



**SUSTAINABILITY DISCLOSURE
FY 2025**





LETTER FROM THE CEO: **Thierry Rabu**

As we present our 2025 Annual Sustainability Report, I am proud of the strides we have made toward our sustainability objectives. Over the past year, we have focused on integrating sustainability into the core of our business to meet the evolving requirements of all our stakeholders..

Our organization has achieved significant milestones in our sustainability journey matching our regionalized business model. This is reflected in ECOVADIS Gold Medals achieved by our Sourcing Business and each of our Manufacturing Sites in Indonesia, Thailand, and the UK.

Our ongoing success relies heavily on collaboration. We actively engage our employees, customers and suppliers to enhance our sustainability practices and foster innovative solutions that address the complex challenges we face today.

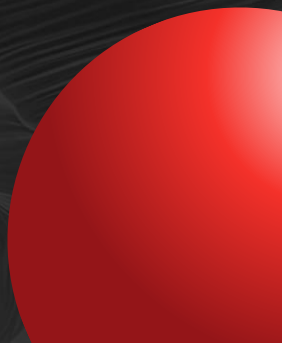
Looking to the future, we recognize the remaining challenges especially in navigating regulatory requirements and adapting to the changing landscape of global trade. These challenges present us with opportunities to innovate and evolve to exceed the expectations of our stakeholders in sustainable performance. Through this, Meiyume will continue championing sustainability and creating lasting to transform the beauty industry with sustainable solution.

WE

CREATE

BEAUTY

FOR YOU



MEIYUME ACHIEVEMENTS & ACCOLADES

Our achievements is the promise to your result

SUSTAINABILITY



ETHICAL PRACTICE / CSR



GLOBAL BUSINESS
AND DISABILITY
NETWORK



COMPLIANCE



MEIYUME'S GLOBAL CUSTOMERS

We scale with brands of any size, at any place.

LVMH
MOËT HENNESSY · LOUIS VUITTON

L'ORÉAL

reckitt

interparfums

P&G

HALEON

Unilever

scJohnson



PUIG

COTY
SINCE 1904

ESTÉE LAUDER

kenvue

MARC JACOBS

BELVEDERE
VODKA

Dior

SK-II

CHANEL

Charlotte Tilbury

Jean Paul GAULTIER

LANCÔME
PARIS

pz
Cussons

GUERLAIN

Dom Pérignon

GIVENCHY

Superdrug

LOUIS XIII

GIORGIO ARMANI

Boots

TF
TOM FORD

magnificaik

avoskin
all about your beauty

BEAUTY PIE

GUCCI

THE BODY SHOP

PRADA

M&S

BEACHHOUSE GROUP

watsons

Mama's Choice

AMOUAGE

MICHAEL KORS



EM COSMETICS

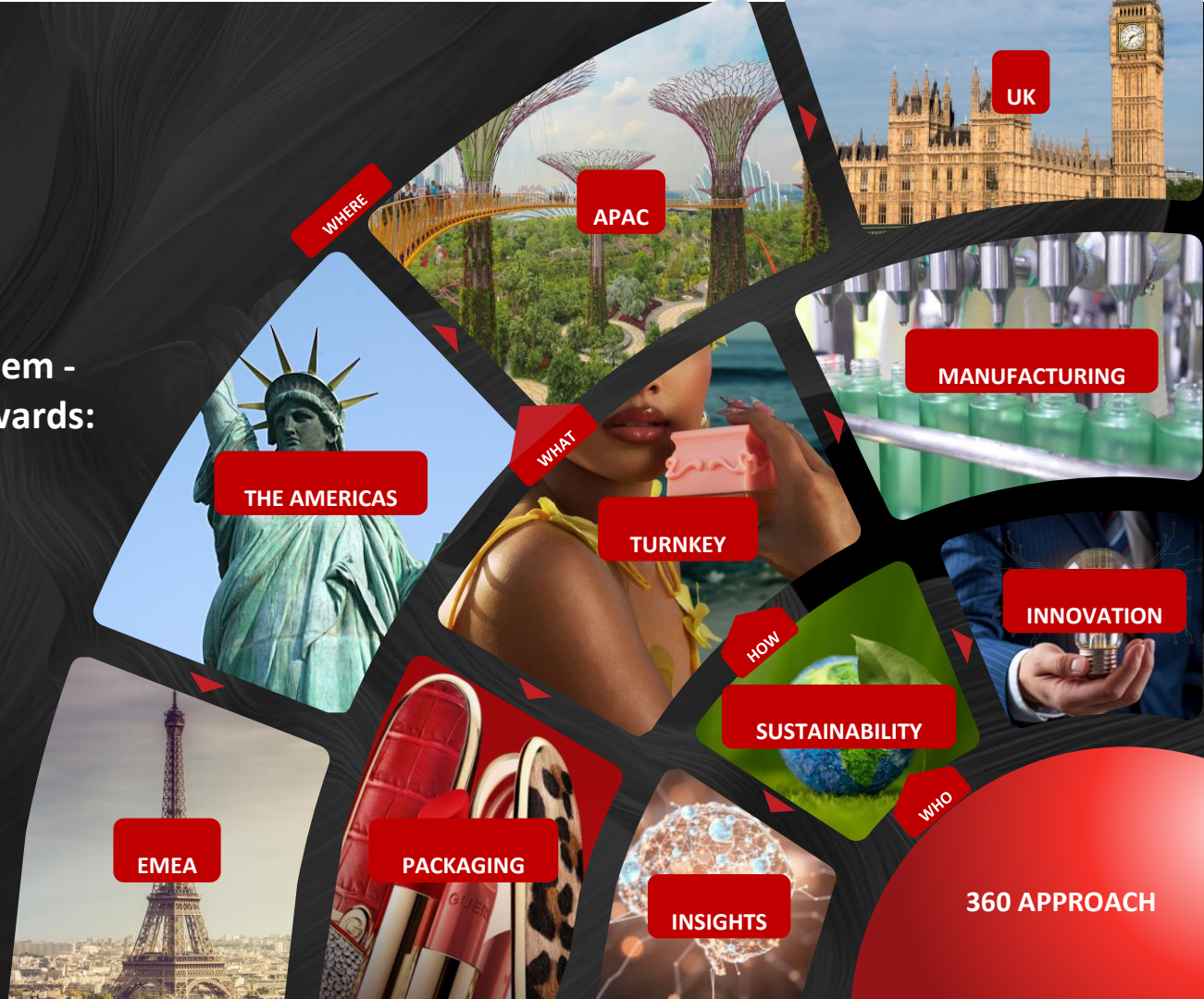
SHISEIDO

YSL

THE MEIYUME ECOSYSTEM

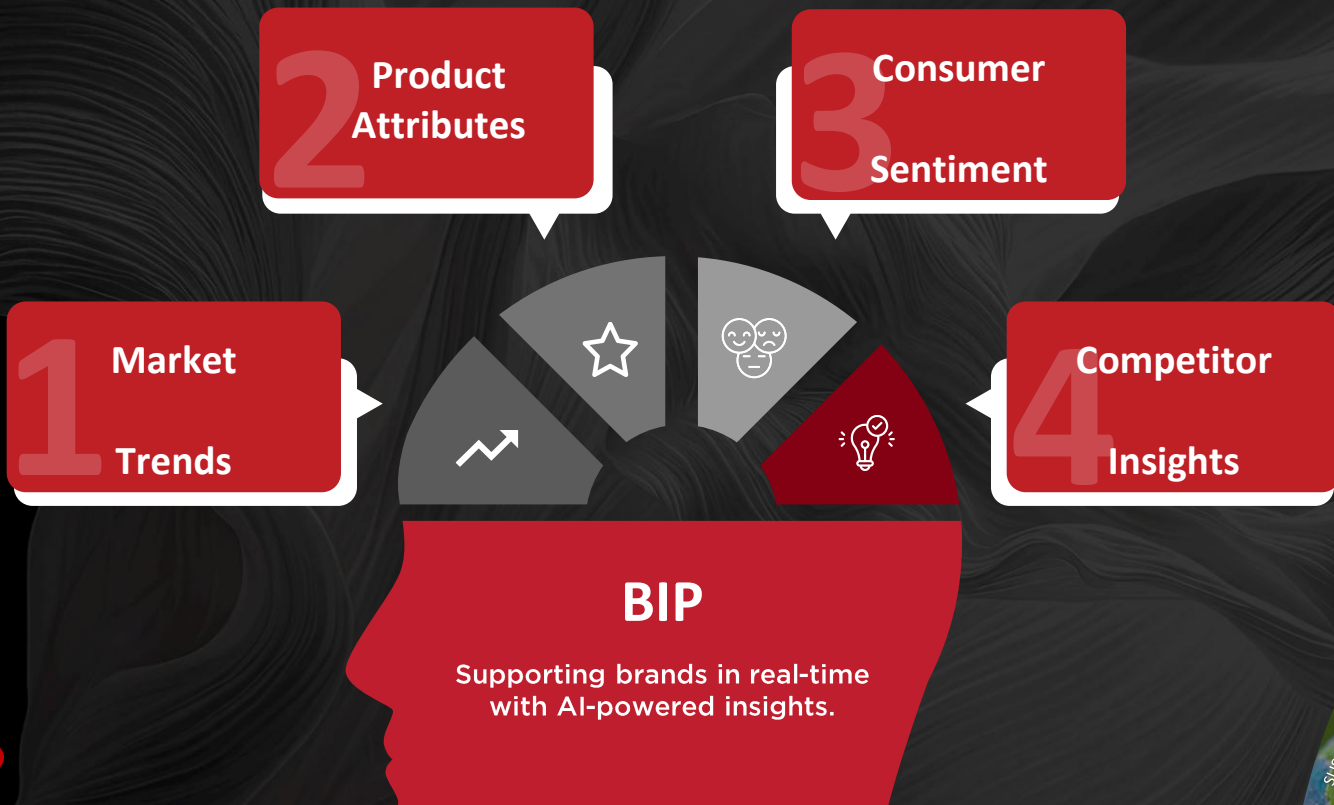
An integrated beauty ecosystem -
Build outwards, activated inwards:

- ↗ Cumulative,
- 📊 Scalable &
- 🔗 Interconnected.



BEAUTY INTELLIGENCE PLATFORM [BIP]

Turning millions of consumer & product data into actionable beauty intelligence across the product lifecycle.



DID YOU KNOW?

78%

of reviews had positive comments about the **packaging refill process**, with **skincare** being the most convenient.



PRIMARY PACKAGING

The 1st touchpoint is the most memorable. Let's make it happen together!

