

穎通控股有限公司

Eternal Beauty Holdings Limited

(於開曼群島註冊成立的有限公司)
(Incorporated in the Cayman Islands with limited liability)

股份代號 Stock Code : 6883.HK

2024/25

環境、社會及管治報告
Environmental, Social and
Governance Report



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Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THE REPORT

This Environmental, Social and Governance (“ESG”) Report (“this Report”) is the first ESG report issued by Eternal Beauty Holdings Limited and its subsidiaries (collectively referred to as the “Group” or “we”). It is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” of the Hong Kong Stock Exchange (“HKEX”) as set out in Appendix C2 of the Rules Governing the Listing of Securities on the HKEX (the “Listing Rules”), and explains the relevant matters by the “comply or explain” provisions.

This Report aims to provide open and transparent disclosure on the Group’s key policies, strategic approaches, and measurable progress across ESG initiatives. By implementing sustainable business practices, the Group seeks to generate lasting value for stakeholders while contributing to a more sustainable future for consumers, suppliers, communities, and the environment.

This ESG Report has been prepared in both Chinese and English, and in case of any discrepancy or inconsistency between the two versions, the English version shall prevail.

Reporting Scope and Boundaries

This Report covers the year from 1 April 2024 to 31 March 2025 (“Reporting Period”), which encompasses the Group’s office, retail stores, and warehouse in Hong Kong, Macau and Mainland China.

關於本報告

本環境、社會及管治（「ESG」）報告（「本報告」）乃穎通控股有限公司及其附屬公司（統稱「本集團」或「我們」）發佈的首份ESG報告。其根據《香港聯合交易所有限公司證券上市規則》（「上市規則」）附錄C2所載香港聯交所（「香港聯交所」）「環境、社會及管治報告指引」編製並根據「不遵守就解釋」條文對有關事項作出解釋。

本報告旨在公開透明地披露本集團在各項ESG措施方面的主要政策、策略方法及取得的可量度進展。通過實施可持續經營實踐，本集團致力於為利益相關方創造持久的價值，同時為消費者、供應商、社區及環境的可持續未來作出貢獻。

本ESG報告以中文及英文編製，如中、英文版本有任何差異或不一致，概以英文版本為準。

報告範圍及界限

本報告涵蓋自2024年4月1日至2025年3月31日年度（「報告期」），包括本集團於香港、澳門及中國內地的辦公室、零售店及倉庫。

Reporting Principles

This Report adheres to the four basic reporting principles set out in the Environmental, Social and Governance Reporting Guide, which are set out as below:

報告原則

本報告遵循《環境、社會及管治報告指引》所載的四個基本報告原則，詳情載列如下：

Reporting Principles 報告原則	How it is applied to this Report 如何應用於本報告
Materiality 重要性	This Report comprehensively addresses the environmental and social issues that are material to our diverse stakeholders. The process for identifying these material issues involved a collaborative and rigorous approach, including discussion between the Board of Directors ("the Board") and management and engagement with different stakeholders. This ensured a robust integration of perspectives both from within and outside the organization. Please refer to "Stakeholder Engagement" and "Materiality Assessment" sections for further details. 本報告全面探討對我們不同利益相關方屬重大的環境及社會事宜。識別該等重大事宜的過程涉及合作及嚴謹的方法，包括與董事會（「董事會」）及管理層之間的討論及與不同利益相關方接觸。此舉確保機構內外的觀點得到有力結合。詳情請參閱「利益相關方參與」及「重要性評估」章節。
Quantitative 量化	Information on the standards, methodologies, assumptions and/or calculation used, and source of key emission and conversion factors used for both quantitative environmental and social key performance indicators ("KPIs") are disclosed in this ESG Report. Details of this information are all set out in the notes section following relevant KPIs. 本ESG報告披露量化環境及社會關鍵績效指標（「KPI」）所用的標準、方法、假設及／或計算，以及主要排放的來源及換算因子。該資料的詳情均載於相關KPI後的附註章節。
Balance 平衡	This ESG Report provides an unbiased picture of the Group's performance during the Reporting Period. Information is disclosed in an objective manner, avoid selections, omissions, or presentation formats that may inappropriately influence the judgment made by readers. 本ESG報告公正地反映了本集團於報告期內的表現。本集團以客觀的方式披露資料，避免選擇、遺漏或可能不當影響讀者作出判斷的呈列形式。
Consistency 一致性	The reporting and calculation methodology are consistently applied by the Group as far as practicable to allow for meaningful comparison. Any changes that could affect a meaningful comparison of the KPIs will be disclosed accordingly. 本集團採用一致的報告及計算方法，以便進行有意義的比較。任何可能影響KPI有意義比較的變化將作出相應披露。

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Report Access and Feedback

This Report is available on the HKExnews website of The Stock Exchange of Hong Kong Limited (www.hkexnews.hk) and the Group's website (www.eternal.hk) for review and download.

If you have any questions or feedback about this Report, please contact us via the following methods:

Address: 22/F, Enterprise Square Two No. 3 Sheung Yuet Road, Kowloon, Hong Kong
Phone: (852) 2796 2668
Email: info@eternal.hk
Official website: www.eternal.hk

About the Group

The Group was established in 1983. We are the largest perfume group in China (including Hong Kong and Macau) apart from brand-owner perfume groups in terms of retail sales in 2023. We primarily engage in sales and distribution of products procured from third party brand licensors, and market deployment for these brand licensors, such as brand management, and designing and implementing customized market entry and expansion plans for their brands. We have a large and diverse portfolio of iconic brands of not only perfumes, but also color cosmetics, skincare products, personal care products, eyewear and home fragrances. We achieved a leading position for perfumes in China (including Hong Kong and Macau) as a result of our long operating history, through which we gained extensive knowledge in the perfume industry in these markets, and accumulated pertinent expertise and abundant resources for the distribution and market deployment of numerous international perfume brands.

As of March 31, 2025, our products were sold at more than 100 offline POSs operated directly by ourselves and more than 8,000 POSs operated by our retailer customers in over 400 cities in China (including Hong Kong and Macau).

報告存取及反饋

本報告載於香港聯合交易所有限公司披露易網站(www.hkexnews.hk)及本集團網站(www.eternal.hk)以供閱覽及下載。

倘閣下對本報告有任何疑問或反饋，請通過以下方式與我們聯繫：

地址：香港九龍常悅道3號企業廣場二期22樓
電話：(852) 2796 2668
電郵：info@eternal.hk
企業網站：www.eternal.hk

關於本集團

本集團於1983年成立。按2023年零售額計，我們是中國（包括香港及澳門）除品牌所有者香水集團外最大的香水集團。我們主要從事銷售及分銷從第三方品牌授權商採購的產品，並為該等品牌授權商進行市場部署，例如品牌管理，以及為其品牌設計及實施定制的市場進入及擴張計劃。我們擁有龐大且多元化的品牌組合，不僅包括香水，還包括彩妝、護膚品、個人護理產品、眼鏡及家居香氛。我們在香水方面於中國（包括香港及澳門）取得領先地位，乃因我們悠久的經營歷史，我們在這些市場的香水行業中獲得了廣泛知識，並積累了相關專業知識及豐富的資源為無數國際香水品牌進行分銷及市場部署。

截至2025年3月31日，我們的產品於中國（包括香港及澳門）400多個城市超過100個由我們直接經營的線下POS及超過8,000個由零售商客戶經營的POS出售。

OUR SUSTAINABLE STRATEGY

Our Group has fundamentally woven ESG principles into our corporate DNA, recognizing sustainable development as the cornerstone of long-term operational excellence. Through our annual "Eternal Sustainability Vision," we demonstrate clear ESG milestones and initiatives, which reinforce our commitment to create long-term value for our stakeholders and communities. This strategic approach drives the implementation of three core pillars (Green, Social & Caring and, Wellness) designed to position us as a catalyst for ESG advancement.

Green 綠色



Minimizing our environmental impact and championing eco-friendly practice.

將我們對環境的影響降到最低並提倡環保實踐。

Social & Caring 社會與關懷



Fostering inclusive workplace, strengthening employee and relationships, facilitating good relationships with suppliers and enhancing the experience for our customers

打造包容的工作場所、增強僱員關係、促進與供應商的良好關係及提升客戶體驗

我們的可持續發展策略

本集團已將ESG原則融入我們的企業基因，將可持續發展視為長期卓越運營的基石。通過每年的「穎通可持續發展願景」，我們展現明確的ESG里程碑及措施，強化了我們為利益相關方及社區創造長期價值的承諾。此策略方法驅動三大核心支柱（綠色、社會與關懷及健康）的實施，旨在催化我們在ESG的發展。

Wellness 健康



Promoting well-being and development of our employees and communities.

促進僱員及社區的福祉及發展。

Board Statement

The Group fully recognizes that strong ESG practices are crucial in meeting the changing expectations of stakeholders and advancing the Group's sustainable development agenda. The Board works closely with the executive management team, taking on overall responsibility to formulate, supervise and implement the ESG strategy, which is an indispensable part of the Group's long-term success. In the process of implementing our ESG strategy, we also maintain close contact with stakeholders and continuously understand their opinions and suggestions on the Group's ESG strategy and implementation through various communication channels.

During the Reporting Period, we ensured the effective implementation of sustainable strategies, maintained attention to ESG matters, and sought methods for improvement and enhancement in practice. This Report provides a detailed disclosure of our achievements. Such matters and data have been reviewed and confirmed by the Board and the ESG governance structure.

董事會聲明

本集團深明嚴謹的ESG實踐對於滿足利益相關方不斷變化的期望及推動本集團可持續發展議程至關重要。董事會與執行管理團隊緊密合作，全面負責ESG策略的制定、監督及實施，為本集團長期成功不可或缺的一環。於實施我們ESG策略的過程中，我們亦與利益相關方保持緊密聯繫，透過各種溝通渠道持續了解其對本集團ESG策略及實施的意見及建議。

於報告期內，我們確保可持續發展策略的有效實施，持續關注ESG事宜及在實踐中尋求改進與提升的方法。本報告詳細披露我們的成果。有關事宜及數據已由董事會及ESG管治架構審閱及確認。

Materiality Assessment

Stakeholder Engagement

The Group attaches great importance to the suggestions and opinions of stakeholders, ensuring that sufficient channels are provided for communication and exchange with key stakeholders to identify, discuss and determine the Group's important ESG issues and potential ESG risks, and continuously improve ESG-related strategies and policy systems. We communicate extensively and deeply with stakeholders through multiple channels to understand and continuously monitor the trends of different types of stakeholders' attention to various major sustainable issues, and continuously manage and respond to related matters. The categories of the Group's major stakeholders, key concerns, general communication channels, and responses and feedback are set out in the following table:

重要性評估

利益相關方參與

本集團高度重視利益相關方的建議及意見，確保提供充足的渠道與主要利益相關方溝通及交流，以識別、討論及決定本集團的重要ESG事宜及潛在ESG風險，並持續改進ESG相關策略及政策體系。我們透過多個渠道與利益相關方進行廣泛深入的溝通，以了解及持續監控不同類型的利益相關方對各種主要可持續議題的關注趨勢，及持續管理及應對相關事宜。本集團主要利益相關方類別、主要關注事項、一般溝通渠道及應對與反饋載於下表：

Stakeholder Types 利益相關方的類別	Key Points of Attention 主要關注事項	General Communication	
		Channels 一般溝通渠道	Reactions and Feedback 應對與反饋
Shareholders/Investors 股東／投資者	- Consistent and stable investment returns - 持續及穩定的投資回報 - Timely information disclosure - 及時的信息披露 - Compliant business operations - 合規業務運營	- Annual reports, interim reports and announcements - 年報、中期報告及公告 - General meetings - 股東大會 - Roadshow/ conference call/ meet-and-greet - 路演／電話會議／見面會 - Media communication mechanism - 媒體溝通機制 - Press conference - 新聞發佈會 - External Market Standards - 外部市場標準 - Phone/email/website consultation - 電話／電郵／網站諮詢 - Investors visit - 投資者訪問	- Issue notices and resolutions of the annual general meetings of shareholders in accordance with regulations - 根據規定發佈股東週年大會通知及決議案 - Disclose Group information on time - 適時披露集團資料 - Publish announcements and issue periodic reports in accordance with the regulations of regulatory authorities - 根據監管機構的規定發佈公告及定期報告 - Respond to investors' emails/phone enquiries and receive on-site visits from investors - 回應投資者的電郵／電話查詢並接待投資者的現場訪問

