these species or any of their parts are not used in any of Meiyume's Product and Retail Solutions by 2025. We also plan to map biodiversity and local pollution risks posed by our operations by 2023.

**GENERAL DISCLOSURES****SUSTAINABLE PROCUREMENT POLICY COMMITMENTS**

**CSR RISK MANAGEMENT:** To build an efficient sustainable procurement management system Meiyume must understand and integrate the environmental, social, and ethical impacts associated with its value chains, and specifically its suppliers. Once the impacts are identified, suppliers' CSR performance will be monitored accordingly. We commit to geographical and industry-related CSR risks in our supply chain and continuously evaluate the overall sustainability engagement of our top 20 suppliers in each category through our supplier-specific risk analysis.

**SUSTAINABLE PROCUREMENT PROCESSES:** Meiyume will implement the necessary processes to select its suppliers depending on their CSR performance. This will limit the risks of being associated with harmful companies and allow Meiyume to influence its partners to improve their CSR performance. Meiyume approach is based on collaboration and mutual improvement. By 2023, we aim to distribute our supplier CSR code of conduct to 100% of our tier 1 suppliers and ensure continuous sustainability monitoring of key suppliers. Ensure critical suppliers are able to demonstrate of CSR practices through relevant certifying bodies (e.g., SMETA, BSCI, SA8000, etc) and to request CSR audit certifications for 100 % of critical suppliers by 2024. We intend to have a complete sustainable procurement management system by 2025 , based on the ISO 20400 standards.

**RESPONSIBLE SOURCING:** The company has identified components of its products associated with significant CSR risks. This means that Meiyume must purchase these items responsibly to avoid participating indirectly in operations harmful to people and the environment. We will implement a process to request a Conflict Minerals Reporting (CMR) for suppliers confirming presence of conflict minerals during the CSR Self assessment. We will also implement a processes to systematically inform customers of the implement processes to systematically inform customers of the presence of conflict minerals in our operations and products. We will also include clauses on responsible palm oil sourcing in Meiyume's supplier code of conduct and fulfill 100% of Meiyume palm oil needs through certified suppliers (e.g., RSPO) by 2027

**GENERAL DISCLOSURES****PROCESSES TO REMEDIATE NEGATIVE IMPACTS; MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS**

The foundation of Meiyume's culture lies in our history and our values. We believe that we should always conduct ourselves and our business openly, honestly and in compliance with all applicable laws. Our reputation is built by the actions of our people and this is why what we do everyday is so important. We believe that our success should be based on a common vision of shared values and a consistent standard of conduct. This is why we have implemented a whistle blowing procedure where employees can may report any act which amount to a violation (or a potential violation) of:

- (a) our Code of Conduct and Business Ethics;**
- (b) our Supplier Code of Conduct;**
- (c) any of our policies or guidelines (such as our Anti-Bribery Policy or our Guidelines on Gifts, Entertainment and Hospitality);**
- (d) our financial reporting, accounting, auditing or internal control rules and procedures; or**
- (e) any law or regulation,**

Meiyume does not tolerate retaliation of any kind against associates who raise genuine concerns or who participate in the investigation of a report of suspected misconduct. If you engage in retaliation you will be subject to disciplinary action, which may include dismissal or the termination of your employment. These Guidelines apply to the directors, officers and employees of all Meiyume (Meiyume and all of its subsidiaries) no matter where they are located or what their position is.



**GENERAL DISCLOSURES****COMPLIANCE WITH LAWS AND REGULATIONS**

No significant non-compliance with laws and regulations or fines were recorded during the reporting year.

**GENERAL DISCLOSURES**  
**COLLECTIVE BARGAINING**

20.6% of Employees are covered by collective bargaining agreements. Working conditions and terms of employment for employees not covered by collective bargaining are determined based on market best practices in each of our operating locations which are periodically reviewed by the and global & local Human Resources departments.



# MATERIALITY

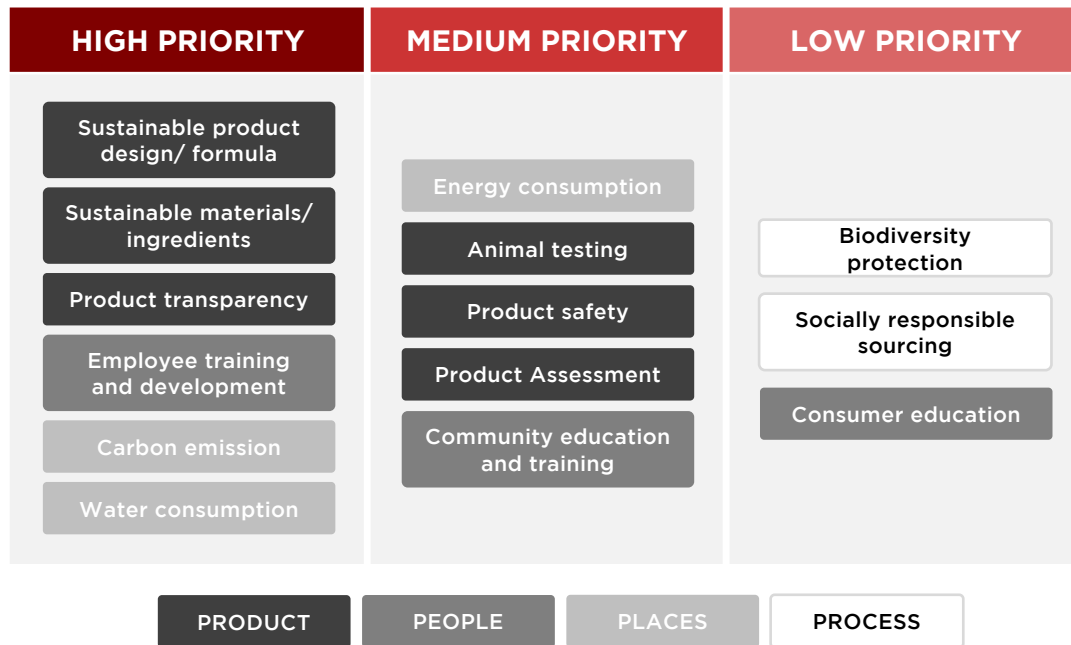
A new materiality assessment was initiated by Meiyume in 2021. This was done by analyzing internal and external stakeholder prioritization of the environmental, social and corporate governance topics. A high-level benchmarking exercise was conducted to better understand what other top performing companies of similar profile and industry are doing with regard to sustainability to inform the development of the Strategy framework. In addition to strategies, we also reviewed how companies are addressing the issues of plastics and packaging. This benchmarking exercise reviews:

- How are companies communicating their strategy to its stakeholders;
- What material topics are addressed;
- What targets are set; and
- What approaches companies are taking to address plastics and packaging.