EXQUISITENESS



Guerlain - Orchidée Impériale Serum

SMART FORMATS



Tik Tok - EMOTIF Fragrance

CUSTOMISATION



Guerlain - Parure Gold Cushion

SUSTAINABILITY



Chanel - Chance Eau Splendide

MULTI-MATERIALITY



Marc Jacobs - Daisy Pop

STOCK ITEMS

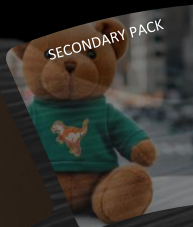


Meiyume - Iris Collection

PRIMARY PACK



SECONDARY PACK



PRIMARY PACKAGING | CASE STUDY



GUERLAIN Rouge G Lipsticks

- Enabled **enhanced customisation options** across design styles
- Achieved **19% weight reduction** and **30% lower CO₂ emissions**
- Showcasing expertise in sustainable, customisable packaging innovation
- Brought over **150 Rouge G** variations to life since **2018**



Sustainability

Customisation
Options

MINUS Ultra-slim Refillable Solid Lip Gloss

- Customised from Meiyume's **Gaia range stock packaging collection**
- Demonstrating strength in **stock-to-custom, sustainable** solutions

Stock Packaging
Innovations

MARC JACOBS Perfect EDP

- Developed **intricate** crystal-cut cap and charm detailing
- Executed **complex multi-material** packaging design
- Showcasing expertise in **award-winning, high-detail** packaging craftsmanship



Multi-materiality

SECONDARY PACKAGING

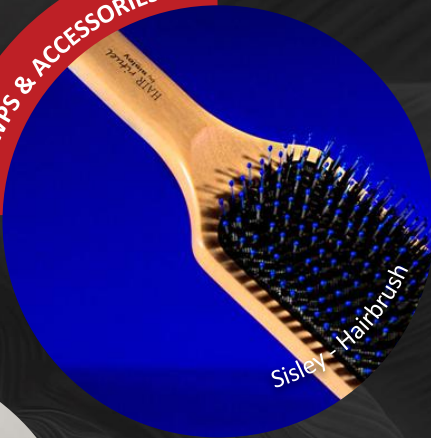
We use creative functionality to amplify the experience for your customers beyond primary packaging.

BOXES



Lancôme - Poker Set

GWPS & ACCESSORIES



Sisley - Hairbrush

BAGS & POUCHES



BEIS - Recyclable Bag

SECONDARY PACK



TURNKEY

PRIMARY PACK

SECONDARY PACKAGING | CASE STUDY



Christmas Advent Calendar

- Managed **technical feasibility** and **structural optimisation** of the design
- Refined construction to deliver a seamless, **high-quality** execution
- Utilised FSC-certified materials, showcasing expertise in **sustainable, design-led** packaging

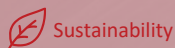


Sustainability



BÉIS Recycled Collection

- Led **material selection, design, and manufacturing**
- Sourced 100% recycled PET materials to meet sustainability goals
- Developed **prototypes** meeting stringent **quality** and **performance** standards



Sustainability



Rapid Prototyping



Kiehl's SINCE 1851 Skincare Set

- Designed and produced **eco-friendly** GWP packaging and components
- Utilised FSC-certified wood and sustainable materials across the set
- Showcasing expertise in **premium, sustainable design** with reduced environmental impact



Effective GWP
Solutions

MANUFACTURING

We give you assurance by executing your products excellently.



- 131m+ units annual capacity
- Specialist hot-pour & premium formulation capabilities
- Trend-led innovation & rapid product development

1. Assured Quality

2. Operational Excellence



- 111m+ units annual capacity
- Fully Halal-certified & BPOM-compliant facility
- Multi-format filling & packing capabilities

Extensive Export Network



- 429m+ units annual capacity
- Flexible production from 50kg to 10,000kg batches
- Supports regional & global supply needs



SOURCING

TURNKEY

TURNKEY

We create a continuous insights-driven pipeline of **custom-ready** and **ready-to-launch** products by pairing formula, packaging, sourcing & manufacturing expertise.

OUR TURNKEY INNOVATION MODEL

Trend-driven concepts
Global-to-local commercialization
Formula + Packaging pairing



- Skincare
- SPF / Self Tan
- Body care
- Fragrance
- Hybrid colour
- Haircare



- Fragrance
- Mum & baby
- Skincare
- Oral care
- Color
- SPF
- Haircare

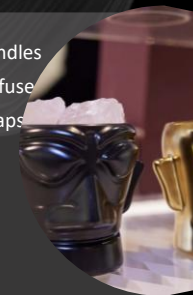


- Home Fragrance
- Personal / Feminine care
- Oral care
- SPF
- Skincare
- Haircare
- Wipes & Masks



PARTNER NETWORK

- Patches & masks
- Bath bombs
- Solid perfume
- Fragrance stones
- Hair styling products
- Candles
- Diffusers
- Soaps



PRIMARY PACK

TURNKEY | CASE STUDY



Mama's Choice

Mum & Baby Products

- Developed **safe, natural, Halal-certified** formulations at accessible price points
- Showcasing expertise in **insight-led** development for niche consumer needs



In-house I&D lab & experts



Quality-assured products



cMOSS
BEAUTY®

Irish Sea Moss Range

- Identified Irish Sea Moss as the hero ingredient using MeiYume's **Beauty Intelligence Platform**
- Leveraged **extensive sourcing network** to bring the concept to life
- Showcasing expertise in **insight-led development**



Beauty insights



Extensive sourcing network



Charlotte Tilbury

Skincare Range

- Developed **premium** skincare solutions for globally recognised brand, delivering the **quality** and **performance** trusted by millions worldwide.



In-house I&D lab & experts



Quality-assured products

SOURCING

We leverage our global-to-local network to strengthen supply chain resilience, support your ambitions and bring them to life.

Meiyume USA
New York City, NY



Meiyume UK
London, UK
Liverpool, UK
Leicester, UK



Meiyume UK
Trowbridge, UK



Meiyume France
Paris, France



Meiyume Shanghai
Shanghai, China



Meiyume Changping
Changping, China



Meiyume Shenzhen
Shenzhen, China



Meiyume HQ
Hong Kong SAR, China



Meiyume Thailand
Lamlukka, Thailand



Meiyume Singapore
Singapore



Meiyume Indonesia
Jakarta, Indonesia



970+

Tier 1 partners & suppliers across
the America, Europe, Africa,
Southeast Asia and China!

SUSTAINABILITY

Sustainability is the new norm.
We make the norm impactful.

Strategy



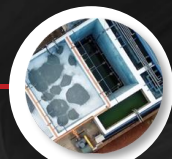
1 PRODUCT

Sustainable innovation across design, materials, and processes



2 PROCESS

Engaging partner factories to ensure a sustainable network



3 PLACE

Upgrading facilities to reduce environmental impact



4 PEOPLE

Safe, inclusive workplaces and community care



5 PRINCIPLES

Compliance with local sustainability standards

Tools



Impact

Lower environmental impact, stronger brand credibility and regulatory compliance





STEP INTO OUR BEAUTY ORBIT

and explore a **world of solutions** built
for your brand,
setting your success in motion.



SUSTAINABLE DEVELOPMENT GOALS

Meiyume is a signatory to the UN Global Compact since 2022 and has incorporated the UN Sustainable Development Goals in our strategy development. The following are SDG goals which are particularly important for Meiyume:



- 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day
1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions



- 5.1 End all forms of discrimination against all women and girls everywhere
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life



- 8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.
8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.
8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.



- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle



BUSINESS STRUCTURE

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

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

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

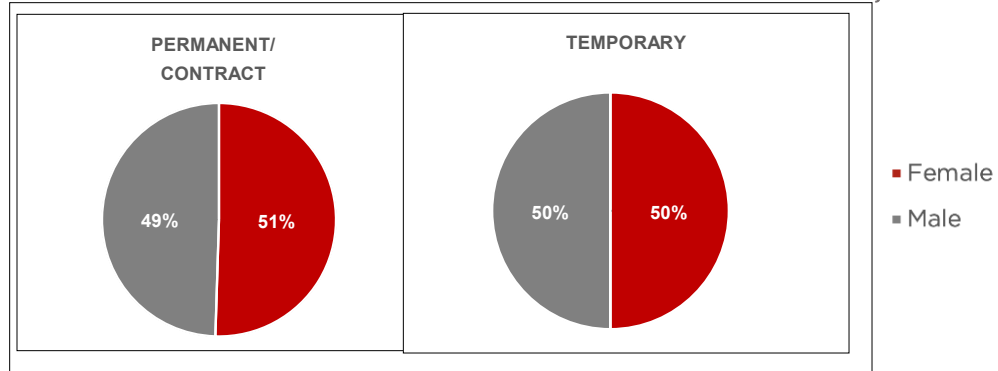
As of 31 December 2025, Meiyume is owned by the Fung Group (55%) and Hony Capital (45%) and operate in for key division: Primary Packaging, Secondary Packaging, Sourcing, and Contract Manufacturing. Changes to the shareholding structure occurred in 2026.



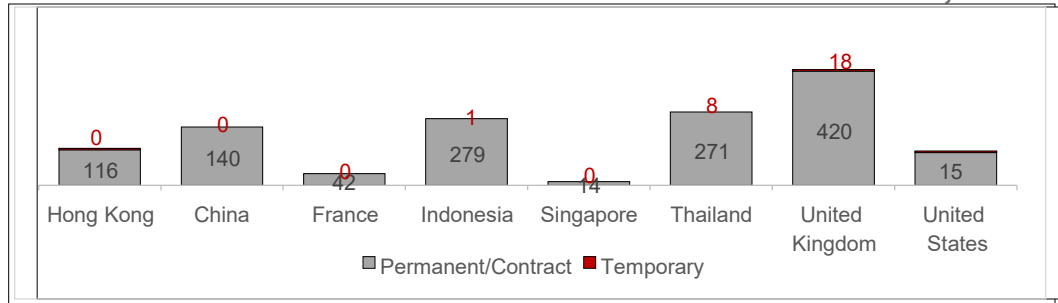
THE MEIYUME TEAM

1,324
employees

PERCENTAGE OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER



TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY REGION





REPORTING PRINCIPLES

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

Meiyume has reported in accordance with the GRI Standards for the period starting from 1 January 2025 to 31 December 2025 .

SUSTAINABILITY GOVERNANCE

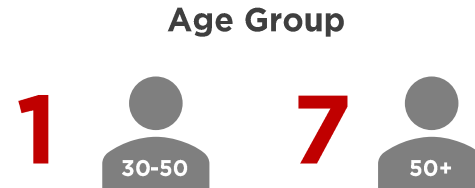
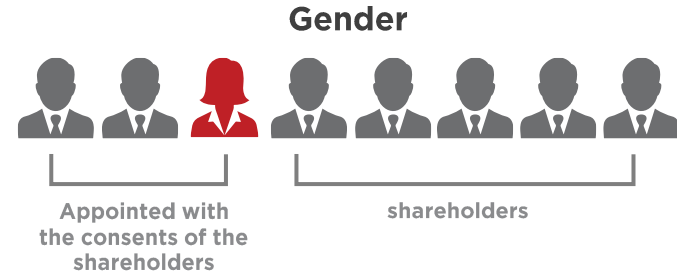
Meiyume is committed to shaping the future of the beauty industry by embedding sustainability into every aspect of our operations.