Stakeholder Types 利益相關方的類別	Key Points of Attention 主要關注事項	General Communication Channels 一般溝通渠道	Reactions and Feedback 應對與反饋
Employees 僱員	• Training and career development • 培訓及職業發展 • Compensation and benefits • 薪酬及福利 • Health and safety • 健康及安全	• Communicate directly • 直接溝通 • Performance appraisal • 績效考核 • Medical examination • 體檢 • Training courses • 培訓課程 • Employee consultation • 僱員諮詢 • Safety management • 安全管理	• Provide a healthy and safe working environment • 提供健康及安全的工作環境 • Establish a fair and transparent performance appraisal mechanism • 建立公平及透明的晉升績效考核機制 • Organize employee events • 組織僱員活動
Suppliers 供應商	• Standardized supplier management and procurement processes • 標準化的供應商管理及採購流程 • Execute contracts on time • 按時執行合約 • Corporate reputation • 企業聲譽	• Order/contract execution • 訂單／合約執行 • Communicate directly • 直接溝通 • Supplier management system • 供應商管理機制 • Supplier questionnaire • 供應商問卷	• Fulfilment of contractual obligations • 履行合約義務 • Maintain long-term cooperation with excellent suppliers • 與傑出供應商維持長期合作 • Pay on time • 按時付款 • Ensure that services and products comply with quality and safety standards • 確保服務及產品符合質量及安全標準 • Complete supplier management files • 完整的供應商管理檔案

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Stakeholder Types 利益相關方的類別	Key Points of Attention 主要關注事項	General Communication Channels 一般溝通渠道	Reactions and Feedback 應對與反饋
Distributors 分銷商	• Sound customer service management and processes • 健全的客戶服務管理及流程 • Effective information exchange mechanism • 有效的信息交流機制 • A stable and safe drug supply system • 穩定及安全的藥品供應體系 • Timely response to demands • 及時應對需求	• Daily communication • 日常溝通 • After-sales service • 售後服務 • Customer satisfaction surveys • 客戶滿意度調查 • Customer profile • 客戶資料 • Corporate visits • 企業訪問	• Strengthen quality management • 加強質量管理 • Practice contractual responsibilities • 履行合約責任 • Provide knowledge training and marketing promotion support for dealers • 為交易商提供知識培訓及營銷推廣支援 • Communicate fully and effectively • 充分且有效溝通
Government/Regulatory authority 政府／監管機構	• Compliant business operations • 合規業務運營 • Pay taxes in accordance with the law • 依法納稅	• Government visits • 政府訪問 • Participate in government meetings and visit regularly • 定期參加政府會議及訪問 • Government cooperation • 政府合作 • Information disclosure • 信息披露	• Strictly abide laws and regulations • 嚴格遵守法律及法規 • Pay attention to changes in regulatory requirements • 留意法規要求的變更 • Strengthen safety management • 加強安全管理

Stakeholder Types 利益相關方的類別	Key Points of Attention 主要關注事項	General Communication Channels 一般溝通渠道	Reactions and Feedback 應對與反饋
Media 媒體	- Compliant business operations - 合規業務運營 - Brand influence - 品牌影響	- Press conference - 新聞發佈會 - Senior management access - 高級管理層溝通 - Official website - 企業網站 - Social media platforms - 社交媒體平台	- Strictly abide by laws and regulations - 嚴格遵守法律及法規 - Disclose Group information on time - 適時披露集團資料 - Publish announcements and issue periodic reports in accordance with the regulations of regulatory authorities - 根據監管機構的規定發佈公告及定期報告 - Compliance promotion and marketing - 合規推廣及營銷 - Establish a positive brand image - 建立積極的品牌形象
Community/Public 社區／公眾	- Contribute to society - 貢獻社會 - Promote employment - 促進就業	- Community service - 社區服務 - Charity activities - 慈善活動 - News/ announcements - 新聞／公告 - Information disclosure - 信息披露	- Actively undertake corporate social responsibility - 積極承擔企業社會責任 - Stable operation provides jobs - 穩健經營提供就業

Materiality Assessment

During the Reporting Period, we maintained close communication with stakeholders and collected valuable opinions from various stakeholders on the Group's ESG-related matters. By referring to key stakeholders' comments, the ESG Reporting Guidelines of the HKEX, relevant international standards, and industry benchmarks, we identified the Group's material ESG issues. The list of material ESG issues is mapped with the ESG Reporting Guidelines' framework and approved by the Board and management. The Group will regularly review the assessment process of materiality issues to identify areas for improvement and enhance the relevance and authenticity of materiality assessments.

1. Identification

During the Reporting Period, 16 potential material ESG issues were identified by the Group from disclosure guidelines by regulatory authorities, capital markets, rating agencies, international reporting standard bodies and peer companies.

2. Access

We access the identified topics to ensure they align with the Group's vision. The results will be presented to the Group's management for review and feedback.

3. Review

We regularly review the assessment process of materiality issues, identify areas for improvement and make improvements to enhance the relevance and authenticity of materiality assessments.

重要性評估

於報告期內，我們與利益相關方保持緊密溝通，並就本集團的ESG相關事宜收集了來自各利益相關方的寶貴意見。我們參考主要利益相關方的意見、香港聯交所ESG報告指引、相關國際標準及行業基準，識別出本集團的重大ESG議題。重要ESG議題清單已與ESG報告指引框架對應，並獲董事會及管理層批准。本集團將定期檢討重要性議題的評估過程，以識別改善空間，並提升重要性評估的相關性及真實性。

1. 識別

在報告期內，本集團從監管機構披露指引、資本市場、評級機構、國際報告標準機構及同行公司披露指引中識別出16個潛在重要性ESG議題。

2. 評估

我們會對已識別的議題進行評估，確保其符合本集團願景。評估結果將提交本集團管理層審核並回饋。

3. 審查

我們定期檢視重要性議題的評估流程，識別需要改進的地方並進行改進，以增強重要性評估的針對性和真實性。

ESG Aspects ESG 層面	Group's Material ESG Topics 本集團的重大ESG議題
(A) Environmental (A) 環境	
Aspect A1: Emissions 層面A1：排放物	Greenhouse Gas ("GHG") Reduction 溫室氣體(「GHG」)減排 Waste Management 廢物管理
Aspect A2: Use of Resources 層面A2：資源使用	Energy Efficiency 能源效益 Water Conservation 節約用水 Packaging Material Reduction 減少包裝物料
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源	Biodiversity 生物多樣性
Aspect A4: Climate Change 層面A4：氣候變化	Climate Resilience and Adaptation 氣候韌性及適應
(B) Social (B) 社會	
Aspect B1: Employment 層面B1：僱傭	Equal Opportunity, Diversity, and Inclusion 平等機會、多元化及包容
Aspect B2: Health and Safety 層面B2：健康及安全	Occupational Health and Safety 職業健康及安全
Aspect B3: Development and Training 層面B3：發展及培訓	Employee Development and Training 僱員發展及培訓
Aspect B4: Labour Standards 層面B4：勞工準則	Prevention of Child Labour and Forced Labour 防止童工及強制勞工
Aspect B5: Supply Chain Management 層面B5：供應鏈管理	Supply Chain Management 供應鏈管理
Aspect B6: Product Responsibility 層面B6：產品責任	Product Responsibility 產品責任 Customer Protection and Satisfaction 客戶保障及滿意度
Aspect B7: Anti-corruption 層面B7：反貪污	Business Ethics and Conduct 商業道德及操守
Aspect B8: Community Investment 層面B8：社區投資	Community Investment 社區投資

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ESG Governance Structure

The Group is committed to integrating ESG principles into all major aspects of our business operations. We have established a comprehensive governance structure to oversee the implementation of ESG-related policies and sustainable development vision, which have been incorporated into our governance system and standard operating procedures.

The Board has the overall responsibility for the Group's ESG strategy and reporting. The Board provides oversight of ESG issues with an emphasis on the Group's long-term development and positioning. Delegated by the Board, our ESG Working Group (the "ESG Working Group") is composed by representatives from the President's Office and responsible for assisting the Board in planning and implementing the Group's ESG-related matters, and reporting to the Board. The major role and responsibilities for the Board and ESG Working Group are listed as below:

The Board 董事會

- Oversee and review the Group's ESG framework, management principles and strategies;
- 監督及審閱本集團的ESG框架、管理原則及策略；
- Oversee the management and prioritization of ESG risk and climate-related risk and regularly evaluate the effectiveness; and
- 監督ESG風險及氣候相關風險的管理及優次排序，並定期評估其有效性；及
- Review progress made on ESG-related goals and indicators.
- 審閱ESG相關目標及指標的進展。

The ESG Working Group ESG工作小組

- Establish and maintain well communication channels with key stakeholders;
- 與主要利益相關方建立並保持良好溝通渠道；
- Identify, assess and prioritize ESG-related major issues through materiality assessment;
- 透過重要性評估，識別、評估及優先處理ESG相關重大議題；
- Collect and analyse Environmental and Social key performance indicators;
- 收集及分析環境及社會關鍵績效指標；
- Execute and implement ESG-related policies, procedures and measures approved by the Board; and
- 執行及實施董事會批准的ESG相關政策、程序及措施；及
- Report to the Board annually on the implementation of ESG-related policies and prepare ESG reports.
- 每年向董事會報告ESG相關政策的執行情況，並編製ESG報告。

ESG管治架構

本集團致力於將ESG原則融入我們業務運營的所有主要方面。我們已建立全面的管治架構，以監督ESG相關政策和可持續發展願景的實施，這些政策和願景已納入我們的管治體系和標準營運程序中。

董事會全面負責本集團的ESG策略及報告。董事會監督ESG事宜，著重本集團的長期發展及定位。獲董事會授權，我們的ESG工作小組（「ESG工作小組」）由總裁辦公室的代表組成，負責協助董事會規劃及實施本集團ESG相關事宜，並向董事會報告。董事會及ESG工作小組的主要角色及職責載列如下：

OUR GREEN ACTION

The Group recognizes that tracking climate change and reducing our environmental impact is crucial for a sustainable future. Our commitment to sustainability starts with our Green Strategy, the core pillar of our ESG approach. Although our operations do not have a significant impact on the environment, we actively strive to minimize our ecological footprint and contribute to broader sustainable development. During the Reporting Period, the Group complied with all relevant environmental laws and regulations of mainland China, Hong Kong and Macau in all material respects.

In this section we shall detail the ESG performances of the Group with regard to emissions and waste, use of resources, and environment and natural resources.

Climate Change

Risks and Opportunities

The Group fully recognizes the impact of climate change on its business and further identifies the risks and opportunities it brings. In accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), we have identified several physical risk, transition risks, and climate opportunities throughout our business chain that need to be addressed.