The findings from the benchmarking exercise allow us to shortlist material topics MEIYUME should consider validating in the stakeholder engagement phase. Interviews were conducted with key stakeholders from strategic customers across all geographies Meiyume operates in. These interviews provided Meiyume with a better understanding of the brand direction and also end consumer sentiment on what material issues need to be addressed.

Drawing from the findings from the benchmarking exercise and stakeholder engagement, shortlists of topics that were considered as important were presented to MEIYUME's Executive Committee (Excom) to allow them to see what topics are considered to be important to industry peers, customers, external and internal stakeholders.

The shortlisted topics were then rated as either High Priority, Medium Priority, or Low Priority in terms of amount of focus in the immediate 2-3 year term.



## ECONOMIC PERFORMANCE

With 2000 employees and over 30000 employed by our first tier suppliers in the supply chain scattered around the world, drops in Meiyume's economic performance has potential negative effects on the livelihoods of these people and to the communities they belong to.

Recovery of Meiyume's economic performance was the priority topic needed to be addressed by the company in 2022. After the slowdown brought about by the COVID-19 pandemic, Meiyume needed to pivot our strategy to be able to meet the challenges of a post-pandemic world. Amid supply issues because of the war in Ukraine for suppliers based in Europe, covid restrictions in China, a high inflationary environment, and volatility in foreign exchange rates, it has become more difficult to manage a global supply chain servicing customers and consumers around the world.

To be able to navigate these challenges, Meiyume has implemented a regional structure to improve focus in our key regions – Asia Pacific, Europe, US, and UK. Each key region is led by a commercial head embedded in the region and pivots the execution of the overall Meiyume strategy to fit the unique requirements of customers and consumers in their respective regions. This added agility to our operating model allows us to place a priority focus on specific issues for operations facing difficulties but still allocate resources to drive innovations in regions with strong growth potential.

Apart from regional strategies, we have also aligned our focus to meet market demands by product category. We have observed strong growth of the fragrance business worldwide. Despite being our strongest category pre-pandemic, Colour cosmetics demand is still behind pre-covid levels. As for the Skincare category, we observe continuous steady growth. We have aligned our prioritization of investments in supply chain development and innovation to reflect these market trends to drive improvement in our current economic performance.

Aside from the focus on current trends, we recognize the need to get ahead of a changing market. With more global brands focusing on sustainability we are investing in developing on-shoring options as well as eco-design. This way, we can ensure that we can sustain our economic performance in the future.

Through it all, we have seen an improvement in performance for Meiyume from 2021 to 2022. With the changes we have implemented in 2022, we expect to continue with this momentum in 2023

**ECONOMIC PERFORMANCE****DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED**

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As such, financial data including should not be disclosed to any parties not falling under the above categories.



## MARKET PRESENCE

Our operational impact in the communities we operate in can be divided into our impact for our offices and our impact for our manufacturing locations. Our employees in our offices and headquarters have more of an impact in setting the direction of the company and, consequently have an indirect impact in the locations where our products are manufactured. On the other hand, our manufacturing and sourcing locations have significant direct economic impacts to the local communities. By hiring workers in the local community, our choice of manufacturing location gives a source of livelihood to local workers and infuses economic activity into the local community.

The regional focus of Meiyume in Asia Pacific, Europe, US, and UK can only be achieved by having leadership who intimately knows the market. To address this, each of our key regions is led by a commercial head from the respective region. A majority of employees in our offices are hired locally further bolstering the regional expertise. We still see a value to sharing knowledge across geographies and so we encourage open dialogue and rotations across our operating regions. This allows us to blend together local expertise with global knowledge.

**MARKET PRESENCE****RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE**

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As such, financial data including remuneration data should not be disclosed to any parties not falling under the above categories.

**MARKET PRESENCE****PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY**

The regular operational management of Meiyume is conducted by the Management Committee which comprises 9 members across the operational locations of Meiyume.

For purposes of this disclosure, “local” is defined as having citizenship or permanent residency within the primary location where they are located. Senior Management is defined as the members of the Management Committee

	LOCAL / TOTAL	% LOCAL
HONG KONG	3/4	75%
UK	2/2	100%
FRANCE	1/1	100%
SINGAPORE	0/1	0%
US	1/1	100%
TOTAL	7/9	78%

## PROCUREMENT PRACTICES

Meiyume's procurement practices are integral to the success of our businesses. In both our product and retail solutions, ensuring our suppliers can sustainably provide products and materials at the right cost, quality, and speed are necessary for the survival of our business. This fundamental supply chain balance has further been complicated by the need to balance geo-political restrictions making the need to create more resilient supply chains a greater priority. To manage these multiple aspects, Meiyume measures suppliers across multiple criteria but the most important of which are: capability, cost, on-time delivery, quality management, geography, social compliance, and environmental compliance.

**PROCUREMENT PRACTICES****PROPORTION OF SPENDING ON LOCAL SUPPLIERS**

Local suppliers are suppliers that are located in the same region as our manufacturing facility or customer to whom they are supplying. As such, a local supplier can either be Asia for Asia, Americas for Americas, or EU & UK for EU & UK

As of 31 December 2022, 13.88% of our total procurement spend came from local suppliers

## ANTI-CORRUPTION

With the global scope of operations in Meiyume, the risk for corruption varies across different countries. To assess this risk, we conduct an annual Corruption Risk Assessment which looks at inherent corruption risk for each of our countries of operation and the corruption risk mitigation actions taken in each of those locations to find a composite risk rating.



## ANTI-CORRUPTION OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION

Corruption Risk Assessments have been conducted for 100% of Meiyume operating locations. In these assessment, no significant corruption risks were found.

LOCATION RISK	COUNTRY LEGISLATION RISK***	RESULTS INTERNAL AUDIT	OVERALL RISK
Kowloon, Honk Kong	MEDIUM	81%	LOW
Levallois-Perret, France	LOW	75%	LOW
Singapore	LOW	75%	LOW
New York, United States	LOW	75%	LOW
Liverpool, United Kingdom	LOW	75%	LOW
Shanghai, China	MEDIUM	75%	LOW
Changping, Dongguan, China	MEDIUM	75%	LOW
Shenzhen, China	MEDIUM	75%	LOW
High Wycombe, United Kingdom	LOW	75%	LOW
Zhang Mu Tou, Dongguan, China	MEDIUM	75%	LOW
Bangkok, Thailand	MEDIUM	75%	LOW
Jakarta, Indonesia	MEDIUM	75%	LOW
Tonawanda, United States	LOW	75%	LOW
Trowbridge, United Kingdom	LOW	75%	LOW

**ANTI-CORRUPTION****COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES**

Graded Employees Trained on Anti-Corruption Policies and Procedures. Graded Employees were the only ones targeted for this training as other employees do not have any risk of corruption within their Job Function