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

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

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

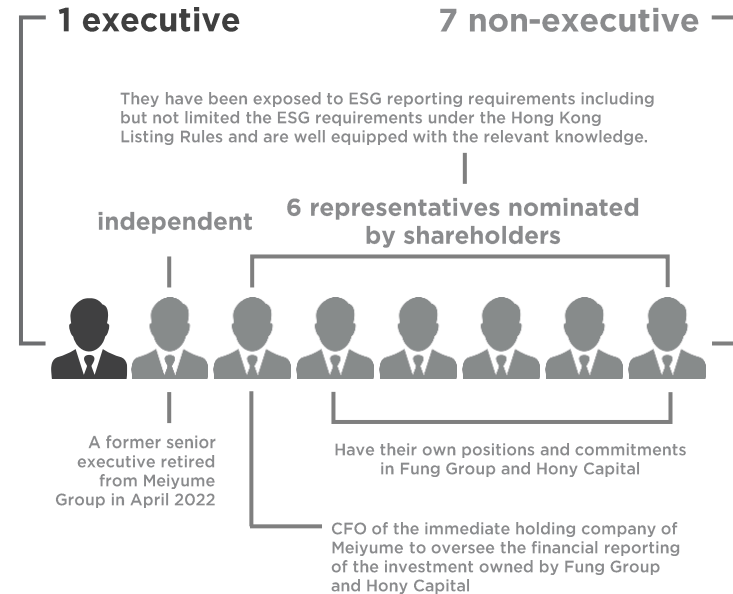
8 Board Directors



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

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

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





MATERIALITY

In 2025, Meiyume initiated a new materiality assessment based on the double materiality principle. The assessment considered both Meiyume's impacts on people and the environment (impact materiality) and the sustainability-related risks and opportunities that may affect the company's business and financial performance (financial materiality).

The process included analysis of internal and external stakeholder priorities across environmental, social and governance topics, as well as a high-level benchmark of comparable leading companies. The benchmark reviewed how peers communicate their sustainability strategies, which topics they identify as material, which targets they set, and how they address plastics and packaging.

The benchmarking results supported the preliminary identification of potentially material topics, which were then validated through stakeholder engagement. Feedback was collected from key stakeholders, including strategic customers across the geographies in which Meiyume operates, to confirm the relevance of the identified impacts, risks and opportunities.

Drawing on the results of the benchmarking exercise and stakeholder engagement, a preliminary list of sustainability matters was presented to MEIYUME's Senior Management. This enabled management to review which matters were considered potentially material based on peer practice and feedback from customers, as well as internal and external stakeholders.

Senior Management then assessed and prioritised the shortlisted sustainability matters using the double materiality principle, considering both impact materiality and financial materiality, and taking into account material impacts, risks and opportunities across MEIYUME's own operations and, where relevant, its upstream and downstream value chain.

For internal prioritisation purposes, the shortlisted matters were classified as follows:

High Priority: matters assessed as material from both an impact materiality and a financial materiality perspective, with relevance across MEIYUME's operations. High priority topics are listed below.

- Climate Change - Energy Use
- Climate Change - Climate Change Mitigation (Corporate CO2 Footprint)
- Material Use - Recycled Materials / GRS
- Product Footprint - Manufacturing Process Improvement
- Product Recyclability - Design for country infrastructure
- Product Recyclability - Translating Brand Identity into Recyclable Product
- Product Footprint - LCA / Design Assessment
- Pollution - Substances of Concern (PFAs, Microplastic)
- Supplier Management - Tier 1 Health and Safety Management
- Waste - Waste Diversion (Recycling)
- Supplier Management - Tier 1 Environmental Management
- Product Safety
- Product Claims Transparency
- Climate Change - Climate Adaptation
- Pollution - Water
- Water - Water Consumption

Medium Priority: matters assessed as material from either an impact materiality or a financial materiality perspective, but not both, with relevance across MEIYUME's operations.

Local Priority: matters assessed as material from an impact materiality and/or financial materiality perspective only in specific geographies, business units or operations. These matters may still require disclosure where they are necessary to understand MEIYUME's material impacts, risks and opportunities.

EMPOWERING SUSTAINABLE BEAUTY SOLUTIONS

VISION

Deliver sustainable, transformative, and inspired solutions for brands both big and small, and empower them to disrupt the beauty industry.

MISSION

Transforming the beauty industry with sustainable solutions.

PRODUCT

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

PROCESS

Continuously engaging our partner factories.

PLACES

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

PEOPLE

Upgrade our facilities to improve our environmental footprint.

PRINCIPLES

Ensure all our operations are conducted based on ethical principles and with transparency

PRODUCT

We are an industry-leading pioneer in innovative product solutions that align with sustainability and digitalization trends. Our packaging solutions prioritize the recyclability, reusability, and biodegradability of products, with smart elements to enhance the consumers' experience.

	2025 Status	2026 Target
Ecodesign	Ecodesign process available for packaging	Develop Ecodesign Process for Turnkey
Materials	At least 1 materials with supplier specific emission factors per site	Expand materials with supplier specific emission factors to at least 20% per site
Circularity	Primary research on packaging recyclability in EU, US, and China	Primary research to understand end-of-life impact for Turnkey
Consumer Safety	Screening of high risk products based on existing regulation	100% of products comply with new product safety regulations

PROCESS

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

	2025 Status	2026 Target
Vendor Management	100% onsite audit or equivalent for high risk suppliers	Achieve 35% onsite audit or equivalent for all Meiyume Suppliers
Vendor Engagement	Vendor training conducted for priority topics but with varying levels of engagement	Conduct ESG training for 60% of the critical suppliers annually
Traceability	Traceability conducted on certain high risk categories on ad-hoc basis	Reinforce sourcing traceability process
Transport	Minimized use of Air Shipment	Reduce GHG footprint from shipping by 5% by 2028

PEOPLE

With 1,500+ employees across continents, promoting the health and wellbeing of our employees is a key focus of our strategy.

	2025 Status	2026 Target
Talent Development and Engagement	Employee Engagement Survey Conducted	- Conduct Training needs assessment 10% of Graded Staff have Career Planning
Labor and Human Rights	100% compliance with legal requirements on labor and human rights	Maintain 100% compliance with legal requirements on labor and human rights
Health and Safety	Lost Time Incidents recorded in Manufacturing facilities	0 Lost Time Incidents across operating locations annually
Non-Discrimination	Anti Discrimination and Harassment training rolled out in US Office	Anti Discrimination and Harassment training throughout all Meiyume Offices within 2026

PLACES

As we commit to be best in class in the industry, we also pledge to become a driver to continuously improve environmental performance. We strive to operate responsibly and efficiently to promote environmental stewardship, particularly in areas that we have larger footprints.

	2025 Status	2026 Target
Climate Change	SBTi Targets approved in 2025	Be on track with meeting SBTi scopes 1, 2, and 3 targets
Water	Water in process reduction target from 2022 to 2025 achieved	Reduce Water in Process by 20% from 2025 baseline to 2028
Waste	Waste diversion processes present in all manufacturing sites and major offices	Aim to improve waste diversion rate to 10% in manufacturing facilities
Local Pollution & Biodiversity		Create a process to flag and abate potential incidents of local pollution

PRINCIPLES

With matters of sustainability increasingly covered by legislation, we have added a new pillar to our sustainability strategy from 2026 to cover our governance and legal compliance frameworks

	2025 Status	2026 Target
Governance	Environmental and Health & Safety Risk Analysis conducted	Integrate environmental and social risks in risk management framework by 2028
Ethical Business Practices	• Anti-Corruption Policies in place throughout our operations	Obtain ISO37001 certification on anti corruption policies
Stakeholder Engagement	• Materiality Assessment updated	Conduct a stakeholder engagement exercise yearly to pivot ESG direction
Transparency	• Reporting on UNGC, CDP, ECOVADIS conducted	Report to UNGC, CDP, ECOVADIS on a yearly basis

GRI CONTENT INDEX

MEIYUME has reported the information cited in this GRI content index for the period 01 January 2025 to 31 December 2025 in accordance with the GRI Standards.



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MEIYUME has reported the information cited in this GRI content index for the period 01 January 2025 to 31 December 2025.



GENERAL DISCLOSURES

ORGANIZATIONAL DETAILS

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

GENERAL DISCLOSURES

ENTITIES INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING

REPORTING SCOPE

The following legal entities are included in the scope of this report:

Meiyume Sourcing

- Meiyume (Hong Kong) Limited 利妍有限公司
- Meiyume (Dongguan) Limited 東莞三思化妝品有限公司
- Meiyume (Shenzhen) Limited 深圳萬隆行貿易有限公司
- Meiyume (Singapore) Pte. Limited
- Meiyume (France) SAS
- Meiyume USA Inc.
- Meiyume Retail Solutions (UK) Limited
- Jackel Cosmetics Limited

Meiyume Group Limited

Meiyume Manufacturing

Meiyume Holdings (UK) Limited
 Meiyume (UK) Limited
 MYM Services (Thailand) Limited
 Meiyume Manufacturing (Thailand) Limited
 PT. Meiyume Manufacturing Indonesia (formerly: PT. LF Beauty Manufacturing Indonesia)

Other Subsidiaries*

- Lornamead Acquisitions Limited
- Lornamead Group Limited
- Lornamead UK Limited
- Algreta Solutions Limited
- JV Cosmetics Company Limited 集美化粧品有限公司
- Jackel International (Asia) Limited
- Meiyume Manufacturing (Dongguan) Ltd. 集美化粧品(東莞)有限公司
- Lornamead Inc.
- Catalyst Tags Inc.
- Imagine POS Limited (To be deregistered)

FINANCIAL STATEMENTS

As a private company, Meiyume's Audited Financial Statements are not of Public Record

APPROACH USED FOR
CONSOLIDATING THE INFORMATION

Any entity to which Meiyume Group Limited or any of its subsidiaries has only a minority stake or to which no operational control is exercised is excluded from this report.

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

Meiyume publishes a sustainability report on an annual basis covering the period of 1 January to 31 December of the previous year. This report covers the period of 1 January 2025 to 31 December 2025 and is published on 10 September 2025.