我們的綠色行動

本集團深知追蹤氣候變化及減少環境影響對可持續發展的未來至關重要。我們對可持續發展的承諾始於我們的綠色策略，這是我們ESG方針的核心支柱。儘管我們的運營對環境沒有重大影響，但我們仍積極努力減少生態足跡，並為更廣泛的可持續發展作出貢獻。於報告期內，本集團在所有重大方面均遵守中國內地、香港及澳門所有相關環境法律及法規。

我們將於本節詳述本集團在排放及廢物、資源使用和環境及天然資源方面的ESG表現。

氣候變化

風險及機遇

本集團深明氣候變化對其業務的影響，並進一步識別氣候變化帶來的風險及機遇。我們根據氣候相關財務信息披露工作組(TCFD)的建議，已識別出整個業務鏈中需要應對的若干實體風險、過渡風險及氣候機遇。

Type of Risk 風險類別	Sub-category 子類別	Description of Risk 風險描述	Mitigation and Adaptation Strategies 緩解及適應策略	Potential Financial Impact 潛在財務影響
Physical Risks 實體風險	Acute Risks 急性風險	- Extreme weather events such as typhoons and floods may lead to delayed product delivery times and damage to our products and retail stores. - 颱風及洪水等極端天氣事件可能導致產品交付時間延遲，並損壞我們的產品和零售店。	- Establish and implement emergency response plans and measures. - 建立並實施應急響應計劃和措施。 - Organize staff training. - 組織員工培訓。 - Keep a close eye on weather warnings. - 密切關注天氣預警。	- Damage to products and retail stores, as well as disruptions in the supply chain, may lead to increased operating costs and insurance premiums. - 產品及零售店損壞，以及供應鏈中斷，可能導致營運成本及保險費用增加。

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Type of Risk 風險類別	Sub-category 子類別	Description of Risk 風險描述	Mitigation and Adaptation Strategies 緩解及適應策略	Potential Financial Impact 潛在財務影響
Transition Risks 過渡風險	Chronic Risks 慢性風險	- Rising temperatures may lead to adjustments in business models and an increase in the power consumption of air conditioners to maintain the same room temperature. - 氣溫上升可能導致業務模式調整，並增加空調耗電量以維持相同室溫。	- Adapt business practices to cope with changing climates. - 調整業務常規以應對不斷變化的氣候。 - Regularly update risk management plans. - 定期更新風險管理計劃。	- Business model adjustments and increased power consumption of air conditioners may lead to higher operating costs. - 業務模式調整及空調耗電量增加可能導致營運成本上升。
	Policy and Legal 政策及法律	- Mandatory emission disclosures and regulatory changes affecting existing products and services. - 強制性排放披露以及影響現有產品及服務的監管變動。	- Regularly reviewing government policies, regulatory requirements and the latest developments related to climate change to ensure adequate preparation. - 定期審閱與氣候變化相關的政府政策、監管規定及最新發展，確保充足的準備。 - Encouraging employees to learn about the new requirements for climate-related disclosures. - 鼓勵僱員了解氣候相關披露的新規定。	- Changes in laws and regulations may lead to increased compliance costs and the premature scrapping of existing assets. - 法律及法規變動可能導致合規成本增加及現有資產提前報廢。

Type of Risk 風險類別	Sub-category 子類別	Description of Risk 風險描述	Mitigation and Adaptation Strategies 緩解及適應策略	Potential Financial Impact 潛在財務影響
	Technology 科技	- Our existing products may become obsolete, or new technologies and products may disrupt our business models. - 我們現有的產品可能會過時，或新技術及產品可能會擾亂我們的業務模式。	- Stay ahead of technological trends. - 緊跟科技趨勢。 - Regular monitoring and review on our product procurement strategy. - 定期監控及審閱我們的產品採購策略。	- The development of technologies may lead to a decrease in the market value of existing products and an increase in the procurement and operation costs required for product research and development upgrades. - 技術發展可能導致現有產品的市場價值下降，產品研發升級所需的採購和營運成本增加。
	Market 市場	- With the trend of sustainable development, consumers may prefer organic and eco-friendly perfumes. - 隨著可持續發展的趨勢，消費者可能更青睞有機及環保香水。	- Analyse market trends and adjust marketing strategies. - 分析市場趨勢並調整營銷策略。 - Focus on sustainable products and services to meet changing consumer demands. - 專注於可持續產品和服務，以滿足不斷變化的消費者需求。	- Changes in the demand for different types of products may lead to a reduction in the demand for existing products and inventory build-up. - 對不同類型產品的需求變化，可能導致現有產品的需求減少及存貨積壓。
	Reputation 聲譽	- Loss of customer trust or stakeholder support due to damaged brand image or insufficiency in addressing climate-related issues. - 因品牌形象受損或未能充分應對氣候相關問題而導致客戶信任或利益相關方支持流失。	- Enhance transparency in reporting and communications. - 加強報告及通訊的透明度。 - Build a strong brand around sustainability and ethical practices. - 圍繞可持續發展和道德實踐，打造強大的品牌。	- Brand building may lead to an increase in operating costs and social responsibility investment. - 品牌建設可能導致營運成本及社會責任投資增加。

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Besides, we may encounter a market opportunity as customers may have a higher demand for perfume usage during hot weather conditions to mask body odor. Any perfume that can withstand high temperatures and effectively remove body odor will likely become popular in the long term, leading to an increase in revenue.

Given the nature of our business, we do not anticipate environmental and climate-related risks to have a material impact on our business operations in the short term. However, we believe these risks may potentially impact our business value chain and financial condition over the medium and long term. If the risks and opportunities are considered to be material, we will plan to incorporate those risks and opportunities into our strategy and financial planning process.

Metric and Target

The Group has set resource conservation and environmental protection as our environmental goals, aiming to achieve green operations, and green development by minimizing energy consumption, packaging materials usage, and waste generation. The Group's ESG Working Group is responsible for reviewing the implementation status and progress of these goals on a regular basis.

Relevant Indicators 相關指標	Targets 目標
Energy Usage 能源使用	We will actively promote environmental behavior and establish comprehensive energy-saving measures to systematically reduce energy usage across all operations. 我們將積極推動環保行為，並建立全面的節能措施，以系統性地減少所有營運的能源使用。
Packaging Materials Usage 包裝材料使用	We will provide comprehensive staff training and implement different measures to eliminate over-packaging, systematically reducing packaging material usage while maintaining product quality and safety standards. 我們將提供全面的員工培訓並實施不同措施以消除過度包裝，系統性地減少包裝材料使用，同時維持產品質量及安全標準。
Waste Management 廢物管理	We will conduct more training to promote waste reduction behaviors and install additional recycling bins across offices and warehouses to minimize waste disposal. 我們將進行更多培訓，以推廣減少廢物的行為，並在辦公室和倉庫安裝額外回收箱，以盡量減少廢物棄置。

In addition to climate-related targets, we also calculate and record various environmental indicators to comprehensively assess the Group's environmental impact and provide data support for future emission reduction strategies. Please refer to the relevant KPI tables in below for the environmental metrics.

此外，我們可能會遇到市場機會，因為在炎熱的天氣條件下，客戶可能對使用香水來掩蓋體味有更高的需求。從長遠來看，任何能夠承受高溫並有效去除體味的香水均可能會受到歡迎，從而增加收入。

鑒於我們的業務性質，我們預計環境及氣候相關風險短期內不會對我們的業務營運產生重大影響。然而，我們認為該等風險可能會影響我們的中長期業務價值鏈及財務狀況。倘風險及機遇被視為重大，我們會計劃將該等風險及機遇納入我們的策略及財務規劃流程。

指標及目標

本集團已將節約資源及環境保護定為我們的環境目標，旨在透過盡量減少能源消耗、包裝物料使用及廢物產生，以達致綠色營運及綠色發展。本集團的ESG工作小組負責定期審閱該等目標的實施狀況及進度。

除氣候相關目標外，我們亦計算及記錄各項環境指標，以全面評估本集團的環境影響，並為未來減排策略提供數據支持。有關環境指標，請參閱下文相關的KPI列表。

GHG Emissions

In view of our business, we do not generate significant amounts of GHG Scope 1 and 2 emissions. We remain actively identifying aspects of our business that generate GHG emissions and taking control measures.

Our Scope 1 emissions are generated from our company-owned vehicles, which are used for community purposes. To reduce these Scope 1 emissions, we will gradually phase out our petrol-powered cars and replace them with electric vehicles. During the Reporting Period, we purchased a new electric vehicle in November 2024 and expect this figure to increase moderately over time. Meanwhile, we will gradually enhance the management requirements for vehicle usage to ensure the necessity and efficiency of vehicle operation and prevent excessive use from causing additional GHG emissions.

Our Scope 2 emission is our main source of GHG emissions, which belongs to the purchased electricity consumed by our offices and retail stores. Regarding the equipment in our offices and stores, we have gradually replaced our lighting sources with energy-efficient LED lights to save energy. To further enhance energy conservation efforts, we aim to turn off certain non-essential equipment during non-peak hours. Additionally, we conduct regular inspections on our building equipment, replacing old systems and defective equipment with more energy-efficient alternatives. We ensure that the air conditioning systems in offices and stores operate at the prescribed temperatures and usage times to control unnecessary power waste.

We also run online business which does not involve manufacturing, and therefore it does not generate a large amount of direct carbon emissions, which achieves an environmental-friendly business model. We have rolled out employee training programs to empower our team with the knowledge and tools to save energy, reduce their carbon footprint, and promote recycling.

溫室氣體排放

鑒於我們的業務，我們並無產生大量溫室氣體範圍1及2排放。我們積極識別業務中產生溫室氣體排放的層面，並採取控制措施。

我們的範圍1排放來自本公司自有車輛，該等車輛用於社區用途。為減少這些範圍1排放，我們將逐步淘汰汽油車輛，並以電動車取而代之。於報告期內，我們於2024年11月購買了一輛新電動汽車，並預期此數字將隨時間平穩增長。同時，我們將逐步提高車輛使用管理要求，確保車輛應用的必要性及效率，防止過度使用導致額外溫室氣體排放。

範圍2排放是我們溫室氣體排放的主要來源，來自我們辦公室及零售店所消耗的外購電力。就辦公室及門店的設備而言，我們已逐步將照明光源替換為節能的LED燈，以節約能源。為進一步加強節能工作，我們計劃在非繁忙時段關閉若干非必要設備。此外，我們對樓宇設備進行定期檢查，以更節能的替代設備取代舊系統及有缺陷的設備。我們確保辦公室和商店的空調系統在規定的溫度和使用時間內運行，以控制不必要的電力浪費。

我們亦經營不涉及製造的線上業務，因此不會產生大量直接碳排放，從而實現環保的商業模式。我們已推出僱員培訓計劃，使團隊掌握節約能源、減少碳足跡及推廣回收的知識和工具。

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GHG Emissions 溫室氣體排放	Unit 單位	FY 2024/25 2024/25 財年
Scope 1 – Direct GHG emission 範圍1 – 直接溫室氣體排放	Tonnes of CO2 equivalent 噸二氧化碳當量	42.22
Scope 2 – Indirect GHG emissions ¹ 範圍2 – 間接溫室氣體排放 ¹	Tonnes of CO2 equivalent 噸二氧化碳當量	2,371.80
Total GHG Emissions (Scopes 1 and 2) 溫室氣體排放總量 (範圍1及2)	Tonnes of CO2 equivalent 噸二氧化碳當量	2,414.02
Intensity ² of total GHG emissions (Scopes 1 and 2) 溫室氣體排放總量密度 ² (範圍1及2)	Tonnes of CO2 equivalent/ million RMB Revenue 噸二氧化碳當量 / 百萬元人民幣收入	1.16

Resource Management

The Group prioritizes the continuous improvement of resource efficiency as a fundamental component of its environmental protection strategy, we ensure that our environmental objectives align with our business development goals.

During the Reporting Period, the Group maintained relatively low levels of energy and resource consumption across its operations. We keep committed to monitor the energy usage patterns and have implemented proactive measures to enhance efficiency and minimize environmental impact. The Group did not encounter any problems in sourcing water that was fit for purpose during the Reporting Period.

In terms of operation, we invest resources as much as possible to explore environmentally friendly products and equipment, such as installing automatic water-saving devices, LED lamps and appliances with energy labels in offices, retail stores and warehouses.

資源管理

本集團優先將持續改善資源效率作為其環境保護策略的基本組成部分，我們確保環境目標與業務發展目標保持一致。

於報告期內，本集團在營運中維持相對較低的能源及資源消耗水平。我們持續監察能源使用模式，並已實施積極措施以提升效率及盡量減少對環境的影響。本集團於報告期內在採購適用水方面並無遭遇任何問題。

於營運方面，我們盡可能投入資源探索環保產品及設備，例如在辦公室、零售店及倉庫安裝自動節水裝置、LED燈具和具能源標籤的電器。

¹ Indirect emissions are calculated with reference to the "How to prepare an ESG Report? – Appendix II: Reporting Guidance on Environmental KPIs" issued by the HKEX.

² Intensity values are calculated by dividing the total revenue (in million RMB) as of the end of Reporting Period.

¹ 間接排放乃參考香港聯交所發佈的「如何準備環境、社會及管治報告？」— 附錄二：環境關鍵績效指標匯報指引」計算得出。

² 密度值乃按除以截至報告期末的總收入（人民幣百萬元）計算。

In terms of packaging management, we had complied with the laws and regulations on restricting excessive packaging for food and cosmetics and ensure a clear understanding of the definition of “excessive packaging.” We have established management principles for packaging materials, adhering to the concept of “minimum necessary packaging”. Under the premise of ensuring the safety of product transportation, we aim to minimize the use of packaging materials and avoid excessive packaging and waste of resources. We implement unified management over the outer packaging of cartons involved in the warehouse and strictly enforce the recycling and reuse system. Meanwhile, for packaging waste, we have established a separate classification and treatment process to ensure compliance with environmental protection requirements. We trained our staff to fulfill our responsibilities in terms of packaging layers and void ratio under the relevant laws and regulations in mainland China, Hong Kong and Macau. Additionally, we organized green campaign to encourage our customers bringing their own bags to reduce the distribution of shopping bags. During the Reporting Period, we conducted specialized training on the brief analysis of regulations on excessive packaging of cosmetics.