	AVERAGE HC	%
<b>FEMALE</b>	593	94%
<b>MALE</b>	395	94%
<b>GRAND TOTAL</b>	<b>988</b>	<b>94%</b>

	AVERAGE HC	%
<b>HONG KONG</b>	153	99%
<b>CHINA</b>	255	99%
<b>FRANCE</b>	42	89%
<b>INDONESIA</b>	67	84%
<b>SINGAPORE</b>	14	93%
<b>THAILAND</b>	123	92%
<b>UNITED KINGDOM</b>	246	92%
<b>UNITED STATES</b>	88	96%
<b>GRAND TOTAL</b>	<b>988</b>	<b>94%</b>

## MATERIALS

As part of Meiyume's work to reduce our environmental footprint, we have conducted lifecycle assessments to understand the main drivers of the environmental footprint in the products we create. In most of our studies, we have found that the choice of the materials used in our products were one of the primary levers we can manage to reduce the environmental footprint of our products. Although we currently keep track of material consumption for some critical materials and in some select pockets of the Meiyume Supply Chain, we are still in the process of building our capability to capture our material consumption data throughout the organization.

**INFORMATION IS UNAVAILABLE / INCOMPLETE**

## ENERGY

Meiyume consumes a significant amount of energy. This is a significant input in our manufacturing operations and is integral to the continuous operation of our facilities. We understand the adverse impact brought by high energy consumption. Hence, we have committed to a 50% reduction target in energy consumption by 2030 (baseline year:2020). To achieve the reduction, we have also set up some internal targets in group level.

- Improve energy efficiency across our own operations by investing in energy efficient technologies, particularly regarding HVAC systems.
- Have all facilities and office building owned by Meiyume audited on energy performance by 2025.
- Have 100% of new facilities and office building owned by Meiyume certified by the LEED rating system.
- Reduce carbon intensity of energy consumption by switching to less carbon intensive fuels.
- Whenever possible, consider selecting electricity suppliers based on the renewable energy offers. We aim to purchase 100% renewable energy by 2050

Apart from the above high-level targets, we have also set up a target for our manufacturing site annually, so as to keep in line with our total energy reduction plan.

## ENERGY ENERGY CONSUMPTION WITHIN THE ORGANIZATION

UNITS: GJ	2022	2021	2020
Total energy consumption	136,884	148,166	143,602

To collect the energy consumption, we use our monthly utility consumption bills. We will input our consumption data stated in the bill to the Accuvio system by Diligent. The system will then consolidate the bills and convert mass units into GJ using conversion factors from multiple energy databases such as the IEA.

UNITS: GJ	THAILAND			INDONESIA			UK			US			OTHERS		
	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
Fuel (Natural gas)	N/A			6,342	4,964	3,512	20,552	28,449	25,505	5,744	4,672	5,020	N/A		
Fuel (LPG)	22,109	24,281	24,296	556	385	375	N/A			N/A			103	54	80
Fuel (Diesel)	368	492	490	N/A			N/A			N/A			N/A		
Electricity	37,660	42,228	41,735	13,544	12,702	11,677	18,637	18,463	17,716	4,761	4,654	5,922	6,326	6,560	7,004
Solar PV	144	155	148	37	109	122	N/A			N/A			N/A		
Total	60,280	67,155	66,669	20,480	18,160	15,686	39,189	46,911	43,221	10,506	9,326	10,942	6,429	6,614	7,084

## ENERGY ENERGY INTENSITY

Meiyume focuses on the energy intensity of our main manufacturing sites (Thailand, Indonesia, UK, US) due to the high energy consumption compared to other facilities and offices of Meiyume.

To calculate the intensity, we have added all the energy consumption of the four manufacturing sites. And the annual production output (in units) of the manufacturing site would be chosen as the organization-specific metric and would be used for calculating the ratio as the denominator.

	THAILAND			INDONESIA			UK			US			OTHERS		
	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
Total energy consumption (GJ)	60,280	67,155	66,669	20,507	18,051	15,564	39,189	46,911	43,221	10,506	9,326	10,942	60,280	67,155	66,669
Annual output ('k units)	128,411	166,122	184,476	96,952	72,040	92,344	64,110	87,972	91,377	35,266	38,452	36,718	128,411	166,122	184,476
Energy intensity (GJ/k units)	0.47	0.40	0.36	0.21	0.25	0.17	0.61	0.53	0.47	0.30	0.24	0.30	0.47	0.40	0.36



## **ENERGY** **REDUCTION IN ENERGY CONSUMPTION**

Understanding the value of reducing our energy consumption in reducing our overall energy and GHG Emission footprint, Meiyume has implemented different projects to reduce the energy consumption. On aggregate we have seen a 7.5% reduction. Despite this, we are still in the process of developing a method to quantify energy savings resulting from each project.

**INFORMATION IS INCOMPLETE/ UNAVAILABLE**

**ENERGY****REDUCTION IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES**

Meiyume is currently not calculating our reduction in energy requirements of products and services. We understand that this, together with our Energy requirements from purchased goods and services ultimately reflects

**INFORMATION IS UNAVAILABLE / INCOMPLETE**

## **WATER AND EFFLUENTS**

### **INTERACTIONS WITH WATER AS A SHARED RESOURCE**

Water is one of the most important resources for Meiyume's business. Our manufacturing locations make use of substantial amounts of water for both inclusion into our product formulations and in the manufacturing process. Making sure that we have sufficient water quantity and good water quality is crucial for the continuous operation of our business.

All withdrawals of water for our operations are through third party water providers. No direct water withdrawal is conducted by Meiyume. To ensure our water meets operational quality requirements, onsite treatment is conducted at our facilities based on commercial needs.

## WATER AND EFFLUENTS

### WATER WITHDRAWAL

All water withdrawal from Meiyume is from Third Party Water provided by municipal water sources.

	CHINA	INDONESIA (WATER STRESSED)	THAILAND	UK	US	OFFICES
2021 FY ACTUAL	2,783	61,567	185,094	57,805	14,318	6752.27
2022 FY ACTUAL	6,152	56,819	126,122	50,102	16,385	3658.32

## **WATER AND EFFLUENTS**

### **MANAGEMENT OF WATER DISCHARGE RELATED IMPACTS**

Water discharge in each of our manufacturing facilities is governed by local discharge requirements. Water can be treated onsite, or sent to a third party for treatment depending on the quality of the water and local requirements. Due to this variance, corporate level collection of water discharge in is currently unavailable.

INFORMATION IS UNAVAILABLE / INCOMPLETE

## BIODIVERSITY

Biodiversity is material to Meiyume's operations in 2 aspects; the locations of our facilities as well as materials and ingredients used in our products.