POINT OF CONTACT

For any questions or queries about the contents of this report, please contact Sustainability@meiyume.com or ianporter@meiyume.com

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

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

GENERAL DISCLOSURES EMPLOYEES

Data as of 31 December 2025

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

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

	PERMANENT/ CONTRACT	TEMPORARY
FEMALE	50%	1%
MALE	48%	1%
GRAND TOTAL	98%	2%

	PERMANENT/ CONTRACT		TEMPORARY	
	HC	%	HC	%
CHINA	140	10%		0%
FRANCE	42	3%		0%
HONG KONG	116	9%		0%
INDONESIA	279	21%	1	0%
SINGAPORE	14	1%		0%
THAILAND	271	21%	8	0%
UNITED KINGDOM	420	32%	18	2%
UNITED STATES	15	1%		0%
GRAND TOTAL	1297	98%	27	2%

GENERAL DISCLOSURES

GOVERNANCE STRUCTURE AND COMPOSITION

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

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

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

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

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

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

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

GENERAL DISCLOSURES

GOVERNANCE AND COMMUNICATION OF CONCERS

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

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

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

GENERAL DISCLOSURES

CONFLICTS OF INTEREST

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

GENERAL DISCLOSURES

REMUNERATION

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

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

GENERAL DISCLOSURES

EMBEDDING POLICY COMMITMENTS

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

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

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

GENERAL DISCLOSURES

LABOR & HUMAN RIGHTS POLICY COMMITMENTS

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

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

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

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

GENERAL DISCLOSURES

LABOR & HUMAN RIGHTS POLICY COMMITMENTS

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

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

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

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

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

GENERAL DISCLOSURES

ENVIRONMENTAL POLICY COMMITMENTS

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

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

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

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

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

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

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

GENERAL DISCLOSURES

SUSTAINABLE PROCUREMENT POLICY COMMITMENTS

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

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

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

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

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

(a) our Code of Conduct and Business Ethics;

(b) our Supplier Code of Conduct;

(c) any of our policies or guidelines (such as our Anti-Bribery Policy or our Guidelines on Gifts, Entertainment and Hospitality);

(d) our financial reporting, accounting, auditing or internal control rules and procedures; or

(e) any law or regulation,

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

GENERAL DISCLOSURES
COMPLIANCE WITH LAWS AND REGULATIONS

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

GENERAL DISCLOSURES
COLLECTIVE BARGAINING

21% of Employees are covered by collective bargaining agreements. Working conditions and terms of employment for employees not covered by collective bargaining are determined based on market best practices in each of our operating locations which are periodically reviewed by the and global & local Human Resources departments.

ECONOMIC PERFORMANCE

2025 represented the culmination year of the recovery of Meiyume's economic performance. This remained the priority topic for Meiyume in 2025 with a pivot to focus on providing more turnkey solutions. Considering heightened geopolitical complexities in the world as well as the global economic slowdown, economic recovery has remained the paramount challenge for Meiyume. Amid supply issues because of the war in Ukraine for suppliers based in Europe, reciprocal tariffs enacted amongst major economies, and volatility in foreign exchange rates, managing a global supply chain servicing customers and consumers around the world still remains difficult and complex.

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

Apart from regional strategies, we have also aligned our focus to meet market demands by product category. We have aligned our prioritization of investments in supply chain development and innovation to reflect these market trends to drive improvement in our current economic performance.

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

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

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

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

MARKET PRESENCE

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

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

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

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

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

The regular operational management of Meiyume is conducted by the Management Committee which comprises 7 members across the operational locations of Meiyume.

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

	LOCAL / TOTAL	% LOCAL
HONG KONG	2/4	50%
UK	1/1	100%
FRANCE	1/1	100%
SINGAPORE	1/1	100%
TOTAL	5/7	71%

PROCUREMENT PRACTICES

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

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

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

As of 31 December 2025, 20.93% of our total procurement spend came from local suppliers

ANTI-CORRUPTION

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

ANTI-CORRUPTION OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION

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

LOCATION RISK	COUNTRY LEGISLATION RISK***	RESULTS INTERNAL AUDIT	OVERALL RISK
Kowloon, Hong Kong	MEDIUM	88%	LOW
Levallois-Perret, France	LOW	81%	LOW
Singapore	LOW	81%	LOW
New York, United States	LOW	81%	LOW
Liverpool, United Kingdom	LOW	81%	LOW
Shanghai, China	MEDIUM	81%	LOW
Changping, Dongguan, China	MEDIUM	81%	LOW
Shenzhen, China	MEDIUM	81%	LOW
High Wycombe, United Kingdom	LOW	81%	LOW
Zhang Mu Tou, Dongguan, China	MEDIUM	81%	LOW
Bangkok, Thailand	MEDIUM	81%	LOW
Jakarta, Indonesia	MEDIUM	81%	LOW
Trowbridge, United Kingdom	LOW	81%	LOW

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

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

	Total Headcount of Graded employees	% of Graded Staff Trained on Anti-Corruption
Changping.	64	100%
Shanghai.	22	95%
Shenzhen.	54	96%
HongKong.	116	95%
Jakarta.	97	61%
Lamlukka.	108	82%
Leicester.	3	100%
Liverpool.	37	65%
Trowbridge.	171	92%
Paris.	42	86%
LA.	1	100%
NYC.	14	93%
Singapore.	14	86%

MATERIALS

Meiyume Materials consumption is calculated from 2 sources; Raw Materials Purchased for Meiyume Manufacturing and Materials used by Suppliers of Meiyume Sourcing. Materials Purchased data is extracted directly from internal systems whereas Materials Used by Suppliers was derived from a Material Consumption survey which was responded to by over 90% of suppliers. Where a material origin is not identified, it is characterized as non-renewable.

(in tons)	2023 (RM Excluded)	2024 (RM Excluded)	2025
Non-Renewable Materials	6796.91	6607.66	17679.38
Renewable Material	116.80	17.12	133.05
Total Material	6913.71	6624.78	17812.43

ENERGY

Meiyume consumes a significant amount of energy. This is a significant input in our manufacturing operations and is integral to the continuous operation of our facilities. We understand the adverse impact brought by high energy consumption. Hence, we have committed to a 50% reduction target in energy consumption by 2030 (baseline year:2022). To achieve the reduction, we have also set up some internal targets in group level.

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

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

ENERGY

Meiyume consumes a significant amount of energy. This is a significant input in our manufacturing operations and is integral to the continuous operation of our facilities. We understand the adverse impact brought by high energy consumption insofar as it contributes to climate change.. To achieve more efficient use of energy, we have also set up some internal targets in group level.

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

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

ENERGY

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (in GJ)

	Meiyume Sourcing		Indonesia Manufacturing		Thailand Manufacturing		UK Manufacturing		Other Subsidiaries		Total	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
LPG	0	0	376.29	368.34	16591.89	18456.88	0	0	0	0	16968.18	18825.22
Natural Gas	0	0	5531.96	5948.35	0	0	10976.26	12063.92	0	0	16508.22	18012.27
Diesel	0	0	0	0	408.93	286.19	0	0	0	0	408.93	286.19
Gasoline / Petrol	20.24	109.46	0	0	0	0	0	0	0	0	20.24	109.46
Purchased Electricity	1984.01	1152.01	12906.77	13012.34	32719.21	30738.23	10971.23	10615.16	80.72	82.77	58661.94	55600.52
Hydro	0	0	0	1079.91	0	0	0	0	0	0	0	1079.91
Solar	0	268.54	116.88	49.15	134.07	1597.71	0	0	0	0	250.95	1915.40
Wind	0	385.17	0	0	0	0	0	0	0	0	0	385.17
Total	2004.25	1915.18	18931.90	20458.10	49854.11	51079.00	21947.49	22679.08	80.72	82.77	92818.47	96214.14



ENERGY
ENERGY INTENSITY

Meiyume calculates energy intensity using the following intensity metric only for manufacturing where energy is directly consumption is directly related to the production of goods. This is computed under the following formula.

Total Primary Energy Consumption (On Site)

Total Revenue in USD k

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As such, financial data including Energy Intensity calculated based on financial data should not be disclosed to any parties not falling under the above categories.

Meiyume is in the process of developing a methodology to allocate energy used in production from suppliers and raw materials to our overall energy intensity which is scheduled to be rolled out in 2026.

ENERGY **REDUCTION IN ENERGY CONSUMPTION**

Between 2024 and 2025, Meiyume observed a 2% increase in energy consumption. These are attributed primarily through the increase in production volumes in our Indonesia and UK Manufacturing sites. To mitigate the GHG emissions that can be attributed to this, Meiyume has also increased the amount of renewable electricity purchased in our Indonesia Manufacturing Site.

ENERGY
REDUCTION IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES

Meiyume is currently not calculating our reduction in energy requirements of products and services.

INFORMATION IS UNAVAILABLE / INCOMPLETE

WATER AND EFFLUENTS

INTERACTIONS WITH WATER AS A SHARED RESOURCE

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

Withdrawals of water for our operations are mostly through third party water providers. Direct water withdrawal from Groundwater is only conducted in our Jakarta where the total volume of withdrawal is monitored by the local government. To ensure our water meets operational quality requirements, onsite treatment is conducted at our facilities based on commercial needs.

As water is a major component of the products we produce, we have also set a new KPI of Water in Process. This KPI includes all water used in the manufacturing of our products outside of the water that is included in the product. By setting this KPI, we are able to more effectively drive our facilities towards more efficient operation.

WATER AND EFFLUENTS

WATER WITHDRAWAL

All water withdrawal conducted by Meiyume is of Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)

	Meiyume Sourcing		Indonesia Manufacturing (Water Stressed)		Thailand Manufacturing		UK Manufacturing		Total	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Water Withdrawal (Total in megaliters)	1.52	1.27	54.37	58.11	133.30	128.32	24.17	26.38	213.37	214.08
Third Party Water	1.52	1.27	41.44	53.97	133.30	128.32	24.17	26.38	200.44	209.94
Ground Water			12.93	4.14					12.93	4.14

WATER AND EFFLUENTS
WATER IN PROCESS (NEW KPI)

Water in
process
(Total in
megaliter
s)

Meiyume Sourcing		Indonesia Manufacturing (Water Stressed)		Thailand Manufacturing		UK Manufacturing		Total	
2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
1.52	1.27	39.45	44.88	121.31	117.09	21.80	23.76	184.08	187.00

WATER AND EFFLUENTS MANAGEMENT OF WATER DISCHARGE RELATED IMPACTS

Water discharge in each of our manufacturing facilities is governed by local discharge requirements. Water is either treated onsite, or sent to a third party for treatment depending on the quality of the water and local requirements. Currently, discharge is only monitored for manufacturing site and our innovation center in Changping. Office discharge data for Meiyume Sourcing and other Subsidiaries are considered equal to water withdrawal.

		Indonesia Manufacturing (Water Stressed)		Thailand Manufacturing		UK Manufacturing	
		2024	2025	2024	2025	2024	2025
Water Consumption		14.92	13.24	12.00	11.23	2.38	2.63
Water Discharge (Total in megaliters)		33.95	25.84	85.18	76.73	16.17	21.92
Surface Water		33.95	25.84	85.18	76.73		
Third Party						16.17	21.92

BIODIVERSITY

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

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

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

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

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

BIODIVERSITY**IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS**

Upon review of outsourced materials, we have found that no IUCN RED LIST SPECIES and NATIONAL CONSERVATION LIST SPECIES habitats are located in areas near or otherwise affected by Meiyume Operations.