In terms of warehouse management, we have successfully transformed the entire shipping process from printing documents to electronic data processing by applying a warehouse digital system. This not only reduces the use of paper, but also enhances the efficiency and transparency of the entire supply chain. We have also adopted highly innovative approaches to further build an intelligent warehouse management system, reducing unnecessary manual operations and document printing.

In terms of behavioral initiatives, we regularly remind our employees via email to turn off electronic devices when not in use or leaving the office to save energy. At the same time, employees are encouraged to be as economical as possible when using water resources and paper to avoid waste.

於包裝管理方面，我們已遵守有關限制食品和化妝品過度包裝的法律及法規，並明確理解「過度包裝」的定義。我們已制定包裝材料管理原則，秉承「最低限度包裝」的理念。在確保產品運輸安全的前提下，我們旨在盡量減少包裝材料的使用，避免過度包裝及資源浪費。我們對倉庫所涉及的紙箱外包裝實行統一管理，並嚴格執行回收再用制度。同時，對於包裝廢物，我們已建立單獨的分類及處理流程，以確保符合環境保護規定。我們對員工進行培訓，以履行中國內地、香港及澳門相關法律法規所規定有關包裝層數及空洞率方面的責任。此外，我們組織環保活動，鼓勵顧客自備購物袋，以減少派發購物袋。於報告期內，我們開展了化妝品過度包裝法規簡析專項培訓。

於倉庫管理方面，我們通過應用倉庫數字化系統，成功將整個發貨流程從文件打印轉變為電子數據處理。此舉不僅減少用紙，亦提升整個供應鏈的效率及透明度。我們亦已採用高度創新的方法，以進一步建立智能倉庫管理系統，減少不必要的人工操作及文件打印。

於行為措施方面，我們定期透過電郵提醒僱員於不使用電子設備或離開辦公室時將其關閉，以節約能源。同時，鼓勵僱員在使用水資源和紙張時盡量節約，避免浪費。

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Energy 能源	Unit 單位	FY 2024/25 2024/25 財年
Direct energy consumption 直接能源消耗		
Diesel 柴油	MWh ³ 兆瓦時 ³	60.45
Petrol 汽油	MWh 兆瓦時	87.82
Indirect energy consumption 間接能源消耗		
Purchased electricity 外購電力	MWh 兆瓦時	4,747.05
Total energy consumption 能源消耗總量	MWh 兆瓦時	4,895.33
Intensity of indirect energy consumption 間接能源消耗密度	MWh/million RMB Revenue 兆瓦時／百萬元人民幣收入	2.35
Water 水		
Total water consumption 總耗水量	m ³ 立方米	1,418.96
Intensity of total water consumption ⁴ 總耗水量密度 ⁴	m ³ /million RMB Revenue 立方米／百萬元人民幣收入	0.68
Packaging material 包裝材料		
Paper boxes 紙盒	Tonnes 噸	39.88
Stretch wrap films 拉伸纏繞膜	Tonnes 噸	9.21
Tapes 膠帶	Tonnes 噸	5.11
Wrap pillow 枕頭包裝設備	Tonnes 噸	3.83
Total consumption of packaging materials 包裝材料總消耗	Tonnes 噸	58.02
Intensities of packaging materials 包裝材料密度	Tonnes/million RMB Revenue 噸／百萬元人民幣收入	0.03

³ Direct energy consumption is calculated with reference to the "How to prepare an ESG Report? – Appendix II: Reporting Guidance on Environmental KPIs" issued by the HKEX

⁴ Intensities is calculated by dividing the total water consumption by the number of retail stores as at the end

³ 直接能源消耗乃參考香港聯交所發佈的「如何準備環境、社會及管治報告？一附錄二：環境關鍵績效指標匯報指引」計算得出

⁴ 密度乃按總耗水量除以期末零售店數目計算得出

Waste Management

Since the Group's major waste generation comes from office and administrative activities, our waste reduction strategy focuses on minimizing this type of solid waste through strict management practices. Our office, stores and warehouse strictly adhere to local waste classification regulations. We have digitalized warehouse operations, eliminating paper usage in the delivery process and enhancing supply chain efficiency and transparency. Additionally, we have established an electronic waste collection program to promote the responsible disposal of used technology items among staff members. Meanwhile, we encourage our employees to reuse printing paper as much as possible to save paper. We also encourage to minimize the use of office supplies such as paper, pens, folders, sticky notes, toner or ink cartridges, etc. The management office has implemented specific recycling campaigns during festival period to recycle the festival-related items such as mooncake boxes and red envelopes.

In our warehouses and stores, waste, including packaging waste such as cardboard, paper and plastic film, as well as construction and landscape maintenance waste, is carefully sorted and handled to reduce environmental impact. We consciously recycle waste such as bubble wrap, cardboard boxes, plastic, glass and metal. We also irregularly organize waste recycling campaigns to encourage reduced waste consumption and inspire employees and customers alike to collectively appreciate adopting eco-friendly practices.

We implemented a proactive initiative to address the issue of technology and electronic waste, and provided employees with training on proper computer and electronic waste handling techniques. Furthermore, we established an electronic waste collection program that encourages staff to responsibly dispose of used technology items. These collected items are then channeled to individuals in need, ensuring a circular approach to managing this type of waste.

廢物管理

由於本集團的主要廢物產生來自辦公室及行政活動，我們的減廢策略著重於通過嚴格的管理實踐將此類固體廢物減至最少。我們的辦公室、門店及倉庫嚴格遵守當地的廢物分類規定。我們已實現倉庫運營數字化，消除了交付過程中的紙張使用，並提高了供應鏈效率和透明度。此外，我們已制定電子廢物收集計劃，以促進員工負責任地處理使用過的技術物品。同時，我們鼓勵僱員盡量重用列印紙張，以節省用紙。我們亦鼓勵盡量減少使用辦公用品，例如紙張、筆、文件夾、便條紙、碳粉或墨盒等。管理層辦公室在節日期間實施了特定的回收活動，回收月餅盒和利是封等節日相關物品。

在我們的倉庫及門店中，廢物（包括紙板、紙張及塑料薄膜等包裝廢物以及建築及園林維護廢物）經仔細分類及處理，以減少對環境的影響。我們有意識地回收廢物，例如氣泡包裝紙、紙板箱、塑膠、玻璃和金屬。我們亦不定期組織廢物回收活動，以鼓勵減少廢物消耗，並鼓勵僱員及客戶共同支持採用環保做法。

我們實施一項積極的措施，以解決科技及電子廢物問題，並就正確處理電腦及電子廢物技巧方面為僱員提供培訓。此外，我們建立電子廢物收集計劃，鼓勵員工以負責任的方式處置廢舊科技產品。該等收集到的物品隨後會轉贈予有需要的人士，確保以循環方式管理此類廢棄物。



During the Reporting Period, we launched the “Eternal Perfume Bottle Recycling Programme”. This initiative aims to raise public awareness on the importance of conserving natural resources and empower perfume enthusiasts to actively contribute to environmental protection efforts. We invited customers to bring their empty perfume bottles of any brand to designated perfume counters within the promotional period. As a reward, customers will enjoy instant shopping discounts. Through this collaborative effort, we hopes to foster a greater sense of environmental stewardship and contribute to the collective pursuit of a greener, more sustainable future.

於報告期內，我們推出「頤通香水瓶回收計劃」。此舉旨在提高公眾對保護自然資源重要性的意識，並讓香水愛好者為環境保護工作作出積極貢獻。我們邀請客戶於推廣期內，將任何品牌的香水空瓶帶到指定香水專櫃。作為獎勵，客戶將享有即時購物折扣。透過是次合作，我們希望培養更強烈的環境管理意識，並為共同追求更環保、更可持續的未來作出貢獻。



Since our operation did not involve any manufacturing process, we did not dispose any significant hazardous waste in the Reporting Period. For the data of non-hazardous waste disposal, please refer to the following table:

由於我們的營運不涉及任何製造過程，因此我們將不會於報告期處置任何重大有害廢物。有關無害廢物處置數據，請參閱下表：

Non-hazardous waste 無害廢物	Unit 單位	2024/25 2024/25 年
Total non-hazardous waste produced 所產生無害廢物總量	Tonnes 噸	318.61
Intensity of non-hazardous waste produced 所產生無害廢物密度	Tonnes/million RMB Revenue 噸／百萬元人民幣收入	0.15

OUR SOCIAL AND CARING ACTION

Our commitment to sustainability is rooted in a deep sense of care and responsibility towards our workforce, our suppliers, our customers, and the communities we serve. We firmly believe that true sustainability must go beyond environmental stewardship and encapsulate the well-being of all our stakeholders. At the heart of our corporate citizenship lies the unwavering belief that our Group’s success is intrinsically linked to the well-being of our employees, suppliers, customers, and communities. By seamlessly integrating this caring mindset into our overall sustainability strategy, we are positioning ourselves as a trailblazer in driving positive, holistic change – for our business, and for the world around us.

我們的社會關愛行動

我們對可持續發展的承諾，源於對員工、供應商、客戶以及所服務社區的深切關懷和責任感。我們堅信，真正的可持續發展必須超越環境管理，並涵蓋所有利益相關方的福祉。本集團企業公民責任的核心，在於堅定不移地相信本集團的成功與僱員、供應商、客戶及社區的福祉息息相關。通過將這種關懷思維無縫融入我們的整體可持續發展策略，我們將自己定位為推動積極、全面變革的先驅－為我們的業務，也為我們周圍的世界。

Caring to employee

The Group strictly complies with all applicable employment laws and regulations, including but not limited to the following:

- Labour Law of the People's Republic of China;
- Labour Contract Law of the People's Republic of China;
- Law of the People's Republic of China on the Protection of Women's Rights and Interests;
- Provisions on Prohibition of Child Labour;
- the Employment Ordinance (Chapter 57 of the Laws of Hong Kong);
- the Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong); and
- the Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong).

During the Reporting Period, the Group complied with all relevant employment laws and regulations of mainland China, Hong Kong and Macau in all material respects.

Fostering a Culture of Transparent Communication and Collaboration

We maintain a transparent employee communication framework that enables our workforce to actively participate in company development through feedback, suggestions, and grievances. We continuously leverage innovative engagement methods to improve employee belonging and address evolving needs. By creating an environment of open dialogue and collective problem-solving, we empower employees to contribute to our sustainability journey, fostering trust, accountability, and shared purpose.

To further protect the interests of our employees, the Group has formulated a comprehensive set of human resources policies, which are documented in the staff handbook. These policies cover various aspects of employment, including recruitment, employment, working hour, remuneration, commission, salary adjustment, termination of employment, leave entitlements and other employee benefits, as well as guidelines related to occupational health and safety, misconducts, anti-bribery and equal opportunities. These policies are clearly communicated to all levels of employees.

Equal Opportunity Employer

We actively raise awareness among our workforce on the principles of non-discrimination, anti-harassment, and against victimization. In our zero-tolerance policy towards discrimination and harassment, we require all employees, especially those in management, supervision or evaluation roles, to always adhere to professional ethics and appropriately report conflicts of interest. We also require our employees to take all necessary steps to ensure that they and all partners are not subject to any form of discrimination or harassment.

關懷僱員

本集團嚴格遵守所有適用僱傭法律及法規，包括但不限於以下各項：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；
- 《中華人民共和國婦女權益保障法》；
- 《禁止使用童工規定》；
- 香港法例第57章《僱傭條例》；
- 香港法例第480章《性別歧視條例》；及
- 香港法例第602章《種族歧視條例》。

於報告期內，本集團在所有重大方面均遵守中國內地、香港及澳門所有相關僱傭法律及法規。

培養透明溝通與協作的文化

我們維持透明的僱員溝通框架，讓員工透過反饋、建議及申訴積極參與公司發展。我們持續利用創新的參與方式，以提升僱員的歸屬感並應對不斷變化的需求。透過建立開放對話及共同解決問題的環境，我們賦能僱員為可持續發展之旅作出貢獻，從而培養信任、問責和共同目標。

為進一步保障僱員的權益，本集團已制定一套全面的人力資源政策，並載列於員工手冊。該等政策涵蓋僱傭的各個方面，包括招聘、僱傭、工時、薪酬、佣金、薪酬調整、終止僱傭、應享假期及其他僱員福利，以及與職業健康與安全、不當行為、反賄賂和平等機會有關的指引。該等政策已明確傳達予各級僱員。

平等機會僱主

我們積極提高員工對不歧視、反騷擾及反受害原則的意識。我們對歧視和騷擾採取零容忍政策，要求所有僱員，特別是擔任管理、監督或評估職務的僱員，始終恪守職業道德，並妥善報告利益衝突。我們亦要求僱員採取一切必要措施，以確保彼等及所有合作夥伴不受任何形式的歧視或騷擾。

Environmental, Social and Governance Report

環境、社會及管治報告

Family-Friendly Environment

Beyond fostering an inclusive work environment, we are dedicated to providing a family-friendly ecosystem for our employees. This includes offering breastfeeding facilities, family discounts on company products, and encouraging staff to attend social events with their loved ones.