Biodiversity risk in our operating locations is managed by first going through a screening of our locations. This would include checking whether our operations could have an environmental impact to nearby protected areas or areas of high diversity value. Actions to protect local biodiversity are then evaluated based on the specific needs of the area of operations. Our review of our operating locations showed that no operations were located in or nearby protected areas or areas of high diversity value. As such, we have found that mandatory actions to protect local ecosystems such as control of waste water discharge were sufficient to mitigate this risk.

The second category of biodiversity risk for Meiyume is potential inclusion of materials derived from IUCN Red List species. To prevent this risk, the bill of materials or ingredients lists for these products are reviewed to ensure there is no such inclusion of materials derived from IUCN Red List species.

**BIODIVERSITY****OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS**

Upon review of our operating locations, we have found that none of our operating locations are located in or adjacent to protected areas and areas of high biodiversity

## EMISSIONS

GHG Emissions are one of the most important environmental indicators tracked by Meiyume. To facilitate this calculation, Meiyume uses the Accuvio system to track our Scope 1 and Scope 2 Emissions.,

The Accuvio software is an internet based web application. The software is accessed over a secure internet connection which is encrypted with Secure Socket Layer (SSL) security protocols to 256 bit encryption.

The greenhouse gas, energy and sustainability software accepts inputs in the form of fossil fuel and energy consumption data, and automatically calculates the resulting greenhouse gas emissions as a consequence of the activities. The CSR module accepts a continually growing Corporate Social Responsibility data metrics.

The calculation methodologies employed by the software are as follows:

The World Resource Institute's Greenhouse Gas Protocol – Corporate Reporting Standard

The International Standards Organisations (ISO) 14064-1 Standard

The UK's Department of Environment Food and Rural Affairs (DEFRA) Greenhouse Gas Management guidelines.

Global Reporting Initiative Standard Indicators

By default, the software chooses the most appropriate standard to apply to each facility based on geographical location, in keeping with the internationally recognised best practice for Corporate Greenhouse Gas Emissions reporting.

A core aspect to the calculation of the Greenhouse Gas (GHG) Emissions of any activity is the Emission's factor which is used in the calculation. An emissions factor is a scientifically proven and approved number by which the greenhouse gas (GHG) emissions from an emissions source (eg: kerosene) is calculated based on the quantity of the emissions source which is consumed.

The software follows the international best practice by selecting the most accurate emissions factors for each emissions source, based on the geographical location of where the emissions activity takes place.



## EMISSIONS

Each GHG Emission source is calculated separately in the software. The original GHG is measured and is shown as a CO<sub>2</sub> equivalent (CO<sub>2</sub>e). The Global Warming Potential (GWP) used by the software system is the IPCC second assessment as it is the most current GWP set ratified by the World Resource Institute.

The calculation method employed by the software is as follows:

The type of GHG emission source is identified and represented in the software as an “Activity”. This activity is calculated and reported in terms of its CO<sub>2</sub>e as well as the underlying applicable six Kyoto Greenhouse Gas Emissions in accordance with the ISO 14064 standard and the WRI GHG Protocol; Carbon Dioxide (CO<sub>2</sub>), Methane (CH<sub>4</sub>), Nitrous Oxide (N<sub>2</sub>O), Hydrofluorocarbons (HFC’s), Perfluorocarbons (PFC’s) and Sulphur Hexafluoride (SF<sub>6</sub>).

The emissions factor published as current at the date of the consumption will be selected for the calculation.

The Activity Level (AL) of each emission source is either measured, monitored or estimated.

The Emission Factor (EF) is used to calculate the emissions caused by the source. This Emission Factor (EF) is drawn from the systems emissions factor database and is selected by the software based on the location, and jurisdiction of where the consumption took place, and the type of industrial process involved.

This is represented in the following formula:  $E_{ghg} = AL \times EF_{ghg}$

$E_{ghg}$  are the emissions of the Greenhouse Gas from a source.  $EF_{ghg}$  is the emission factor of that gas. This is then expressed in the universal unit of carbon measurement; the Carbon Dioxide Equivalent or CO<sub>2</sub>e. This is done by using the Global Warming Potential (GWP) of that gas, this is the degree expressed in Carbon Dioxide to which each GHG contributes to global warming.

This is represented in the following formula:  **$Eco2e = E_{ghg} \times GWP_{ghg}$**

The different GHG emissions are then listed and aggregated to give an emissions total.

**EMISSIONS****DIRECT (SCOPE 1) GHG EMISSIONS & ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS**

	DIRECT (SCOPE 1) GHG EMISSIONS		INDIRECT (SCOPE 2) GHG EMISSIONS	
	2021 FY Actual	2022 FY Actual	2021 FY Actual	2022 FY Actual
<b>CHINA</b>	3,540	2,862	1,116,907	1,059,153
<b>INDONESIA</b>	655,725	558,776	2,703,767	2,917,498
<b>THAILAND</b>	1,430,789	1,309,051	5,460,298	4,986,765
<b>UK</b>	1,447,476	1,042,115	1,091,059	1,003,466
<b>US</b>	235,204	289,179	222,226	269,655

**EMISSIONS****Indirect (Scope 3) GHG Emissions, GHG Intensity**

Scope 3 Emissions are the largest source of GHG emissions from Meiyume owing to the large number of materials we purchase for our products. Meiyume is developing a methodology to calculate these emissions and will be reporting Scope 3 emissions starting in 2024. This would also allow us to allocate Scopes 1, 2, and 3 GHG Emissions to our products allowing us to calculate GHG Intensity

**INFORMATION UNAVAILABLE**

**EMISSIONS****Reduction of GHG Emissions**

Understanding the value of reducing our energy consumption in reducing our overall energy and GHG Emission footprint, Meiyume has implemented different projects to reduce the energy consumption. On aggregate we have seen a 7.5% reduction. Despite this, we are still in the process of developing a method to quantify energy savings resulting from each project.

**INFORMATION IS INCOMPLETE/ UNAVAILABLE**

## SUPPLIER ENVIRONMENTAL ASSESSMENT

Meiyume's procurement practices are integral to the success of our businesses. In both our product and retail solutions, ensuring our suppliers can sustainably provide products and materials at the right cost, quality, and speed are necessary for the survival of our business. This fundamental supply chain balance has further been complicated by the need to balance geo-political restrictions making the need to create more resilient supply chains a greater priority. To manage these multiple aspects, Meiyume measures suppliers across multiple criteria but the most important of which are: capability, cost, on-time delivery, quality management, geography, social compliance, and environmental compliance.

Our standards for environmental compliance can be found in our supplier code of conduct.

**SUPPLIER ENVIRONMENTAL ASSESSMENT****NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA**

100% of new suppliers onboarded in 2022 were screened using environmental criteria found in our supplier code of conduct.