EMISSIONS

GHG Emissions are one of the most important environmental indicators tracked by Meiyume. Meiyume has committed To facilitate this calculation, Meiyume uses the Accuvio system to track our Scope 1 and Scope 2 Emissions. Scope 3 Emissions are tracked using our spend based and product based calculation methodologies. As of 2026, we have migrated our system out of Accuvio and into Oracle

Scope 1 & Scope 2 Calculation Methodology

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

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

The calculation methodologies employed by the software are as follows:

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

The International Standards Organisations (ISO) 14064-1 Standard

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

Global Reporting Initiative Standard Indicators

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

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

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

EMISSIONS

Each GHG Emission source is calculated separately in the software. The original GHG is measured and is shown as a CO2 equivalent (CO2e). The Global Warming Potential (GWP) used by the software system is the IPCC second assessment as it is the most current GWP set ratified by the World Resource Institute.

The type of GHG emission source is identified and represented in the software as an “Activity”. This activity is calculated and reported in terms of its CO2e as well as the underlying applicable six Kyoto Greenhouse Gas Emissions in accordance with the ISO 14064 standard and the WRI GHG Protocol; Carbon Dioxide (CO2), Methane (CH4), Nitrous Oxide (N2O), Hydrofluorocarbons (HFC’s), Perfluorocarbons (PFC’s) and Sulphur Hexafluoride (SF6).

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

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

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

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

E_{ghg} are the emissions of the Greenhouse Gas from a source. EF_{ghg} is the emission factor of that gas. This is then expressed in the universal unit of carbon measurement; the Carbon Dioxide Equivalent or CO2e. This is done by using the Global Warming Potential (GWP) of that gas, this is the degree expressed in Carbon Dioxide to which each GHG contributes to global warming.

This is represented in the following formula: $E_{co2e} = E_{ghg} \times GWP_{ghg}$

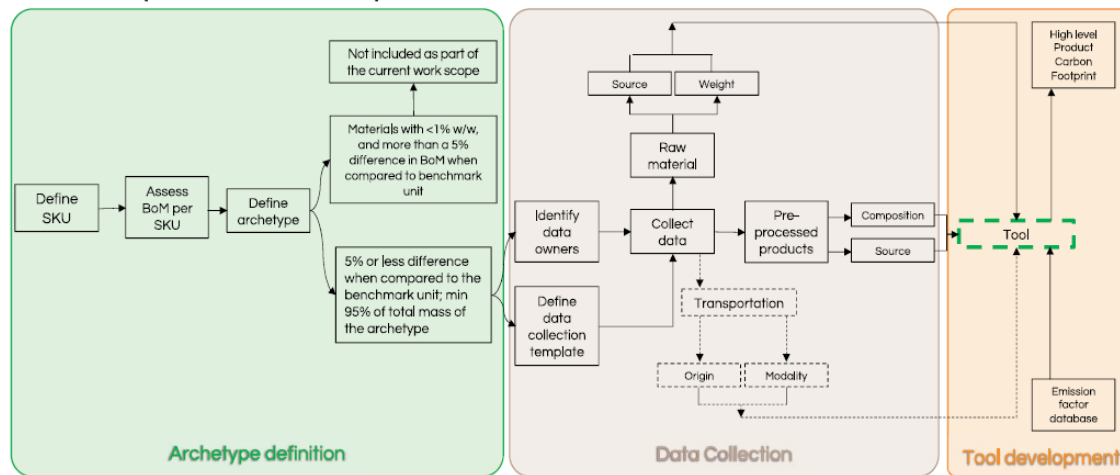
The different GHG emissions are then listed and aggregated to give an emissions total.

EMISSIONS

Scope 3 Calculation Methodology

In 2023, Meiyume developed a Scope 3 Calculation methodology to address the Scope 3 footprint from the most relevant sources of Scope 3 footprint for Meiyume

1. Simplified Process Maps



EMISSIONS

DIRECT (SCOPE 1) GHG EMISSIONS

	Meiyume Sourcing		Indonesia Manufacturing		Thailand Manufacturing		UK Manufacturing		Other Subsidiaries		Total	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Scope 1	1.44	7.63	561.62	571.74	1103.28	1348.30	563.44	646.68	0	0	2229.78	2574.34
CO2	1.44	7.63	303.08	356.98	1073.64	1183.58	556.58	611.92	0	0	1934.74	2160.11
HFC	0	0	257.49	213.77	26.92	161.69	5.74	33.51	0	0	290.15	408.97
CH4	0	0	0.70	0.83	2.28	2.55	0.85	0.94	0	0	3.83	4.32
N2O	0	0	0.13	0.16	0.43	0.48	0.27	0.30	0	0	0.84	0.94
Biogenic CO2	0	0	0	0	5.71	4.05	0	0	0	0	5.71	4.05

EMISSIONS

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

Scope 2
(Location
Based)

Meiyume Sourcing		Indonesia Manufacturing		Thailand Manufacturing		UK Manufacturing		Other Subsidiaries		Total	
2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
284.11	210.12	2839.00	3131.86	4422.63	4056.06	631.05	521.95	4.64	4.07	8181.43	7924.07

Scope 2
(Market
Based)

Meiyume Sourcing		Indonesia Manufacturing		Thailand Manufacturing		UK Manufacturing		Other Subsidiaries		Total	
2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
282.56	105.21	2839.00	2797.88	4422.63	4056.06	631.05	521.95	4.64	4.07	8179.88	7485.18

EMISSIONS INDIRECT (SCOPE 3) GHG EMISSIONS

	Meiyume Sourcing		Indonesia Manufacturing		Thailand Manufacturing		UK Manufacturing		Other Subsidiaries		Total	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Scope 3	63372.91	46876.94	23045.05	24307.45	50140.79	47545.08	27978.09	20266.57	22140.21	17535.12	186677.05	156531.16
Cat 1	55428.42	37893.06	21131.24	22380.53	46497.46	44711.87	25857.76	18661.33	21854.92	16866.50	170769.79	140513.29
Cat 2	150.93	290.30	59.25	84.16	53.24	133.68	402.85	251.21	0	55.83	666.27	815.18
Cat 3	75.08	36.33	719.90	320.42	1448.99	725.44	277.16	302.92	1.36	1.57	2522.52	1386.68
Cat 4	4451.73	4791.16	879.18	980.96	1830.68	1599.89	304.38	112.60	0	0	7465.97	7484.60
Cat 5	3.22	4.68	2.70	2.05	16.09	14.16	58.14	18.97	0	0	80.15	39.85
Cat 6	818.12	903.37	6.03	10.38	7.16	9.86	31.07	27.90	68.54	101.87	930.91	1053.38

EMISSIONS INDIRECT (SCOPE 3) GHG EMISSIONS cont.

	Meiyume Sourcing		Indonesia Manufacturing		Thailand Manufacturing		UK Manufacturing		Other Subsidiaries		Total	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Scope 3	63372.91	46876.94	23045.05	24307.45	50140.79	47545.08	27978.09	20266.57	22140.21	17535.12	186677.05	156531.16
Cat 7	175.53	206.95	236.46	378.82	267.83	237.59	678.60	597.88	67.92	70.00	1426.33	1491.25
Cat 9	1021.82	1548.51	0	136.45	0	98.51	0	0	0	0	1021.82	1783.46
Cat 10	573.02	735.92	0	0	0	0	0	0	0	0	573.02	735.92
Cat 12	606.48	466.67	7.52	13.68	22.13	14.08	368.13	293.77	216.01	439.35	1220.27	1227.55
Cat 1 Biogenic CO ₂ Included	0.00	0.00	0	0	-106.11	-100.16	-378.92	-451.04	0	0	-485.03	-551.20
Cat 3 Biogenic	0	0	0	0	10.03	7.11	0	0	0	0	10.03	7.11

EMISSIONS **GHG Intensity**

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

As such, financial data including should not be disclosed to any parties not falling under the above categories. As GHG Intensity metrics measured by Meiyume is a metric derived from sales, Meiyume is prohibited from publishing GHG Intensity metrics as confidential information.

SUPPLIER ENVIRONMENTAL ASSESSMENT

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

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

SUPPLIER ENVIRONMENTAL ASSESSMENT SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA

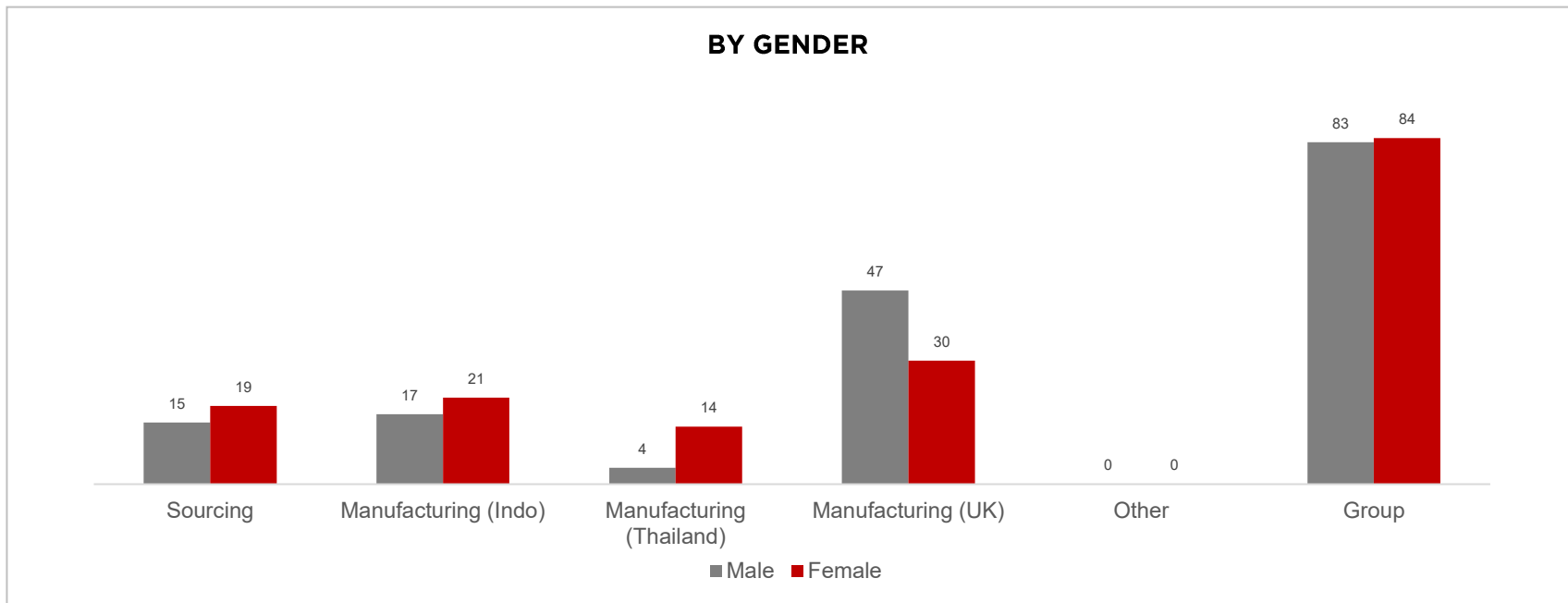
	Meiyume Sourcing		Indonesia Manufacturing		Thailand Manufacturing		UK Manufacturing		Total	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
% of new suppliers that were screened	95%	95%	32%	72%	41%	60%	73%	50%	50%	69%
# Suppliers assessed	165	157	142	206	96	94	187	87	601	544
# Suppliers having significant actual and potential negative impacts	0	0	0	0	0	0	0	0	0	0
# significant actual and potential negative impacts	0	0	0	0	0	0	0	0	0	0
% Suppliers having significant actual and potential negative impacts	0	0	0	0	0	0	0	0	0	0
% Suppliers terminated for significant actual and potential negative impacts	0	0	0	0	0	0	0	0	0	0