家庭友善環境

除了營造共融的工作環境外，我們亦致力為僱員提供家庭友善的生態系統。這包括提供哺乳設施、公司產品的家庭折扣，以及鼓勵員工與摯愛親朋一同參與社交活動。

Oppose the employment of child labour and forced labour

We strictly reject any act of employing child labour or forced labour, and take strict measures for recruitment review and working hours arrangement. We will never recruit personnel who do not meet the legal age for employment. During the employment process, we will carefully verify each job seeker's identification documents, resume and age. We will never force anyone to provide labour or services, nor will we detain anyone's identification documents or work permits. We respect everyone's right to freely choose their job.

If any child labour or forced labour is discovered, we will terminate the employee contract immediately and report the situation to the relevant regulatory authorities. We encourage anyone to report it through our complaint channels. We will protect the privacy of whistleblowers and provide appropriate support and assistance. We will regularly provide relevant training for our employees to enhance their awareness and understanding of this policy. We will regularly review the implementation of the policy and make appropriate adjustments as needed.

Externally, we demonstrate our public commitment to upholding human rights, labour practices, and women empowerment by becoming a signatory of the UN Global Compact and the UN-backed Women's Empowerment Principles. Locally, we have also signed the Racial Diversity and Inclusion Charter for Employers with the Equal Opportunities Commission.

Through these integrated efforts, the Group continues to cultivate a diverse, inclusive, and caring workplace that empowers our people and strengthens our connection with the communities we serve.

反對僱用童工及強制勞動

我們嚴禁任何僱用童工或強制勞動的行為，並對招聘審查和工作時間安排採取嚴格措施。我們絕不招聘不符合法定僱傭年齡的人員。於招聘過程中，我們會仔細核實每位求職者的身份證明文件、履歷及年齡。我們絕不會強迫任何人提供勞動或服務，亦不會扣留任何人的身份證明文件或工作許可。我們尊重每個人自由選擇職業的權利。

如發現任何童工或強制勞動情況，我們會立即終止僱傭合約，並向相關監管機構匯報情況。我們鼓勵任何人透過我們的投訴渠道舉報。我們將保護舉報人的私隱，並提供適當的支持及協助。我們將定期為僱員提供相關培訓，以提高其對此政策的認識及理解。我們將定期檢討政策的執行情況，並在有需要時作出適當調整。

對外方面，我們簽署了聯合國全球契約及聯合國支持的《賦權予婦女原則》，以表明我們在維護人權、勞工實踐及婦女賦權方面的公開承諾。在本地，我們亦與平等機會委員會簽署了《種族多元共融僱主約章》。

透過這些綜合措施，本集團持續培養多元、共融及關愛的工作環境，赋能我們的員工並加強我們與所服務社區的聯繫。

We believe that our employees are the core driving force behind the company's continuous growth and success. Therefore, the Group is committed to creating a work environment that values the physical and mental well-being as well as the professional development of employees. We regularly organize a variety of team-building activities to promote communication and collaboration among colleagues, while actively encouraging work-life balance. Through meaningful traditional celebrations and activities, we further foster closer relationships among employees, strengthen their sense of belonging and cohesion, and work together to build a diverse, inclusive, and harmonious corporate culture.

我們始終堅信員工是企業持續成長與成功的核心動力。因此，本集團致力於營造重視員工身心健康與專業發展的工作環境，定期舉辦多元化的團隊建設活動，以促進同事間的溝通與協作，並積極推動工作與生活的平衡。我們亦透過舉辦各類具意義的傳統慶典與文化活動，進一步拉近員工之間的距離，強化歸屬感與凝聚力，攜手共建多元、包容及和諧的企業文化。



Employee
僱員

Unit
單位

FY 2024/25
2024/25 財年

By Gender
按性別劃分

Male
男性

Person
人

296

Female
女性

Person
人

837

By Age Group
按年齡段劃分

Below 29
29歲以下

Person
人

256

30-39
30-39歲

Person
人

502

40-49
40-49歲

Person
人

277

Over 50
超過50歲

Person
人

98

Environmental, Social and Governance Report

環境、社會及管治報告

Employee 僱員	Unit 單位	FY 2024/25 2024/25財年
By Employee Type 按僱員類型劃分		
Full-time 全職	Person 人	1,133
By Geographical Region 按地區劃分		
Mainland China 中國內地	Person 人	800
Hong Kong and Macau 香港及澳門	Person 人	333
Employee Turnover Rate 僱員流失率		
Overall 整體	% ⁵	36
By Gender 按性別劃分		
Male 男性	%	45
Female 女性	%	33
By Age Group 按年齡段劃分		
Below 29 29歲以下	%	54
30-39 30-39歲	%	37
40-49 40-49歲	%	23
Over 50 超過50歲	%	23
By Geographical Region 按地區劃分		
Mainland China 中國內地	%	40
Hong Kong and Macau 香港及澳門	%	28

⁵ The percentage calculations are updated with reference to the "How to prepare an ESG Report? – Appendix III: Reporting Guidance on Social KPIs" issued by the HKEX, i.e., dividing the number of turnover employees in that category by the average number of employees at beginning and the end of the year in that category.

⁵ 百分比計算乃參考香港聯交所發佈的「如何準備環境、社會及管治報告？」— 附錄三：社會關鍵績效指標匯報指引」更新，即按該類別僱員離職人數除以該類別的年初及年末僱員平均人數。

Caring to customers

The Group strictly complies with all applicable product responsibility laws and regulations, including but not limited to the following:

- Product Quality Law of the People's Republic of China;
- Law of the People's Republic of China on the Protection of Consumer Rights and Interests;
- Regulation on the Implementation of Law of the People's Republic of China on the Protection of Consumer Rights and Interests;
- the Consumer Goods Safety Ordinance (Chapter 456 of the Laws of Hong Kong);
- the Sale of Goods Ordinance (Chapter 26 of the Laws of Hong Kong); and
- the Import and Export (Registration) Regulations (Chapter 60E of the Laws of Hong Kong).

During the Reporting Period, the Group complied with all relevant product responsibility laws and regulations of mainland China, Hong Kong and Macau in all material respects.

Product Quality

The Group has established a quality control system and quality control policies, and implemented multiple safeguard measures, ensure product quality through continuous internal control and quality monitoring. To fully implement the requirements of laws and regulations and to fulfill the main responsibility of domestic responsible persons, ensuring the safety of consumers' use of cosmetics.

We have established control measures for each node of product warehousing, outbound, retail, etc., and have a dedicated quality assurance team to carry out quality inspection procedures and keep inspection records. Our quality infrastructure complies with industry standards, providing customers with guaranteed product safety and consistency, while ensuring product quality throughout the supply chain.

All the products we sell will disclose warning information (such as allergen information, usage precautions, storage condition warnings, etc.) on the product labels according to the product ingredients/functions/usage methods, in order to ensure that consumers obtain sufficient information when using the products. In the event of label errors, substandard packaging, product expiration or quality issues, we will immediately take corrective measures and notify the supplier.

客戶關懷

本集團嚴格遵守所有適用產品責任法律及法規，包括但不限於以下各項：

- 《中華人民共和國產品質量法》；
- 《中華人民共和國消費者權益保護法》；
- 《中華人民共和國消費者權益保護法實施條例》；
- 香港法例第456章《消費品安全條例》；
- 香港法例第26章《貨品售賣條例》；及
- 香港法例第60E章《進出口（登記）規例》。

於報告期內，本集團於所有重大方面均遵守中國內地、香港及澳門的所有相關產品責任法律及法規。

產品質量

本集團已建立質量控制體系及質量控制政策，並實施多重保障措施，通過持續不斷的內部控制及質量監控確保產品質量。全面貫徹法律法規要求，履行境內責任人的主體責任，確保消費者安全使用化妝品。

我們就產品倉儲、出庫及零售等各個節點建立控制措施，並有一支專責的質保團隊執行質量檢驗程序並留存檢驗記錄。我們的優質基礎設施符合行業標準，為客戶提供安全穩定且有保障的產品之餘，同時確保供應鏈的產品質量。

我們出售的所有產品將根據產品成分／功能／使用方法於產品標籤上披露警告信息（例如過敏原信息、使用注意事項、儲存條件警示等），以確保消費者在使用產品時獲得足夠的資訊。倘出現標籤錯誤、包裝不達標、產品過期或質量問題，我們將立即採取整改措施並通知供應商。

Environmental, Social and Governance Report

環境、社會及管治報告

We have established a compliance and safety management system covering the entire cycle of “cosmetics registration and filing – overseas production supervision – listing and circulation – after-sales management”, as detailed below:

- Strictly follow the registration and filing procedures

All cosmetics (general cosmetics and special cosmetics) listed and sold by this Group strictly comply with the registration/filing management requirements of the National Medical Products Administration (NMPA) to ensure the legal identity of the products.

我們已建立涵蓋「化妝品註冊備案 – 境外生產監督 – 上市流通 – 售後管理」全週期的合規安全管理體系，詳情如下：

- 嚴格遵守註冊備案程序

本集團上市及出售的所有化妝品（普通化妝品及特殊化妝品）嚴格遵守國家藥品監督管理局(NMPA)的註冊／備案管理規定，確保產品的合法身份。

Review Procedure 審查程序	Details 詳情
Enterprise qualification review 企業資質審查	We verify overseas cosmetics manufacturers hold valid production qualifications (such as GMP certification) from official authorities in their countries/regions, ensuring compliance with Chinese regulatory production capacity requirements. 我們向境外化妝品生產商所在國家／地區的官方機構核實彼等持有有效的生產資質（例如GMP認證），確保符合中國監管機構的產能要求。
Product safety review 產品安全審查	Comprehensive safety reviews include product formulas complying with Cosmetic Safety Technical Specifications for prohibited/restricted materials, production process descriptions matching actual overseas operations, inspection reports from CMA/CNAS qualified institutions covering microbiological, physical, chemical, toxicological and human tests, execution standards, and safety assessments. 全面的安全審查包括產品配方需符合《化妝品安全技術規範》對禁用／限用物質的要求，生產工藝描述與境外實際操作匹配，CMA/CNAS認證機構出具的檢測報告，涵蓋微生物、物理、化學、毒理學及人體實驗、執行標準及安全評估。
Product efficacy review 產品功效審查	For the claimed functions, we require overseas registrants to conduct evaluations through qualified institutions and submit complete efficacy reports including experimental data, statistical analysis, and conclusions. We review reports for scientific accuracy and compliance, ensuring claims are truthful, traceable, and meet Cosmetic Efficacy Claims Evaluation Specifications. 對於所宣稱的功效，我們要求境外註冊人必須通過合資格機構進行的評估，並提交完整的功效報告，當中包含實驗數據、統計分析及結論。我們審查報告的科學準確性及合規性，確保所宣稱的功效真實、可追溯，並符合《化妝品功效宣稱評價規範》的要求。

- Monitoring of adverse reactions

To enhance the monitoring of adverse reactions to cosmetics, effectively control cosmetic safety risks in a timely manner, and safeguard consumer health, we have established a monitoring system of “domestic collection and overseas collaboration” to ensure that both domestic and foreign products are effectively tested, further protecting consumer rights and interests.

- 不良反應監測

為加強對化妝品不良反應的監測，及時有效控制化妝品安全風險，以及保障消費者健康，我們已建立起「境內收集境外協作」的監測機制，確保境內外產品均得到有效檢測，進一步保障消費者權益。

• Product recall mechanism

We have established appropriate product recall procedures. If any product has a significant impact or does not meet the sale standards, we will immediately apply this procedure and ensure that consumers' rights and interests are protected. During the Reporting Period, no product recalls occurred in the operations and business of the Group.

To address potential safety hazards of the products, we have formulated the Product Recall Management Regulations, clearly defining two scenarios: active recall and passive recall, to ensure that problem products in the domestic market can be traced and controlled.