**SUPPLIER ENVIRONMENTAL ASSESSMENT****NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN**

Meiyume's procurement practices are integral to the success of our businesses. In both our product and retail solutions, ensuring our suppliers can sustainably provide products and materials at the right cost, quality, and speed are necessary for the survival of our business. This fundamental supply chain balance has further been complicated by the need to balance geo-political restrictions making the need to create more resilient supply chains a greater priority. To manage these multiple aspects, Meiyume measures suppliers across multiple criteria but the most important of which are: capability, cost, on-time delivery, quality management, geography, social compliance, and environmental compliance.

Our standards for environmental compliance can be found in our supplier code of conduct.

## EMPLOYEES

Under Meiyume Human & Labor Rights statements, Meiyume is committed to ensure:

- a) Anti-Discrimination
- b) Absence of Child Labor
- c) Absence of Forced Labor and Human Trafficking
- d) Safe and Healthy Workplace
- e) Inclusion and Diversity
- f) Workplace Respect
- g) Workplace Security
- h) Work Hours, Fair Wages and Benefits
- i) Freedom of Association:

Meiyume conducts Child & Forced Labor Internal Desktop Audits for Meiyume HR team in 2022 to assess our risks. We also send our Human Rights policy to our labor supplier to ensure that they acknowledge, understand and comply with the Human Rights policy. Meiyume has a whistle blowing guidelines that also allows employees and labor suppliers to escalate any violations anonymously. These are steps to ensure compliance as well as to allow employees to freely escalate any violations and their identities are well protected.



## EMPLOYEES NEW HIRES

### A. TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD, BY AGE GROUP, GENDER AND REGION.

The attrition rate averages at 17.3% in total which is a significant drop from 23.6% in 2021. Meiyume is committed to reduce the turnover rate through our various employment engagement activities and strive to improve and lower natural turnover.

	NEW HIRE #	AVERAGE HC	%
AGE 30 OR BELOW	142	369	38.5%
AGE 30-50	170	1363.5	12.5%
AGE 50+	49	354	13.8%
GRAND TOTAL	361	2086.5	17.3%

2021: 23.6%

	NEW HIRE #	AVERAGE HC	%
FEMALE	190	1048.5	18.1%
MALE	171	1038	16.5%
GRAND TOTAL	361	2086.5	17.3%

	NEW HIRE #	AVERAGE HC	%
HONG KONG	16	159	10.1%
CHINA	43	302.5	14.2%
FRANCE	11	46	23.9%
INDONESIA	45	327	13.8%
SINGAPORE	4	13.5	29.6%
THAILAND	39	384	10.2%
UNITED KINGDOM	144	712.5	20.2%
UNITED STATES	59	142	41.5%
GRAND TOTAL	361	2086.5	17.3%
ASIA	147	1186	12.4%
EUROPE	155	758.5	20.4%
AMERICAS	59	142	41.5%
GRAND TOTAL	361	2086.5	17.3%

## EMPLOYEES TURNOVER

### B. TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER DURING THE REPORTING PERIOD, BY AGE GROUP, GENDER AND REGION.

With the drop in our turnover rate, the cost of replacing vacant positions has reduced. It has also created positive impact of improved employee experience as well as better morale improvement.

	NEW HIRE #	AVERAGE HC	%
AGE 30 OR BELOW	137	369	37.1%
AGE 30-50	181	1363.5	13.3%
AGE 50+	69	354	19.5%
GRAND TOTAL	387	2086.5	18.5%

2021: 23.4%

	NEW HIRE #	AVERAGE HC	%
FEMALE	177	1048.5	16.9%
MALE	210	1038	20.2%
GRAND TOTAL	387	2086.5	18.5%

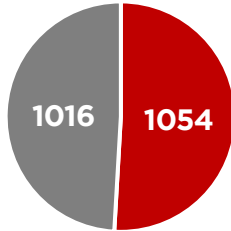
	NEW HIRE #	AVERAGE HC	%
HONG KONG	25	159	15.7%
CHINA	28	302.5	9.3%
FRANCE	9	46	19.6%
INDONESIA	62	327	19.0%
SINGAPORE	1	13.5	7.4%
THAILAND	48	384	12.5%
UNITED KINGDOM	165	712.5	23.2%
UNITED STATES	49	142	34.5%
GRAND TOTAL	387	2086.5	18.5%
ASIA	164	1186	13.8%
EUROPE	174	758.5	22.9%
AMERICAS	49	142	34.5%
GRAND TOTAL	387	2086.5	18.5%

## EMPLOYEES BENEFITS

	HONG KONG	CHINA	INDONESIA	SINGAPORE	THAILAND	FRANCE	UNITED KINGDOM	UNITED STATES
Benefits provided to permanent, full-time employee but not to temp	i) Life insurance ii) Health care iii) Disability & invalidity coverage	i) Life insurance	i) Life insurance v) Retirement provision	i) Life insurance ii) Health care iii) Disability & invalidity coverage iv) Parental leave	ii) Health care iii) Disability & invalidity coverage v) Retirement provision	i) Life insurance ii) Health care iii) Disability & invalidity coverage iv) Parental leave v) retirement provision	i) Life insurance ii) Health care	i) Life insurance ii) Health care iii) Disability & invalidity coverage iv) Parental leave v) retirement provision
	HONG KONG	CHINA	INDONESIA	SINGAPORE	THAILAND	FRANCE	UNITED KINGDOM	UNITED STATES
Benefits provided to permanent, full-time employee but not to part-time	i) Life insurance ii) Health care iii) Disability & invalidity coverage	i) Life insurance ii) Health care iii) Disability & invalidity coverage iv) Parental leave v) Retirement provision / Pension Benefits	i) Life insurance ii) Health care v) Retirement provision	Nil. All same as permanent, full-time employee	i) Life insurance ii) Health care iii) Disability & invalidity coverage v) Retirement provision	Nil. All same as permanent, full-time employee	Nil. All same as permanent, full-time employee	i) Life insurance ii) Health care