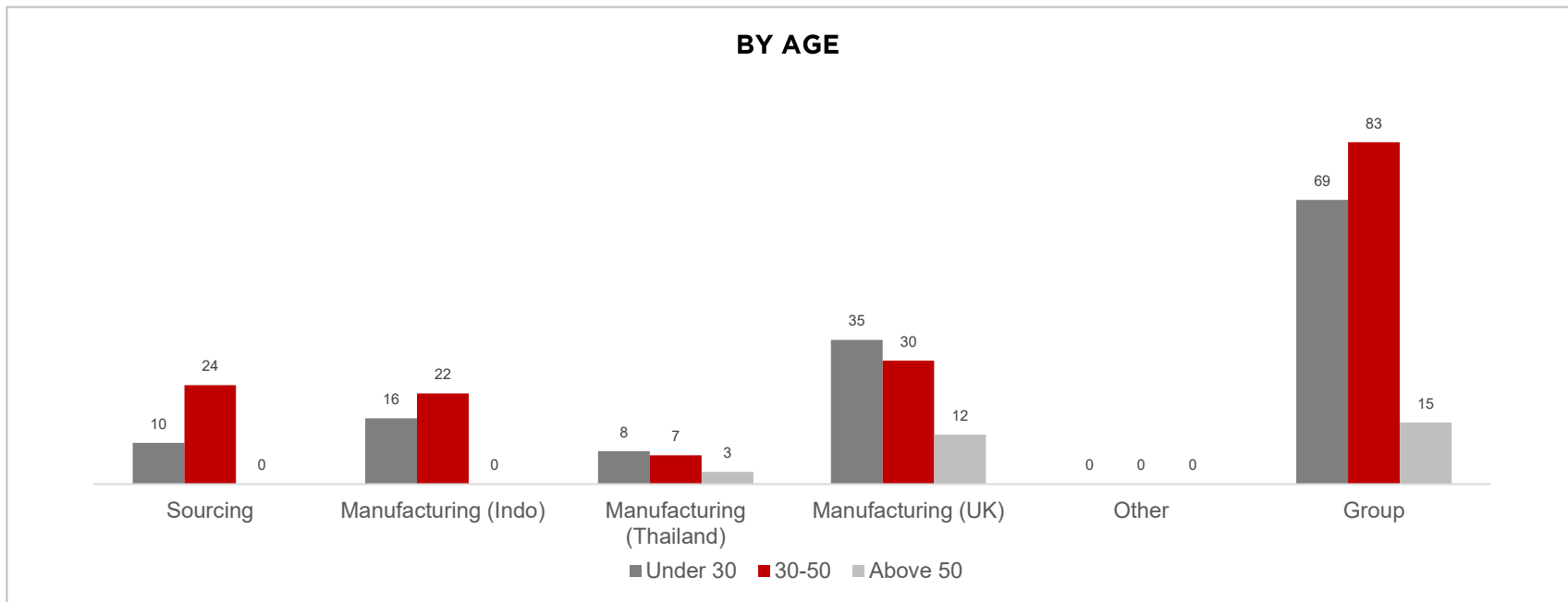
EMPLOYEES

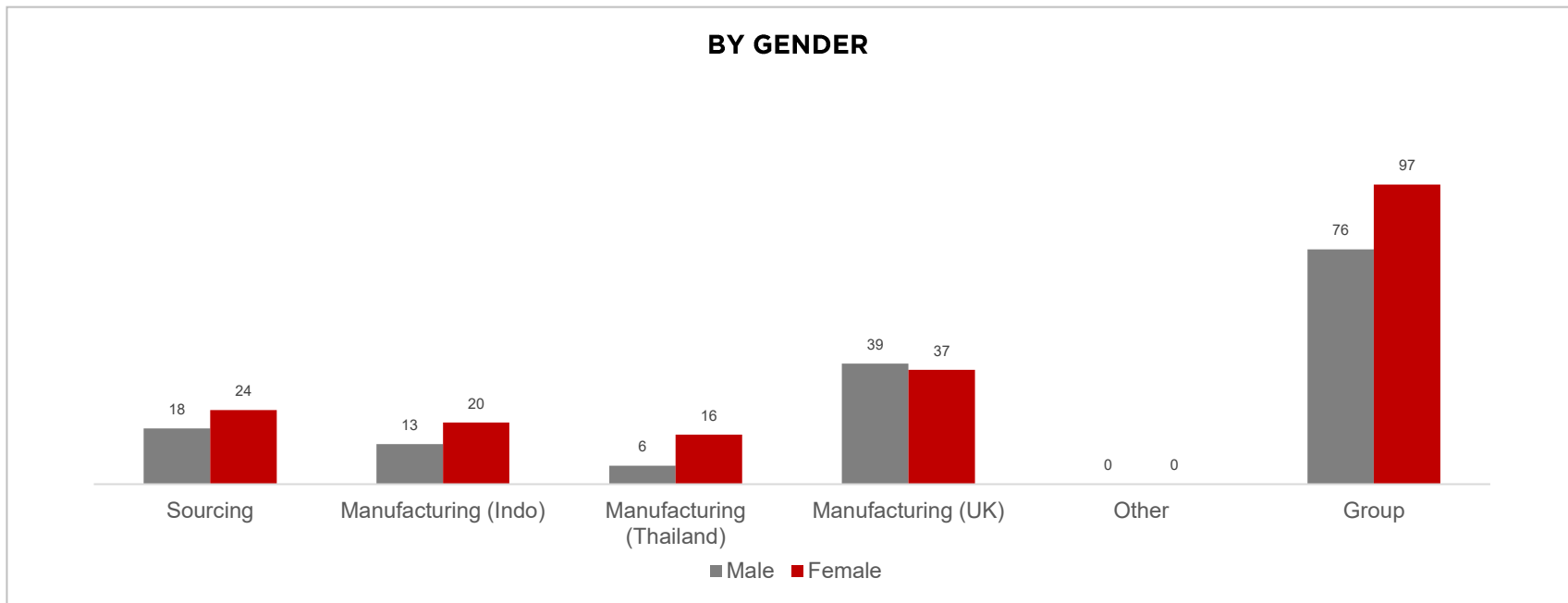
Under Meiyume Human & Labor Rights statements, Meiyume is committed to ensure:

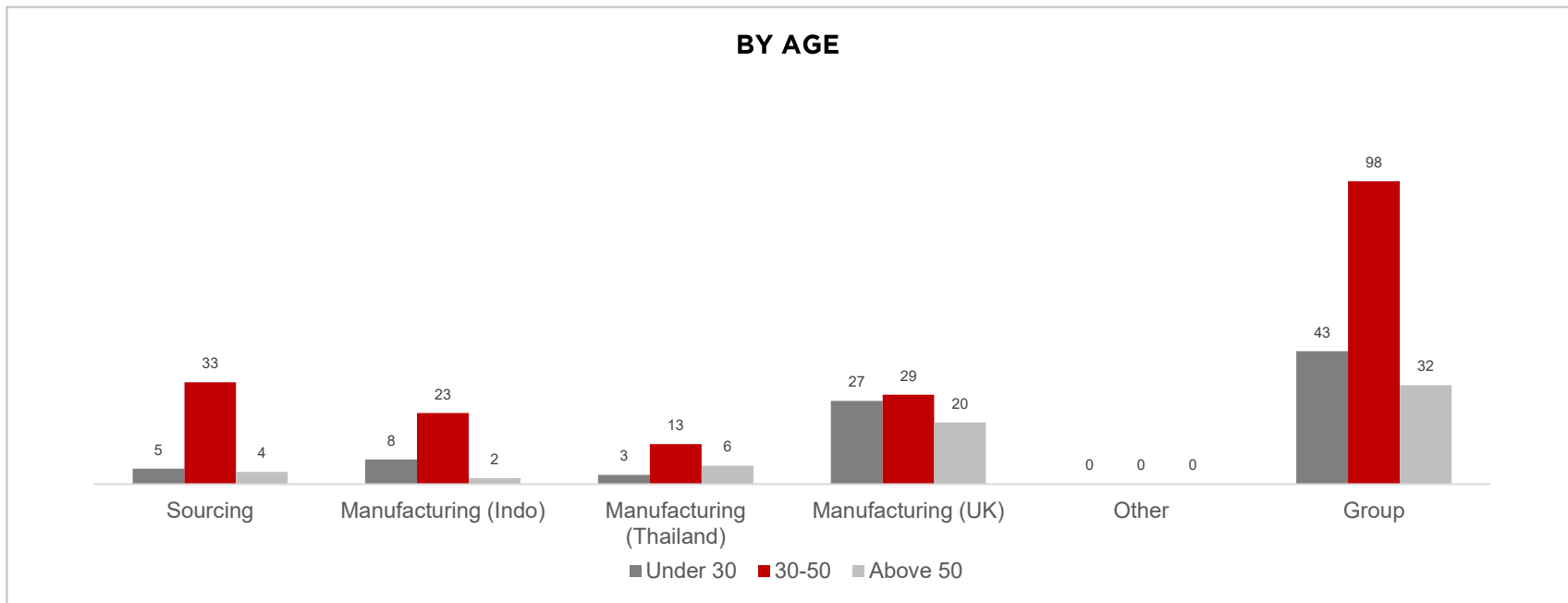
- a) Anti-Discrimination
- b) Absence of Child Labor
- c) Absence of Forced Labor and Human Trafficking
- d) Safe and Healthy Workplace
- e) Inclusion and Diversity
- f) Workplace Respect
- g) Workplace Security
- h) Work Hours, Fair Wages and Benefits
- i) Freedom of Association:

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

**EMPLOYEES
NEW HIRES****TOTAL NUMBER OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD**

**EMPLOYEES
NEW HIRES****TOTAL NUMBER OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD**

**EMPLOYEES
TURNOVER****TOTAL NUMBER OF TURNOVER DURING THE REPORTING PERIOD**

**EMPLOYEES
TURNOVER****TOTAL NUMBER OF TURNOVER DURING THE REPORTING PERIOD**

401-1a

**EMPLOYEES
NEW HIRES**

TOTAL NUMBER OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD

BY REGION

HONG KONG	CHINA (SZ)	CHINA (SH)	CHINA (DG)	SINGAPORE	FRANCE	US	INDONESIA	THAILAND	UK
11	5	1	2	1	1	3	38	18	90



EMPLOYEES**Benefits provided to full-time employees that are not provided to temporary or part-time employees**

	Hong Kong (Sourcing)		China (Sourcing)		Singapore (Sourcing)		France (Sourcing)		USA (Sourcing)		Indonesia (Mfg)		Thailand (Mfg)		UK (Mfg)	
	Temporary	Part Time	Temporary	Part Time	Temporary	Part Time	Temporary	Part Time	Temporary	Part Time	Temporary	Part Time	Temporary	Part Time	Temporary	Part Time
i. life insurance;	No	No	No	No	No	Yes	No	Yes	No	No	No	No	Yes	No	No	Yes
ii. health care;	No	No	Yes	No	No	Yes	No	Yes	No	No	No	Yes	No	No	Yes	Yes
iii. disability and invalidity coverage;	No	No	Yes	No	No	Yes	No	Yes	No	Yes	Yes	Yes	No	No	No	No
iv. parental leave;	Yes	Yes	Yes	No	No	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
v. retirement provision;	Yes	Yes	Yes	No	No	No	No	Yes	No	Yes	No	No	No	No	Yes	Yes

EMPLOYEES PARENTAL LEAVE

	Total	Sourcing	Indonesia MFG	Thailand MFG	UK MFG
Male Employees entitled for parental leave	646	158	198	106	184
Female Employees entitled for parental leave	736	266	82	173	215
Total Employees entitled for parental leave	1382	424	280	279	399
Male employees that took parental leave	20	7	11	0	2
Female employees that took parental leave	20	9	0	0	11
Total employees that took parental leave	40	16	11	0	13
Male employees that returned to work in the reporting period	20	7	11	0	2
Female employees that returned to work in the reporting period	23	17	0	0	6
Total employees that returned to work in the reporting period	43	24	11	0	8
Male employees returned to work after parental leave still employed	20	7	11	0	2
Female employees returned to work after parental leave still employed	23	17	0	0	6
Total employees returned to work after parental leave still employed	43	24	11	0	8
Return Rate of the Employee Male	1	1	1	0	1.00
Return Rate of the Employee Female	1	1	NA	0	0.86
Retention Rate of the Employee Male	1	1	1	0	1.00
Retention Rate of the Employee Female	1	1	NA	0	1.00

LABOR MANAGEMENT RELATIONS

Meiyume is committed to Labor Management Relations. In 2025, Meiyume updated its Employee Engagement Survey to understand employees sentiment towards Meiyume and our Management team. After we obtained the results of the Employee Engagement survey, local HR team worked with the local leadership team to implemented a series of action items to address employee concerns. The action items have been mapped to be rolled out throughout the next 3 year plan from 2026-2028. Some of the action items focused on Talent Development and improving leadership effectiveness.

There have not been any negative impact on the human rights of our employee. For countries where there are presence of employee engagement groups for collective bargaining, the local HR as well as the local management would have frequent meetings and engagements with the employee representatives to build positive relations with the union or employee representatives as well as to gather any concerns for a peaceful negotiation and resolution.

LABOR MANAGEMENT RELATIONS

MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES

	Sourcing	Manufacturing (Indo)	Manufacturing (Thailand)	Manufacturing (UK)
Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	4 Weeks or According to Collective Bargaining Agreement	30 Days	One Month	4 Weeks
For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	Yes (Paris Office Only)	No	No	No

OCCUPATIONAL HEALTH AND SAFETY

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS

Meiyume has taken steps to expand the Management of Occupational Health and Safety in all of our sites in 2023. Although our manufacturing sites have robust OHS Management Systems, we have recognized the need to expand this to our offices and to seek third party verification of these systems. From 2023 and through 2024, we intend to secure ISO 45001 certification for all our sites.

SOURCING

	HONG KONG	CHINA (SZ)	CHINA (SH)	CHINA (DG)	SINGAPORE	FRANCE	US	OTHER SUBSIDIARIES
LEGAL BASIS OF MANAGEMENT SYSTEMS	The implementation of this system is voluntary and there is currently no mandatory regulation. System is based on a recognized system standard, which is ISO45001:2018							
COVERAGE	The occupational health and safety system covers all office spaces and worker activities of the company							

MANUFACTURING

	INDONESIA	THAILAND	UK
LEGAL BASIS OF MANAGEMENT SYSTEMS	- Health And Safety at Work Act No. 1 of 1970 - Government regulations regarding occupational safety and health management systems No. 50 of 2012	- Occupational Safety, Health and Environment ACT 2011 - Ministerial regulations specifying standards regarding safety management systems, B.E. 2011	- Health And Safety at Work Act (HASWA) 1974 - Management of Health and Safety at Work Regulations (MHSWR) 1999
COVERAGE	All workers on site are covered	All workers on site are covered	All workers on site are covered

OCCUPATIONAL HEALTH AND SAFETY**HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION****SOURCING**

	HONG KONG	CHINA (SZ)	CHINA (SH)	CHINA (DG)	SINGAPORE	FRANCE	US	OTHER SUBSIDIARIES
HAZARD IDENTIFICATION SYSTEMS	The occupational health and safety system documents include the "Hazard Identification and Evaluation Control Procedure" and "Target Indicator Management Control Procedure" to systematically identify and manage hazards. Then, the hazard sources are evaluated and measures are established. Measures are implemented and their effectiveness is evaluated to avoid the occurrence of hazards.							
REPORTING OF HAZARDS	Each company identifies and reports risk sources to the company once a year in accordance with the requirements of the document. Then, the hazard sources are evaluated and measures are established. Measures are implemented and their effectiveness is evaluated to avoid the occurrence of hazards.							

MANUFACTURING

	INDONESIA	THAILAND	UK
HAZARD IDENTIFICATION SYSTEMS	Compliance with Ministerial regulations specifying standards regarding safety management systems, B.E. 2011 HIRA evaluated every year or there is a new activity taking place.	- Occupational Safety, Health and Environment ACT 2011 - Ministerial regulations specifying standards regarding safety management systems, B.E. 2011	Proactive reporting system is well embedded for hazards and near misses. Risks are evaluated through risk assessment as per the requirements of HASWA 1974
REPORTING OF HAZARDS	Hazard Observation Card (HOCARD) for reporting related to occupational safety and health situations	Workers submit a near miss report	Each department has targets to ensure hazards are reported in their respective areas and is reviewed by EHS.

OCCUPATIONAL HEALTH AND SAFETY**WORKER PARTICIPATION, CONSULTATION, COMMUNICATION ON OCCUPATIONAL HEALTH & SAFETY****SOURCING**

HONG KONG CHINA (SZ) CHINA (SH) CHINA (DG) SINGAPORE FRANCE US OTHER SUBSIDIARIES

WORKER PARTICIPATION SYSTEMS

The occupational health and safety system documents include a planned "Document and Record Control Procedure" and "Internal and External Communication Control Procedure" to make clear requirements for the formulation, creation, review, approval, and internal and external communication of documents.

MANUFACTURING**INDONESIA****THAILAND****UK****HAZARD IDENTIFICATION SYSTEMS**

Compliance with Ministerial regulations specifying standards regarding safety management systems, B.E. 2011
HIRA evaluated every year or there is a new activity taking place.

- Occupational Safety, Health and Environment ACT 2011
- Ministerial regulations specifying standards regarding safety management systems, B.E. 2011

Proactive reporting system is well embedded for hazards and near misses. Risks are evaluated through risk assessment as per the requirements of HASWA 1974

REPORTING OF HAZARDS

Hazard Observation Card (HOCARD) for reporting related to occupational safety and health situations

Workers submit a near miss report

Each department has targets to ensure hazards are reported in their respective areas and is reviewed by EHS.

OCCUPATIONAL HEALTH AND SAFETY EMPLOYEE COVERAGE

MANUFACTURING

KPI	UK	Thailand	Indonesia
	2025 YTD	2025 YTD	2025 YTD
Accident – Major Injury	0	0	0
Accident – Lost Time >7 days	1	0	0
Accident – Lost Time <7 days	1	4	0
Minor Accident No Lost Time (First Aid Treatment Required)	5	4	0
Accident Incident Rate	1.7	1.46	0.0
Hazards	3965	306	1438
Near miss	250	14	0
Safety Inspections	50	72	46
Safety systems Audits	11	3	2
Monthly Health & Safety Steering Committee Meetings	12	12	11
Fire Drills	6	1	5



OCCUPATIONAL HEALTH AND SAFETY EMPLOYEE COVERAGE

SOURCING

	HONG KONG	CHINA (SZ)	CHINA (SH)	CHINA (DG)	SINGAPORE	FRANCE	US	UK
WORKERS COVERED BY OHS SYSTEM	116	54	22	64	14	42	15	0
WORKERS COVERED BY OHS SYSTEM THAT HAS BEEN INTERNALLY AUDITED	116	54	22	64	14	42	15	0
WORKERS COVERED BY OHS SYSTEM THAT HAS BEEN 3 RD PARTY AUDITED	116	54	22	64	14	42	15	0
The number and rate of fatalities as a result of work-related injury;	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
The number and rate of high-consequence work-related injuries (excluding fatalities)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
The number and rate of recordable work-related injuries	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