• 產品召回機制

我們已建立適當的產品召回程序。倘任何產品有重大影響或不符合銷售標準，我們將立即啟動此程序，確保消費者權益得到保障。於報告期內，本集團經營業務過程中概無出現產品召回的情況。

為解決產品的潛在安全隱患，我們實施《產品召回管理規範》，明確界定主動召回與被動召回兩種情況，確保國內市場上的問題產品可追溯及可控。

Product Recall Process 產品召回流程	Specific Requirements 具體要求
Problem identification and assessment 問題識別與評估	- Product issue information sources include consumer complaints, adverse reaction reports, regulatory non-compliance, media exposure, internal quality monitoring, and overseas filer notifications. - 產品問題信息來源包括消費者投訴、不良反應報告、違反監管規定、媒體曝光、內部質量監控及境外備案人通知。 - Risk assessment involves specialized task forces analyzing defect nature, impact scope, and harm degree to determine recall levels. - 風險評估涉及專項工作小組分析瑕疵性質、影響範圍及危害程度，以確定召回等級。
Initiate the recall procedure 啟動召回程序	- Following risk assessment, a special recall working group is established. Management decides on recalls within 48 hours based on task force reports. Three recall levels require initiation within 24, 48, and 72 hours respectively. - 於風險評估後，成立專項召回工作組。管理層在48小時內根據工作小組的報告決定是否召回。三個等級分別要求於24、48及72個小時內啟動召回。
Notify the relevant parties 通知相關方	- The recall working group promptly notifies distributors and retailers about recalled products' details and recovery requirements, while simultaneously issuing consumer announcements through official websites, social media, and news outlets containing product information, recall methods, and contact details. - 召回工作組立即通知分銷商及零售商被召回產品的詳情及召回要求，同時通過官方網站、社交媒體及新媒體同步發佈消費者公告，內容包含產品信息、召回方式及聯絡方式。
Carry out the recall procedure 進行召回程序	- Dealers and retailers would cooperate in removing products from shelves and provide feedback on the progress of the recovery. - 經銷商及零售商配合下架產品，並反饋召回進度。
Processing and Summary 處理與總結	- We will sort and process the recycled products. Those with serious issues are destroyed with records kept, repairable products undergo treatment and inspection before re-release. After the recall work is completed, the recall working group will summarize the entire recall process, analyses the causes and effects, and proposes improvement measures prevent recurrence. - 我們將對回收的產品進行分類及處理。問題嚴重的產品將被銷毀並留存記錄，可修復產品經處理及檢驗後方重新上市。召回工作完成後，召回工作組將總結整個召回流程，分析原因與影響，提出改進措施以防再次發生。

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• Animal testing

According to Chinese laws and regulations, some cosmetics require registration and filing through designated inspection institutions. We actively respond to regulatory guidance by providing compliance support to overseas suppliers and helping them meet animal testing exemption conditions. Currently, most products from cooperative suppliers have successfully passed regulatory review without animal testing.

Guided by “respecting life and scientific compliance” principles, we strictly follow laws while minimizing animal testing through compliance guidance and supplier empowerment. For products requiring animal testing, we adhere to experimental ethics and internationally accepted 3R principles (replacement, reduction, refinement). We continuously monitor global animal welfare technology progress, actively explore humane alternatives, and contribute to promoting green development in the cosmetics industry.

Advertising Management

The Group attaches great importance to the protection of advertising and complies with the applicable laws and regulations of the places where it operates, including but not limited to the following:

- Advertising Law of the People's Republic of China
- Regulations on Control of Advertisement
- Measures for the Administration of Internet Advertising
- Trade Descriptions Ordinance (Chapter 362 of the Laws of Hong Kong)

Our Group has established an advertising management system and a professional marketing team to ensure that all advertisements and content released by our Group are compliant and appropriate. We adhere to the highest standards of integrity and conduct regular and systematic reviews of all published materials through strict content verification procedures to ensure complete accuracy and the absence of any misleading information.

Our advertisement of the brands and products under our management is subject to applicable laws and regulations in mainland China, Hong Kong and Macau. During the Reporting Period, Shanghai's QingPu District Market Supervision Administration fined our subsidiary RMB30,000 for advertising certain products on Tmall and Douyin with unsupported efficacy claims. Under Article 28 of Advertising Law of the People's Republic of China, the company ordered suspension of relevant advertisements and elimination of negative impact. We

• 動物試驗

根據中國法律及法規，部分化妝品需通過指定檢驗機構完成註冊和備案。我們積極響應監管要求，為境外供應商提供合規支援及幫助其達到動物試驗豁免條件。目前，合作供應商的大部分產品已成功通過監管審核，無需動物試驗。

在「尊重生命、科學合規」原則的指導下，我們嚴格遵守法律，同時透過合規指導與供應商賦能，最大限度減少動物試驗。對於必須進行動物試驗的產品，我們恪守實驗倫理與國際公認的3R原則（替代、減少、優化）。我們持續關注全球動物福利技術進展，積極探索人道替代方法，推動化妝品行業的綠色發展。

廣告管理

本集團高度重視廣告的合規保障，並嚴格遵守經營所在地的適用法律及法規，包括但不限於以下各項：

- 《中華人民共和國廣告法》
- 《廣告管理條例》
- 《互聯網廣告管理辦法》
- 香港法例第362章《商品說明條例》

本集團已建立廣告管理體系及專業營銷團隊，確保本集團發佈的所有廣告及內容均合規且適當。我們秉持最高誠信標準，通過嚴格的內容審核程序定期對所有已發佈的材料進行系統性審查，確保信息完全準確且無任何具誤導性的陳述。

我們管理的品牌及產品的廣告須遵守中國內地、香港及澳門的適用法律及法規。於報告期內，我們的附屬公司因於天貓及抖音平台上宣傳若干產品未經證實的功效，遭上海市青浦區市場監督管理局處以人民幣30,000元罰款。根據《中華人民共和國廣告法》第28條，該公司被責令下架相關廣告並消除負面影響。於報告期內，我們已悉

paid the fine in full during the Reporting Period and have conducted follow-up actions to straighten advertising management system including contacting suppliers to obtain additional product efficacy documentation; collaborating with the Group's marketing and legal teams to enhance advertising supervision, in order to comply with applicable laws and regulations, and ensure that the Group's social responsibilities are fully implemented.

Complaints and Responses

The Group handle every customer's feedback with the highest level of attention and consideration. We regard customers' complaints as a valuable opportunity to improve the quality of our services and products. We continuously improve our service standards through proactive customer feedback methods, identify areas for operational improvement, strengthen customer relationships, and drive product innovation.

Our customer feedback channels include but are not limited to physical stores, the official website, email, and customer satisfaction surveys. If we receive any customer complaints, we will immediately collect relevant information, determine the responsible party and implement the corresponding procedures. If such complaints are related to regulations, we will request the legal department to clearly state the situation, and the business manager will further negotiate with the customer to resolve it. If the products involved in such complaints have problems, we will provide customers with solutions such as returns, exchanges and refunds to ensure that customer complaints are resolved at a high level.

During the Reporting Period, the Group did not receive any major complaints.

Intellectual Property Protection

The Group attaches great importance to the protection of intellectual property rights and complies with the applicable laws and regulations of the places where it operates, including but not limited to the following:

- Copyright Law of the People's Republic of China;
- Trademark Law of the People's Republic of China;
- Patent Law of the People's Republic of China;
- the Copyright Ordinance (Chapter 528 of the Laws of Hong Kong); and
- the Trademark Ordinance (Chapter 559 of the Laws of Hong Kong).

During the Reporting Period, the Group complied with all relevant intellectual property protection laws and regulations of mainland China, Hong Kong and Macau in all material respects.

數繳付罰款，並已採取後續行動完善廣告管理體系包括聯繫供應商獲取更多的產品功效支持文件；聯合本集團市場營銷團隊及法務團隊加強廣告監督，以符合相關法律法規的要求，確保本集團的社會責任能夠完全落實。

投訴與回應

我們傾注全力審慎處理每位客戶的反饋。我們將客戶的投訴視為提升我們服務及產品質量的寶貴契機。我們通過主動收集客戶反饋持續提升服務標準，識別運營有待改善的地方，強化客戶關係及推動產品創新。

我們的客戶反饋渠道包括但不限於實體店、官方網站、電郵及客戶滿意度調查。倘我們收到任何客戶投訴，我們將立即收集相關信息，確定責任人並執行相應程序。倘相關投訴與監管有關，我們將要求法務部說明情況，而業務經理將進一步與客戶進行協商解決。倘相關投訴涉及的產品存在問題，我們將為客戶提供解決方案，例如退貨、換貨及退款，以確保客戶投訴得到高規格處理。

於報告期內，本集團並無接獲任何重大投訴。

知識產權保護

本集團十分重視知識產權的保護，並遵守經營所在地的適用法律及法規，包括但不限於以下各項：

- 《中華人民共和國著作權法》；
- 《中華人民共和國商標法》；
- 《中華人民共和國專利法》；
- 香港法例第528章《版權條例》；及
- 香港法例第559章《商標條例》。

於報告期內，本集團於所有重大方面均遵守中國內地、香港及澳門的所有相關知識產權保護法律及法規。

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The Group actively protects its own intellectual property rights, those of its partners and those of third parties, and has established an intellectual property protection system. Our business operations involve the corresponding trademark registration and patent registration.

During the operation process, once any suspicious counterfeit products or products sold through improper channels are discovered, we will immediately take countermeasures and reserve the right to pursue their legal responsibilities. We actively cooperate with our supply chain partners in the investigation to assess the scope and nature of any potential infringement and ensure that appropriate actions are taken in light of the specific circumstances.

If the infringement is confirmed and verified, we will take decisive measures based on the severity of the infringement, including recalling the products and taking legal action. We strive to protect our customers from substandard or potentially harmful products, and maintain product quality standards and brand reputation.

本集團積極保護自身、合作夥伴及第三方的知識產權，且已建立知識產權保護體系。我們的業務運營涉及相應的商標註冊及專利註冊。

於運營過程中，一旦發現任何可疑的假冒產品或通過不當渠道出售產品，我們將立即採取反制措施並保留追究法律責任的權利。我們在調查中積極與供應鏈合作夥伴合作，以評估任何可能侵權的範圍及性質，確保在特定情況下作出恰當的行動。

倘侵權行為經確認及核實，我們將根據侵權行為的嚴重程度採取果斷措施，包括召回產品及採取法律行動。我們致力於保障客戶不會使用到不符合標準或可能有害的產品，以及維持產品質量標準及品牌聲譽。

Information Security Protection

The business operations of the Group are closely related to customers, and it is inevitable to come into contact with, collect and retain some customer information and data. The Group attaches great importance to the protection of information security and complies with the applicable laws and regulations of the places where it operates, including but not limited to the following:

- Personal Information Protection Law of the People's Republic of China;
- Data Security Law of the People's Republic of China; and
- Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong).



信息安全保護

本集團的業務運營與客戶關係密切，不可避免地會接觸、收集及保留若干客戶資料及數據。本集團高度重視信息安全保護，並遵守經營所在地的適用法律及法規，包括但不限於以下各項：

- 《中華人民共和國個人信息保護法》；
- 《中華人民共和國數據安全法》；及
- 香港法例第486章《個人資料（私隱）條例》。

During the Reporting Period, the Group complied with all relevant information security laws and regulations of mainland China, Hong Kong and Macau in all material respects.

The Group has established comprehensive Personal Information Protection Systems and Impact Assessment Systems, implementing security strategies covering information classification, compliance, physical security, risk management, auditing, backup, access control, transmission security, supply chain security, cross-border transmission, and awareness training. We appointed dedicated personnel for cyber security, data security, and personal information protection, forming coordinated working groups.

Our internal audit department evaluates protection measure effectiveness and maintains audit records. Any illegal use of sensitive information triggers immediate notification to protection teams for corrective action. We conduct annual security awareness training for relevant positions, requiring minimum 20 hours for key roles.

During business operations, personal information security incidents trigger immediate response procedures through established emergency mechanisms. We implement effective remedial measures to prevent harm expansion and eliminate safety hazards. Serious incidents affecting legitimate rights that comply with regulations are reported to authorities with full investigation cooperation.

Caring to Supplier

We have established comprehensive Supplier Access Standards and Non-commodity Procurement Management Policies covering all business procurement situations. A dedicated supplier management department collaborates with finance, legal, and demand departments throughout the procurement process.

To ensure supply chain stability, we conduct annual supplier assessments evaluating quality, cost, delivery, and service performance. Environmental and social performance are key evaluation criteria, emphasizing plastic reduction, minimized paper usage, increased recycled packaging content, and other environmentally-friendly practices.