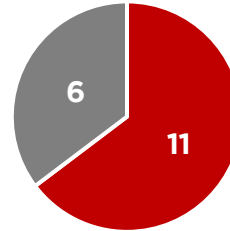
**EMPLOYEES  
PARENTAL LEAVE**

NUMBER OF  
EMPLOYEES THAT  
WERE ENTITLED  
TO PARENTAL  
LEAVE



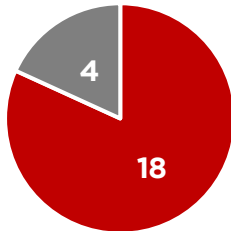
**Total: 2070**

NUMBER OF  
EMPLOYEES WHO  
TOOK PARENTAL  
LEAVE



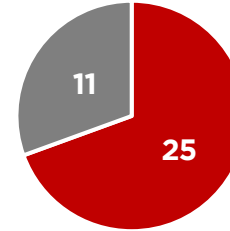
**Total: 17**

NUMBER OF  
EMPLOYEES THAT  
RETURNED TO  
WORK AFTER  
PARENTAL LEAVE



**Total: 22**

NUMBER OF  
EMPLOYEES THAT  
WERE STILL  
EMPLOYED 12  
MONTHS AFTER  
RETURNING FROM  
PARENTAL LEAVE



**Total: 36**

■ Female ■ Male

**EMPLOYEES****RETURN TO WORK AND RETENTION RATES OF EMPLOYEES THAT TOOK PARENTAL LEAVE, BY GENDER.**

	# OF EMPLOYEES DUE TO RETURN TO WORK	# OF EMPLOYEES THAT DID RETURN TO WORK	GRAND TOTAL
FEMALE	26	18	69.2%
MALE	4	4	100.0%
GRAND TOTAL	30	22	73.3%

## LABOR MANAGEMENT REALTIONS

Meiyume is committed to Labor Management Relations. In 2022, Meiyume launched a global Employee Engagement Survey to understand employees sentiment towards Meiyume and our Management team. After we obtained the results of the Employee Engagement survey, local HR team worked with the local leadership team to implemented a series of action items to address employee concerns. The action items will be implemented in 2023. Some of the action items including looking at workflow process as well as organization of employee engagement activities (e.g. sports events, team building events)”

There have not been any negative impact on the human rights of our employee despite the uncertain macro economic outlook globally. For countries where there are presence of union, the local HR as well as the local management would have frequent meetings and engagements with the Union or employee representatives on a monthly basis to build positive relations with the union or employee representatives as well as to gather any concerns from the union for a peaceful negotiation and resolution.

**EMPLOYEES****MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES**

**a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.**

**4 weeks**

**b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.**

**Applicable for 2 countries**  
(France and Thailand)

France ✓  
Thailand ✗

## TRAINING AND EDUCATION

Meiyume has mandatory training such as Security Awareness training, Code of Conduct and Ethics refresher training. The local factories will also have mandatory training such as Quality and EHS training. Besides the mandatory training, Meiyume allows employees to request for attending ad-hoc training via Training Sponsorship Program where employees have to submit documentation regarding the ad-hoc training and how it will benefit the company as well as the long term development of the employees. All full time employee of Meiyume have an equal opportunity for training as stated above.

For the ad-hoc training, employee to submit their training requests as part of their career development. Upon graduation, employees to submit the certification of completion to local HR and their respective manager. For the mandatory training, upon completion of the training, post-training tests will be used to evaluate the effectiveness of the training as well as whether the training has achieved the goals. Employees that failed any mandatory training, they would be required to re-take the tests and to ensure that they will pass the tests, to ensure understanding and meeting the company training goals.

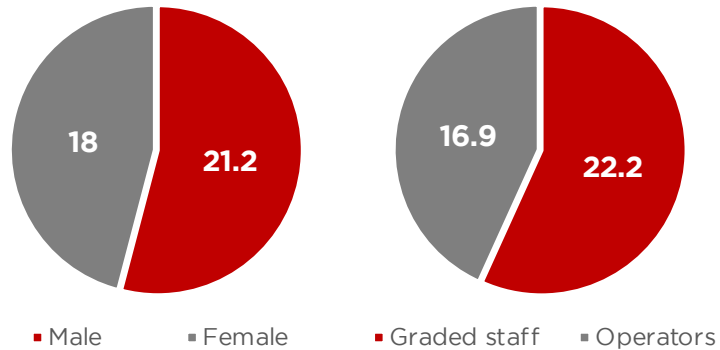


## TRAINING AND EDUCATION

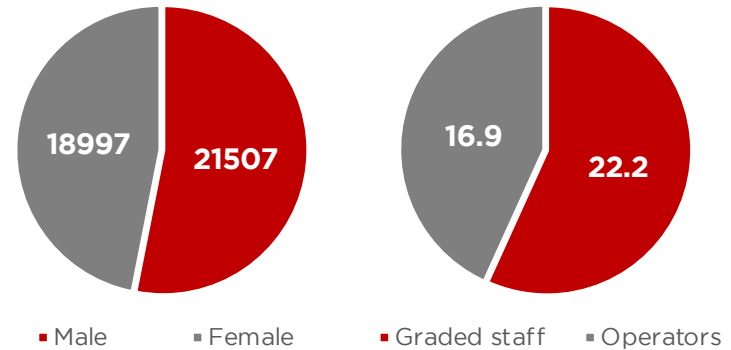
### AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

Average hours of training that the organization's employees have undertaken during the reporting period

#### AVERAGE HOURS OF TRAINING EMPLOYEES HAVE UNDERTAKEN



#### TOTAL HOURS OF TRAINING EMPLOYEES HAVE UNDERTAKEN



**Grand Total: 40,504**

## Diversity and Equal Opportunity

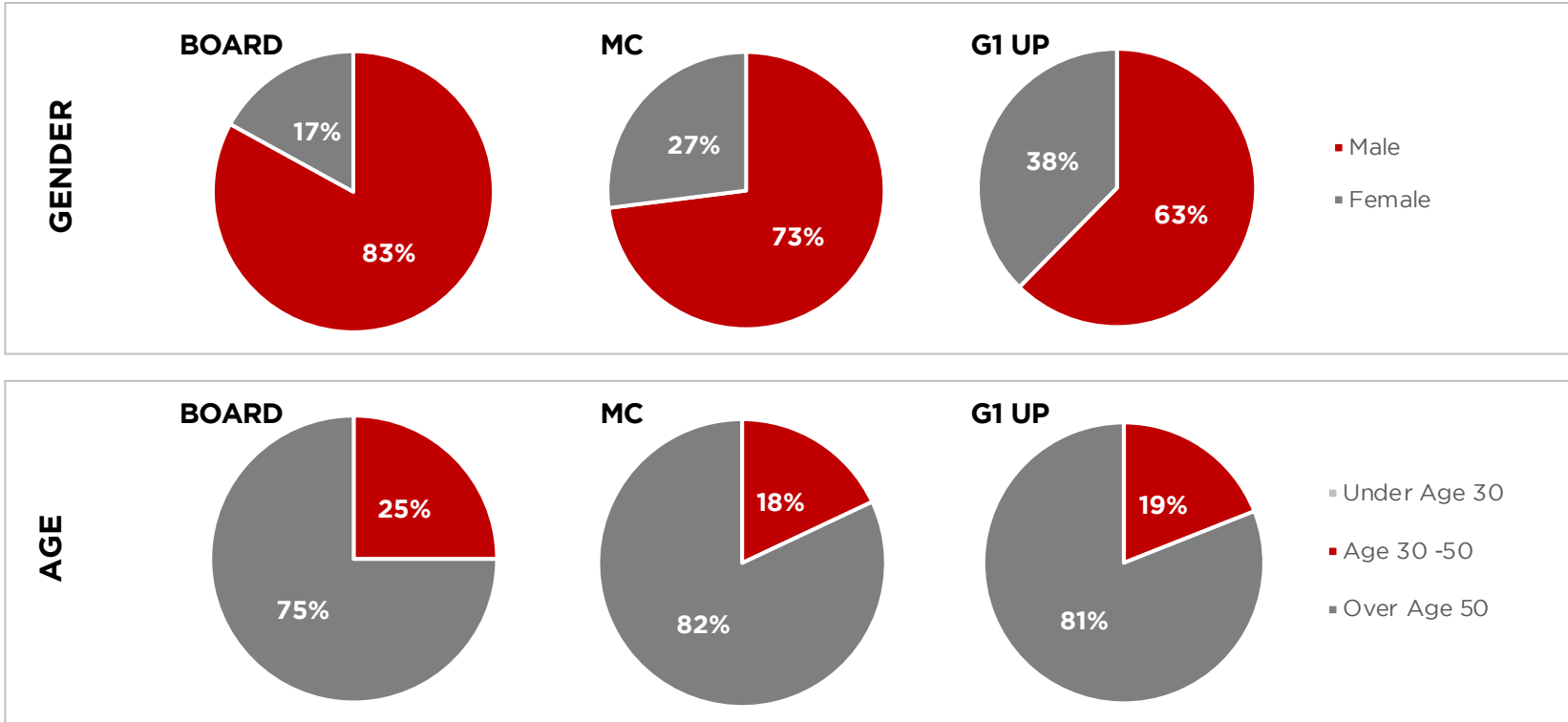
Meiyume has a Human Rights statement that shared Meiyume's commitment to maintain an inclusive, safe, and respectful working environment for all employees, regardless of gender, race, color, ethnic background, age, religious belief, national origin, affectional or sexual orientation, gender identity, disability, marital status, citizenship or impending citizenship. Meiyume also has a Responsible Recruitment Policy that stated that Meiyume is committed to supporting the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, including its core labour conventions to eliminate forced, compulsory or child labour; to eliminate discrimination in employment and occupation; and, respect for freedom of association and collective bargaining. In Meiyume job postings e.g. our LinkedIn postings, Meiyume also has a statement that stated that ""As an equal opportunity employer, we shall consider all applicants regardless of gender, age, religion, marital status, race, sexual orientation, disability, disease, pregnancy, or trade union and/or political affiliation, and disregard all factors deemed inappropriate by local law and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work."" These are some actions taken by Meiyume to ensure diversity and inclusion."

So far, Meiyume HR receive resumes of candidates from any nationality, race, language, gender and age and we do not see only certain race or gender applying for any one role that we advertised. Therefore, this shows that our inclusive advertising and Human Rights statement regarding diversity and inclusion is effective to ensure that there is diversity and inclusion.

## Diversity and Equal Opportunity

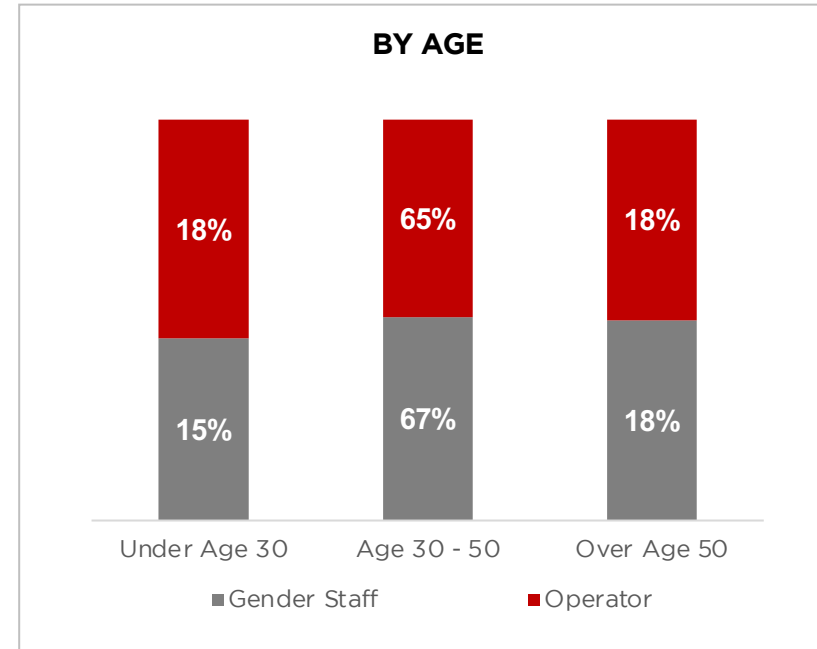
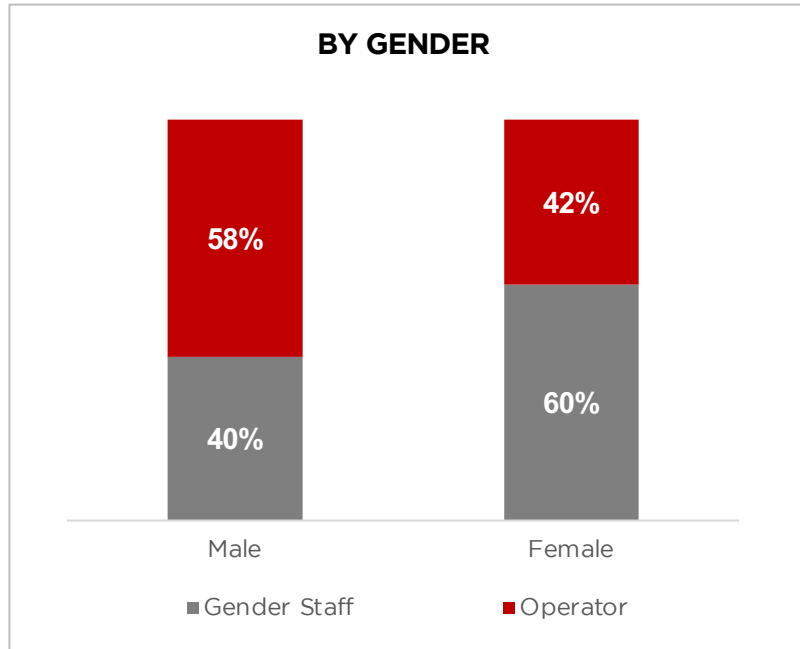
### DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories



**DIVERSITY AND EQUAL OPPORTUNITY****DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES**

b. Percentage of employees per employee category in each of the following diversity categories



## Diversity and Equal Opportunity

### RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. Significant locations of operation are countries where a Meiyume legal entity is set up.