於報告期內，本集團於所有重大方面均遵守中國內地、香港及澳門的所有相關信息安全法律及法規。

本集團已建立全面的個人信息保護制度及影響評估制度，實施涵蓋以下層面的安全策略：信息分類、合規、物理安全、風險管理、審核、備份、權限控制、傳輸安全、供應鏈安全、跨境傳輸及意識培訓。我們指定專責人員負責網絡安全、數據安全及個人信息保護，組建協作工作小組。

我們的內部審計部門評估保護措施的有效性並保存審核記錄。若發生違規使用敏感信息的情況，將立即通知保護團隊採取糾正措施。我們針對相關職位進行年度安全意識培訓，其中關鍵崗位人員須接受至少20小時的培訓。

於業務運營過程中，若發生個人信息安全事件，將立即通過已建立的應急機制啟動響應程序。我們採取有效的補救措施，以遏制損害擴大，並消除安全隱患。對於符合法規要求且影響合法權益的重大事件，將向主管機關報告，全力配合調查工作。

供應商關懷

我們已制定全面的《供應商准入標準》及《非商品採購管理政策》，涵蓋所有業務採購場景。專責供應商管理部門在採購流程中協同財務、法務及需求部門開展工作。

為確保供應鏈的穩定性，我們每年對供應商進行評估，評價其質量、成本、交付及服務表現。環境與社會責任表現為重要評估標準，重點關注減塑、最大程度減少紙張使用、提高可回收包裝材料佔比以及其他環保實踐。

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Our procurement process follows the following steps:

1. Demand determination

Our business departments determine supply requirements and request new suppliers when existing pools are insufficient.

2. Supplier selection

The Supplier Management Department formulates access standards covering qualifications, financial status, performance capacity, management systems, risks, and compliance. ESG management system implementation is incorporated into screening criteria, encouraging suppliers to provide relevant qualifications.

Business personnel verify potential suppliers against access standards, collecting qualification materials and supporting documents. After initial verification and signing integrity and confidentiality agreements, applications are submitted to supplier management with cooperation background and expected content details.

3. Qualification review

Supplier management personnel will review the qualifications of suppliers, including business licenses and certificates, integrity commitment letters, supporting materials for qualification reviews, and conduct on-site inspections when necessary. Deregistered or renamed suppliers will be removed from our system.

4. Establishment and update of supplier files

Approved suppliers receive unique codes and established files. Suppliers shall report information and updates promptly, initiating modification processes.

我們的採購流程如下：

1. 需求釐定

我們的業務部門會確定供應需求，並在現有供應商不足時要求新增供應商。

2. 供應商挑選

供應商管理部制定涵蓋資質、財務狀況、履約能力、管理體系、風險及合規性的准入標準。將ESG管理體系實施納入篩選標準，鼓勵供應商提供相關資質。

業務人員根據准入標準核實潛在供應商，收集資質材料和證明文件。經初步核實並簽署廉潔及保密協議後，申請將連同合作背景及預期內容詳情一併提交予供應商管理。

3. 資質審查

供應商管理人員將審核供應商的資質，包括營業執照和證書、誠信承諾函、資質審查證明材料，並在必要時進行實地考察。已註銷或已更名的供應商將從我們的系統中移除。

4. 建立及更新供應商檔案

認可供應商會獲發獨有編碼並建立檔案。供應商應即時報告及更新資料，以啟動修改程序。

Suppliers 供應商	Unit 單位	2024/25 2024/25年
Total number of suppliers 供應商總數	Number 數量	1,681
By geographical region 按地區劃分		
Mainland China 中國內地	Number 數量	1,051
Hong Kong 香港	Number 數量	568
Southeast Asia 東南亞	Number 數量	10
Europe 歐洲	Number 數量	39
Others 其他	Number 數量	13

Caring of Our Business

The Group ensures the prevention of all violations such as bribery, extortion, fraud and money laundering, and complies with the applicable laws and regulations in the places where it operates, including but not limited to the following aspects:

- Company Law of the People's Republic of China;
- Anti-Unfair Competition Law of the People's Republic of China;
- Anti-Money Laundering Law of the People's Republic of China;
- Interim Provisions on Prohibition of Commercial Bribery;
- Bribery Ordinance (Chapter 201 of the Laws of Hong Kong); and
- Companies Ordinance (Chapter 622 of the Laws of Hong Kong).

During the Reporting Period, the Group complied with all relevant anti-corruption laws and regulations of mainland China, Hong Kong and Macau in all material respects.

The Group has established a comprehensive integrity management framework centered on anti-money laundering and ethical conduct. We have formulated Anti-money Laundering and Anti-terrorist Financing Management Policy and Detailed Implementation Rules for Punishing Integrity Norms to govern all operations.

Our money laundering risk management framework features clear hierarchical responsibilities. The Board holds ultimate responsibility for risk management, while senior management handles implementation. The internal audit department promotes anti-money laundering measures, and business departments bear direct responsibility for communicating, fulfilling, and supervising money laundering risks throughout the organization.

We actively safeguard employee and company interests while building a trustworthy, efficient working environment that promotes common development. All employees must embrace corporate values, treating each other with respect and conducting business with integrity, impartiality, and honesty. Unethical conduct, whether inside or outside the Group, is strictly prohibited. We convey to directors and employees the concepts and significance of anti-corruption and integrity through legal compliance training.

All employees must comply with Detailed Implementation Rules for Punishing Integrity Norms. Violations constitute "serious disciplinary violations" regardless of service years, amounts involved, or previous performance, warranting direct termination. When violations involve legal prosecution circumstances, cases are transferred to relevant state authorities.

We encourage anonymous reporting of integrity violations by management or employees through supervision email, protecting whistleblower information. Upon discovering violations, employees and supervisors must cooperate with fact-finding investigations. Confirmed violations result in employee penalties and accountability for direct supervisors and superiors.

關注我們的業務

本集團確保防止一切違規行為的發生，例如賄賂、勒索、欺詐及洗錢，並遵守經營所在地的適用法律及法規，包括但不限於以下方面：

- 《中華人民共和國公司法》；
- 《中華人民共和國反不正當競爭法》；
- 《中華人民共和國反洗錢法》；
- 《關於禁止商業賄賂行為的暫行規定》；
- 香港法例第201章《防止賄賂條例》；及
- 香港法例第622章《公司條例》。

於報告期內，本集團在所有重大方面均遵守中國內地、香港及澳門所有相關反貪污法律及法規。

本集團已建立以反洗錢及道德操守為核心的全面廉潔管理架構。我們已制定《反洗錢和反恐怖融資管理政策》及《廉潔規範懲處實施細則》，以規範所有營運活動。

我們的洗錢風險管理架構具有清晰的層級職責。董事會對風險管理負有最終責任，而高級管理層則負責實施。內部審計部門推進反洗錢措施，而業務部門則直接負責整個機構內的洗錢風險的信息傳達、防控落實及監督管理。

我們積極維護員工和公司的利益，同時建立一個值得信賴、高效的工作環境，以促進共同發展。全體員工必須奉行企業價值觀，相互尊重，並以誠信、公正及誠實的態度處事。本集團嚴禁於集團內外作出任何不道德的行為。我們通過法律合規培訓向董事及員工傳達反腐敗、廉潔行為的理念及重要性。

全體員工必須遵守《廉潔規範懲處實施細則》。不論服務年資、涉及金額或過往表現，違規行為構成「嚴重違紀」的，均可直接終止聘用。當違規行為涉及法律檢控時，案件將移交相關國家機關處理。

我們鼓勵透過監察電郵匿名舉報管理層或員工的廉政違紀行為，並保護舉報人的信息。員工及主管人員一旦發現違紀行為，必須配合事實調查。經查證屬實的違規行為，涉事員工將受到處罰，其直接主管及上級領導則須承擔問責。

OUR WELLNESS ACTION

Our Wellness initiatives form a vital pillar of our broader ESG approach, underscoring our conviction that sustainability must be grounded in the flourishing of all stakeholders. The Group recognizes occupational health and safety as a fundamental priority for all our employees. Our comprehensive health and safety framework ensures full compliance with all applicable regulations while continuously striving for improvement.

The Group strictly complies with all applicable safety protection laws and regulations, including but not limited to the following:

- Work Safety Law of the People's Republic of China;
- Fire Law of the People's Republic of China;
- Prevention and Control of Occupational Diseases Law of the People's Republic of China;
- Regulation on Work-Related Injury Insurances;
- Buildings Ordinance (Chapter 123 of the Laws of Hong Kong);
- Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong).

We are dedicated to upholding the highest standards of well-being across all our facilities, including retail stores, offices, and warehouses. During the Reporting Period, the Group complied with all relevant safety protection laws and regulations of mainland China, Hong Kong and Macau in all material respects.

Health and Safety

The Group adheres to the rules and regulations related to health and safety, and has formulated a series of requirements for workplace environmental control and workplace hygiene. All possible work safety measures involved are listed in the employee handbook, providing comprehensive and detailed work safety guidelines for employees to safeguard workplace safety. Over the past three years, including the Reporting Period, the Group has not reported any significant workplace injuries, work-related fatalities, or lost days due to injuries.

Our management system requires employees to report any potential safety hazards or issues to their department heads and the human resources department immediately upon discovery, ensuring the timeliness of feedback and the prompt implementation of measures.

We provide employees with practical knowledge and skills through daily safety behaviour calls, knowledge promotion and regular occupational health and safety training programs to identify potential hazards and implement effective risk mitigation strategies, continuously enhancing employees' awareness of workplace hazards.

我們的樂活身心行動

我們的樂活身心計劃是我們更廣泛的ESG方針的重要支柱，印證了我們堅信可持續發展必須以所有利益相關方福祉為基礎。本集團確認職業健康與安全是我們全體員工的首要基本優先事項。我們通過全面的健康與安全架構確保全面遵守所有適用法規，同時持續努力改進。

本集團嚴格遵守所有適用安全保護法律及法規，包括但不限於以下各項：

- 《中華人民共和國安全生產法》；
- 《中華人民共和國消防法》；
- 《中華人民共和國職業病防治法》；
- 《工傷保險條例》；
- 香港法例第123章《建築物條例》；
- 香港法例第509章《職業安全及健康條例》。

我們致力於在所有設施（包括零售店、辦公室和倉庫）中維持最高標準的安全性。於報告期內，本集團在所有重大方面均遵守中國內地、香港及澳門所有相關安全保護法律及法規。

健康與安全

本集團遵守與健康及安全相關的規則及規例，並制定一系列工作場所環境控制和工作場所衛生相關的要求。所有可能涉及的工作安全措施均列載於員工手冊中，為員工提供全面及詳細的工作安全指引，以保障工作場所安全。於過去三年（包含報告期），本集團並無呈報任何嚴重工傷或因工死亡事故，亦無因該等工傷事故損失工作日數。

我們的管理制度規定員工在發現任何潛在安全隱患或問題後，應立即向其部門主管及人力資源部報告，確保及時反饋及迅速採取措施。

我們透過日常安全行為提示、知識推廣及定期職業健康與安全培訓計劃，為員工提供實用知識和技能，以識別潛在危險並實施有效的風險緩解策略，持續提升員工對工作場所危害的意識。

In addition, when making any renovations or modifications to our retail stores, offices or warehouse facilities, we strictly comply with all current building and fire safety regulations. Our organization maintains full cooperation with fire department officials to conduct any necessary inspections to ensure full compliance with all safety standards.

- Employee Safety and Wellness Enhancement

We strive to provide our employees with ergonomic furniture, suitable lighting, and good indoor air quality in our offices, ensuring a comfortable and productive workplace. To further enhance safety awareness, we have implemented guidelines for handling heavy objects and encourage proper sitting posture through education and training.

此外，當我們對零售店、辦公室或倉庫設施進行任何翻新或改建時，我們嚴格遵守所有現行建築物及消防安全法規。我們全面配合消防部門的官員進行任何必要的檢查，以確保完全符合所有安全標準。

- 員工安全及身心健康提升

我們致力於在辦公室為員工提供符合人體工學的傢俱、適宜的照明環境及優質的室內空氣質量，確保工作環境舒適及高效。為進一步提高安全意識，我們已實施重物搬運指引，並透過教育和培訓鼓勵正確的坐姿。



Beyond the workplace, we also offer our employees valuable healthcare benefits, such as influenza vaccinations and exclusive discounts on medical check-ups. By prioritizing the overall well-being of our people, we are not only enriching lives, but also strengthening the resilience and long-term viability of our business.