HONG KONG



CHINA



FRANCE



INDONESIA



SINGAPORE



THAILAND



UK



US

RATIO OF BASIC SALARY (GRADED STAFF)	0.8 : 1	0.9 : 1	1 : 1	1.5 : 1	0.8 : 1	0.9 : 1	0.8 : 1	0.7 : 1
RATIO OF BASIC SALARY (OPERATOR)	N/A	1 : 1	N/A	1 : 1	N/A	0.8 : 1	0.9 : 1	0.9 : 1

## NON-DISCRIMINATION

Meiyume Human Rights Policy, we have a statement on Diversity, Equity, and inclusion where the company will promote a work environment free of discrimination and harassment. Meiyume has a whistle-blowing procedure where we encourage employees to report any unethical behavior including but not limited to workplace harassment (medical or otherwise), discrimination (medical grounds, age, race, gender etc). The management committee communicates clearly about Meiyume zero tolerance against harassments or discrimination of employees on medical grounds, age, gender, race. As part of our Code of Conduct refresher training, we also have refresher training regarding harassment policies.

So far, there have not yet been any escalation on discrimination or harassment against employees on medical grounds (as yet), gender, race, salary, language, religion and political affiliations. This shows that Meiyume in general does not discriminate employees based on medical conditions, race, gender, language etc.

## NON-DISCRIMINATION INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

<b>a. Total number of incidents of discrimination during the reporting period.</b>	8	2021: 6	
<b>b. Status of the incidents and actions taken with reference to the following:</b>			
<b>i. Incident reviewed by the organization;</b>	3 open: 1 grievance meeting held, awaiting further investigation. 1 open and ongoing awaiting outcome to put remedial actions in place. 1 in process to be settled.		
<b>ii. Remediation plans being implemented;</b>	Code of conduct, anti-harassment and other trainings and Employee Assistance Programme (EAP) to be offered. Policy review to ensure compliance; regularly communicates policies & guidelines with employees via internal communications. Improve new employee onboarding to include equal treatment of all workers. Managers instructed to discuss fair treatment of all workers with Supervisors and report any incidents quickly to avoid further repetition.		
<b>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</b>	NA		
<b>iv. Incident no longer subject to action.</b>	5 closed within which 2 were withdrawn.		

## FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

According to the Meiyume Human Rights Policy, Meiyume maintains a fair and transparent collective labour relations. All employees shall have the rights to unionize, conduct collective bargaining, join or not join any groups for the promotion and defense of their interests. For countries with presence of union or employee representatives, Meiyume HR and local leader will conduct regular collective bargaining discussions and reviews with authorized employee representatives concerning workplace matters. We also provide reasonable notice to employees and union representatives regarding changes that affect their employment. Meiyume allow employee representatives to participate (on employee's request) with the employees in any disciplinary or grievance meetings. Meeting minutes will be documented and shared with union or union representatives to ensure that all matters discussed were documented. All issues and concerns raised by union representatives or employee representatives would be discussed with Meiyume local management and HR and issues would be discussed and resolved, keeping the union representatives updated.



**FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**  
**OPERATIONS AND SUPPLIERS IN WHICH THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT RISK**

No operations of Meiyume or its suppliers are at risk of hindering the right to freedom of association and collective bargaining.

For locations with union, Meiyume communicated to employees that they are free to join the union. HR and local leader will conduct regular collective bargaining discussions and reviews with authorized employee representatives concerning workplace matters. Meiyume also provides reasonable notice to employees and union representatives regarding changes that affect their employment. Meiyume allow employee representatives to participate (on employee's request) with the employees in any disciplinary or grievance meetings. Meeting minutes will be documented and shared with union or union representatives to ensure that all matters discussed were documented. All issues and concerns raised by union representatives or employee representatives would be discussed with Meiyume local management and HR and issues would be discussed and resolved, keeping the union representatives updated.

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**CHILD LABOR****OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR**

No operations of Meiyume or its suppliers are at risk of child labor

**FORCED OR COMPULSORY LABOR****OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOR**

No operations of Meiyume or its suppliers are at risk of forced or compulsory labor

Meiyume conducted our Child & Forced Labor Internal Desktop Audits for Meiyume HR team in 2022 to assess our risks. Meiyume also emailed our Meiyume Human Rights policy to our labor suppliers to ensure that they agree with Meiyume's policy and conform with Meiyume policy. Meiyume also has a whistle blowing policy that enables any employees or labor suppliers to report any actual or potential violations.

In the process of hiring, Meiyume HR check the employees' age before we offer the job to them and require a copy of their identity showing their name, age and photo, which is kept in our HR system (in some countries, this is kept in the HR file). For outsourced labor, Meiyume HR will also check with the labor supplier to ensure that the labor supplied to Meiyume is above the local legislative minimum age.

## SUPPLIER SOCIAL ASSESSMENT

Meiyume's procurement practices are integral to the success of our businesses. In both our product and retail solutions, ensuring our suppliers can sustainably provide products and materials at the right cost, quality, and speed are necessary for the survival of our business. This fundamental supply chain balance has further been complicated by the need to balance geo-political restrictions making the need to create more resilient supply chains a greater priority. To manage these multiple aspects, Meiyume measures suppliers across multiple criteria but the most important of which are: capability, cost, on-time delivery, quality management, geography, social compliance, and environmental compliance.

Our standards for environmental compliance can be found in our supplier code of conduct.

**SUPPLIER SOCIAL ASSESSMENT**  
**NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA**

100% of new suppliers onboarded in 2022 were screened using social criteria found in our supplier code of conduct.

**SUPPLIER ENVIRONMENTAL ASSESSMENT****NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN**

No negative social impacts occurred in our Tier 1 suppliers in 2022. This is due to preventive remediation undertaken with suppliers with a risk of negative social impacts.

## OUR CUSTOMERS

WE SERVE A DIVERSE RANGE OF CUSTOMER FROM LOCAL START-UP, ENTREPRENEURS OR WELL-ESTABLISH GLOBAL BRANDS





## OUR CERTIFICATIONS

AT MEIYUME, WE TAKE PRIDE IN OUR IMPRESSIVE CREDENTIALS, WHICH HIGHLIGHT OUR COMMITMENT TO EXCELLENCE AND SUSTAINABILITY IN THE BEAUTY INDUSTRY. THESE CREDENTIALS SERVE AS A TESTAMENT TO OUR DEDICATION TO QUALITY, ETHICAL PRACTICES, AND OUR CONTRIBUTION TO CREATING A MORE SUSTAINABLE FUTURE.



**GLOBAL BUSINESS  
AND DISABILITY NETWORK  
CHINA CHAPTER**





# Thank you.

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