在工作場所之外，我們亦為員工提供有價值的醫療福利，例如流感疫苗接種及專屬體檢折扣。通過優先關注員工的整體健康福祉，我們不僅能提升其生活質素，亦能加強我們業務的韌性及長期持續性。

Environmental, Social and Governance Report

環境、社會及管治報告

During the Reporting Period, we have made the well-being of our employees a top priority, striving to ensure they maintain good health while fully committing themselves to their work. We are thrilled to have partnered with NOSH HK, a homegrown food brand specializing in healthy meal plans and corporate catering to organize an enlightening session on the importance of healthy eating right here at our office. We had invited a professional consultant dietitian, who generously shared her expert knowledge on the benefits of the keto and low-carb diets. As part of this program, our employees had the opportunity to savour a variety of nutritionally balanced delicacies. This experience has not only encouraged us to explore a wide range of dietary choices but has also motivated us to embrace a healthier way of life.

於報告期內，我們將員工的福祉置於首位，努力確保他們全面投入工作的同時，保持良好的健康狀況。我們很高興能夠與專注於提供健康膳食方案和企業餐飲的本土食品品牌NOSH HK合作，並在我們的辦公室舉辦了一場關於健康飲食重要性的益智講座。我們邀請了一位專業顧問營養師，這位營養師慷慨分享其於生酮飲食和低碳水化合物飲食益處的專業知識。作為此計劃的一部分，我們的員工有機會品嚐多款營養均衡的美食。這次經驗不僅引發我們探索各種食物選擇，亦促使我們掌握更健康的生活方式。



• Employee Programme and Events

We prioritize employee well-being as fundamental to our organizational success. In 2021 to 2024, we introduced key wellness initiatives. These programs have had a positive impact on employee satisfaction, productivity, and retention. Moving forward, we remain committed to continuously enhancing our support for the holistic well-being of our most valuable asset-our people.

• 員工計劃及活動

我們優先考慮員工福祉，視其為企業成功的基石。於2021年至2024年，我們推出了一系列主要健康措施。這些計劃對員工滿意度、生產效率及留任率產生正面影響。展望未來，我們將繼續致力加強對我們最寶貴資產（即我們的員工）的整體福祉的支援。

Human Capital Development

The Group is committed to promoting the continuous professional development of its employees. We firmly believe that the long-term development and competitive edge of a company are closely related to the professional knowledge and capabilities of its employees. By fostering a corporate culture of learning and skill enhancement, we ensure that our team always has the ability to provide outstanding services to meet the constantly changing needs of our customers.

Our comprehensive training and development programs not only raise our service standards, but also enhance the professional capabilities, dedication and corporate identity of our employees, thereby increasing employee stickiness. We provide a series of training and development opportunities, including on-the-job training in technical and operational aspects, to equip employees with the necessary skills and knowledge for their responsibilities. We also grant our employees the right to develop independently. The self-motivation of employees is crucial for both personal career development and organizational success. To this end, we offer comprehensive on-the-job training programs to enhance employees' skills and capabilities, and pay attention to their individuality and differentiation.

人力資本發展

本集團致力於推動員工的持續專業發展。我們堅信，公司的長遠發展及競爭優勢與其員工的專業知識及能力息息相關。通過培養學習和技能提升的企業文化，我們確保團隊始終有能力提供卓越的服務，以滿足客戶不斷變化的需求。

我們全面的培訓及發展計劃不僅提升我們的服務水平，亦增強員工的專業能力、敬業精神及企業認同感，從而提高員工的向心力。我們提供一系列培訓及發展機會，包括技術及營運方面的在職培訓，以使員工掌握履行職責所需的技能及知識。我們亦給予員工自主權，讓他們自我提升。員工的自發性對個人職業發展及企業成功至關重要。為此，我們提供全面的在職培訓計劃，以提升員工的技能，並關注他們的個性特徵及個人差異。

Environmental, Social and Governance Report

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The training courses we offer to our employees are conducted in a combination of online and offline formats, covering new employee onboarding, general training and specialized training. During the Reporting Period, we actively organized legal compliance training, information security training, brand management training, etc. At the same time, we also pay attention to the physical and mental health of our employees and organize training courses such as emotional management to soothe their minds and bodies.

我們為員工提供的培訓課程以線上及線下相結合的形式進行，涵蓋新員工入職、一般培訓及專業培訓。於報告期內，我們積極組織法律合規培訓、信息安全培訓、品牌管理培訓等。同時，我們亦關注員工的身心健康，舉辦情緒管理等培訓課程，以促進他們的身心健康。

Percentage of employees trained 受訓僱員百分比	Unit 單位	FY 2024/25 2024/2025 財年
Total percentage of employees trained 受訓僱員總百分比	%	56
By gender 按性別劃分		
Male 男性	%	51
Female 女性	%	58
By employee role 按僱員職位劃分		
Senior Management 高級管理層	%	57
General Executive 一般員工	%	56
Average training hours 平均培訓時數		
Average training hours per employee 每名僱員平均培訓時數	Hours 小時	8.63
By gender 按性別劃分		
Male 男性	Hours 小時	8.95
Female 女性	Hours 小時	9.22
By employee role 按僱員職位劃分		
Senior Management 高級管理層	Hours 小時	10.95
General Executive 一般員工	Hours 小時	8.61

Well-being Community

Our Group is committed to promoting the social well-being and sustainable development of the communities where we operate. As a responsible and brand-influential corporate citizen, we actively organize and convene communities and stakeholders to participate in public welfare activities in combination with business-related content, and continuously promote ESG actions.

We dedicated to promoting sustainable development throughout society, actively forging collaborative partnerships with the social welfare sector, and fostering the establishment of an inclusive society. We are honoured with the "5 years + Caring Company" awarded by the Hong Kong Council of Social Service. This prestigious award not only demonstrates the Group's steadfast commitment to sustainable development but also recognizes our determined efforts in three key areas: environmental protection, social responsibility, and corporate governance.



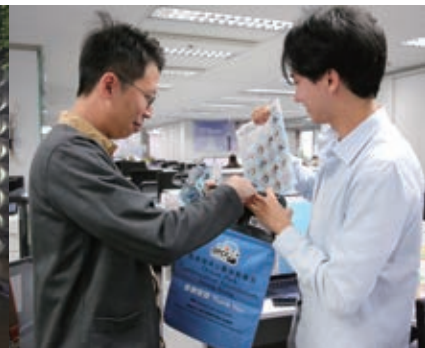
We committed to advancing the fragrance industry and fostering multicultural integration within the community. By regularly organizing fragrance-themed workshops for diverse groups, we continuously enhance fragrance knowledge and skills, promoting interaction and inclusion among various stakeholders. During the Reporting Period, our Group established the "International Fragrance Association," dedicated to serving as a regional platform for fragrance arts and knowledge, integrating elements of fragrance, art, history, culture, and innovation to drive industry exchange and encourage cultural diversity and inclusiveness. The Association also hosts the annual "International Fragrance Festival," which brings together leading international perfume brands, artists, and fragrance enthusiasts. Through expert seminars, brand story sharing, immersive experiences, and interactive workshops, the Festival deepens the community's understanding of fragrance arts and industry culture, while advancing sector development and sustainable value creation.

社區福祉

本集團致力於推動我們經營所在社區的社會福祉及可持續發展。作為一名負責任且具有品牌影響力的企業公民，我們積極組織並召集社區和利益相關方，結合與業務相關的內容參與公益活動，並持續推動ESG行動。

我們致力於促進社會的可持續發展，積極與社會福利界別建立合作夥伴關係，並推動建立共融社會。我們獲香港社會服務聯會頒發「5年+商界展關懷」標誌。此項殊榮不僅印證本集團對可持續發展的堅定承諾，亦肯定我們在環境保護、社會責任及企業管治這三個主要範疇所付出的努力。

我們持續推動香氛產業的發展及社區多元文化融合，定期為不同群體舉辦香氛主題工作坊，全面提升香氛知識與技能，促進各界交流與共融。報告期內，本集團創立「國際香氛協會」，致力成為區域性香氛藝術與知識的平台，結合香氛、藝術、歷史、文化與創新，推動業界交流及促進多元文化包容。協會每年舉辦「國際香水節」，集結國際香水品牌、藝術家及愛好者，活動涵蓋專家講座、品牌故事分享、沉浸式體驗及互動工作坊，深化社區對香氛藝術與產業文化的認識，同時推動產業發展與可持續價值。



During the Reporting Period, our Group partnered with Hong Kong Institute of Human Resources Management to offer Professional Fragrance Master Class for the institute's valued member. The aim of this course is to deepen the understanding and application of fragrances among human resources professionals. Leveraging our extensive expertise in the field, we are committed to providing professional education to the community and sharing our in-depth knowledge. Led by our seasoned fragrance experts, the course will offer unique insights and techniques to guide attendees into the captivating world of fragrances. We believe this learning experience will help strengthen the professional competitiveness of the human resources community, while infusing their work with renewed vitality and inspiration.

於報告期內，本集團與香港人力資源管理學會合作，為該學會的尊貴會員提供專業香水大師班。此項課程旨在加深人力資源專業人員對香水的認識及使用。憑藉我們在該領域的豐富專業知識，我們致力於為社區提供專業教育，分享我們的深厚知識。該課程由我們經驗豐富的香水專家主導，通過提供獨特的見解和技巧，引導參加者進入迷人的香氛世界。我們相信，此學習體驗將有助於提升人力資源界的專業競爭力，同時為他們的工作注入新的活力和靈感。



Community Investment 社區投資	Unit 單位	FY 2024/25 2024/25 財年
Donation related contribution 捐款相關貢獻	000' HKD 港幣千元	1,273.63
Community activities 社區活動	Hours 小時	53



HKEX ESG REPORTING GUIDE CONTENT INDEX

香港聯交所《環境、社會及管治報告指引》索引

Subject Areas and Aspects 主要範疇及層面	Description 描述	Corresponding Section 相應章節
A. Environmental A. 環境		
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our Green Action 我們的綠色行動
KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	GHG Emissions 溫室氣體排放
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	GHG Emissions 溫室氣體排放
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Waste Management 廢物管理
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Waste Management 廢物管理

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Subject Areas and Aspects 主要範疇及層面	Description 描述	Corresponding Section 相應章節
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Waste Management 廢物管理
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Waste Management 廢物管理
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Resource Management 資源管理
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Resource Management 資源管理
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	Resource Management 資源管理
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Resource Management 資源管理
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Resource Management 資源管理
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Resource Management 資源管理

Subject Areas and Aspects 主要範疇及層面	Description 描述	Corresponding Section 相應章節
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Our Green Action 我們的綠色行動
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Our Green Action 我們的綠色行動
Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change 氣候變化
B. Social B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Caring to employee 關懷僱員

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Subject Areas and Aspects 主要範疇及層面	Description 描述	Corresponding Section 相應章節
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Caring to employee 關懷僱員
KPI B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Caring to employee 關懷僱員
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our Wellness Action 我們的樂活身心行動
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Health and Safety 健康與安全
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康與安全

Subject Areas and Aspects 主要範疇及層面	Description 描述	Corresponding Section 相應章節
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Human Capital Development 人力資本發展
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	Human Capital Development 人力資本發展
KPI B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Human Capital Development 人力資本發展
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Caring to employee 關懷僱員
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Caring to employee 關懷僱員
KPI B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Caring to employee 關懷僱員

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Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Caring to Supplier 供應商關懷
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Caring to Supplier 供應商關懷
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Caring to Supplier 供應商關懷
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Caring to Supplier 供應商關懷
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Caring to Supplier 供應商關懷
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Caring to customers 客戶關懷
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Quality 產品質量

Subject Areas and Aspects 主要範疇及層面	Description 描述	Corresponding Section 相應章節
KPI B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Complaints and Responses 投訴與回應
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Intellectual property protection 知識產權保護
KPI B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Quality 產品質量
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Information Security Protection 信息安全保護
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Caring of Our Business 關注我們的業務
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Caring of Our Business 關注我們的業務
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Caring of Our Business 關注我們的業務
KPI B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Caring of Our Business 關注我們的業務

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Subject Areas and Aspects 主要範疇及層面	Description 描述	Corresponding Section 相應章節
Aspect B8: Community Investment 層面B8：社區投入		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Well-being Community 社區福祉
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	Well-being Community 社區福祉
KPI B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	Well-being Community 社區福祉

穎通控股有限公司
Eternal Beauty Holdings Limited