TRAINING AND EDUCATION

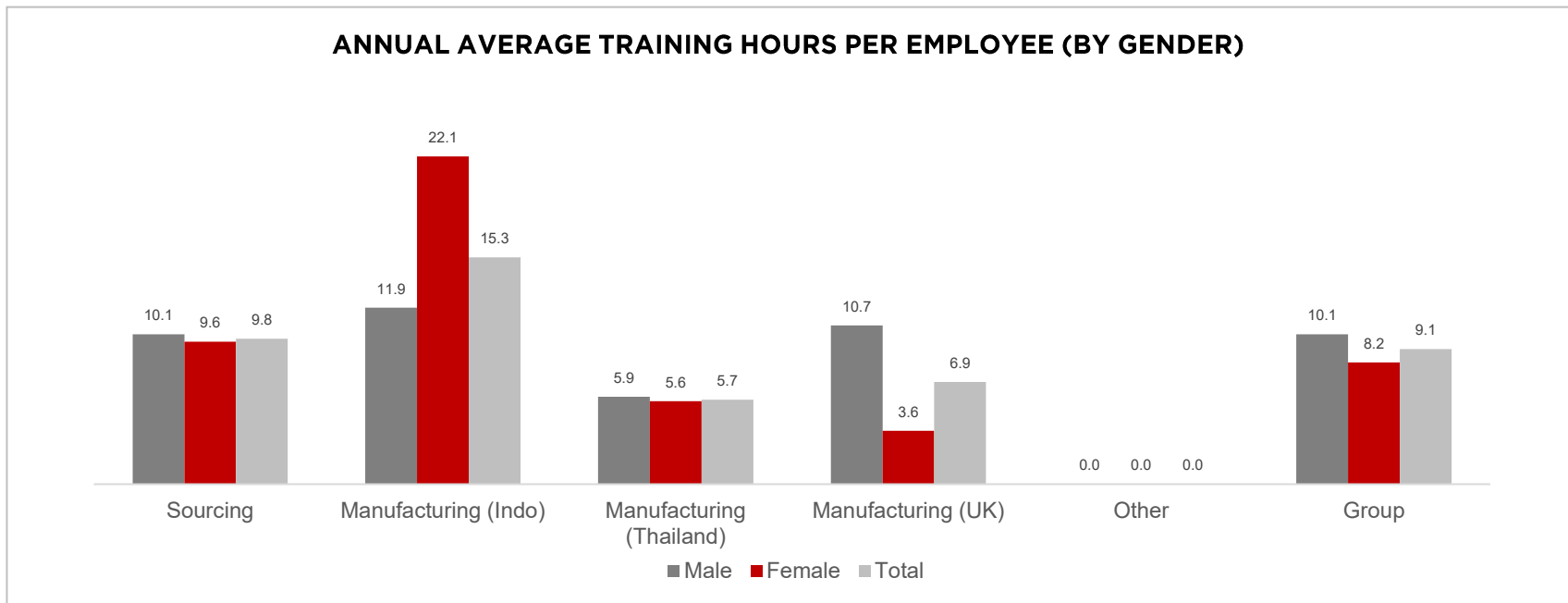
Meiyume has mandatory training such as Security Awareness training, Code of Conduct and Ethics refresher training. The local factories will also have mandatory training such as Quality and EHS training. Besides the mandatory training, Meiyume allows employees to request for attending ad-hoc training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

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

TRAINING AND EDUCATION

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

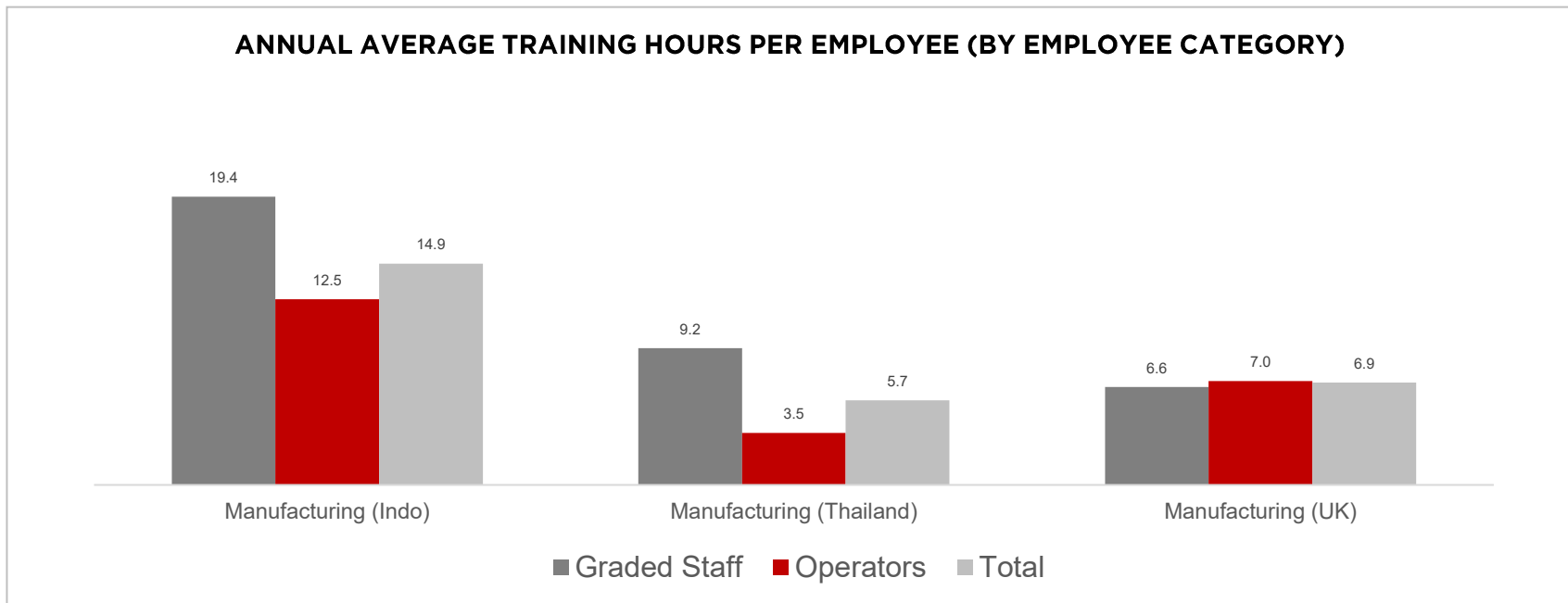
Average hours of training that the organization's employees have undertaken during the reporting period



TRAINING AND EDUCATION

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

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



TRAINING AND EDUCATION**PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS**

Training programs made available for employees include Lunch & learn, self-paced e-learning, instructor-led training on skills, competencies, policy compliance, security awareness, EHS training. These are made available through the Learning and Development initiatives available in each of Meiyume's operating locations.

TRAINING AND EDUCATION**PERCENTAGE OF EMPLOYEES WHO RECEIVED A REGULAR PERFORMANCE REVIEW**

	Male	Female
Changping.	100%	100%
Shanghai.	100%	100%
Shenzhen.	100%	100%
HongKong.	97%	93%
Jakarta.	98%	100%
Lamlukka.	98%	97%
Leicester.	N/a	100%
Liverpool.	67%	76%
Trowbridge.	92%	94%
Paris.	80%	85%
LA.	N/A	0%
NYC.	100%	64%
Singapore.	83%	100%

Diversity and Equal Opportunity

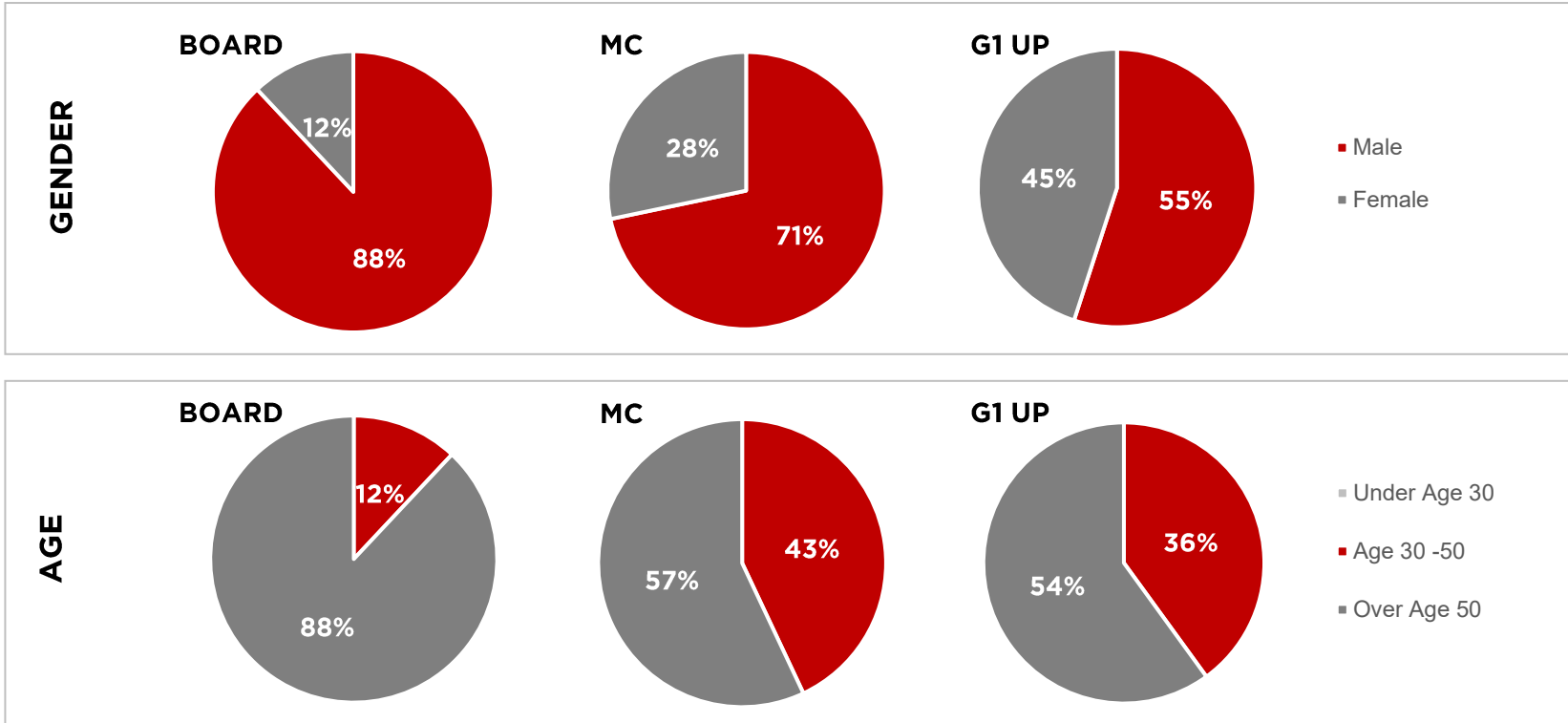
Meiyume has a Human Rights statement that shared Meiyume's commitment to maintain an inclusive, safe, and respectful working environment for all employees, regardless of gender, race, color, ethnic background, age, religious belief, national origin, affectional or sexual orientation, gender identity,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

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

Diversity and Equal Opportunity

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

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



Diversity and Equal Opportunity

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

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

BASIC SALARY (WOMEN : MEN)

SOURCING

	HONG KONG	CHINA (SZ)	CHINA (SH)	CHINA (DG)	SINGAPORE	FRANCE	US	UK
RATIO OF BASIC SALARY	0.9 : 1	1.3 : 1	0.9 : 1	0.9 : 1	0.6 : 1	0.9 : 1	0.8 : 1	0.6 : 1

MANUFACTURING

	INDONESIA	THAILAND	UK
RATIO OF BASIC SALARY (GRADED STAFF)	0.9 : 1	0.9 : 1	0.8 : 1
RATIO OF BASIC SALARY (OPERATOR)	1 : 1	0.9 : 1	0.9 : 1

NON-DISCRIMINATION

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

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

SUPPLIER SOCIAL ASSESSMENT

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

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

SUPPLIER SOCIAL ASSESSMENT SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA

Meiyume Sourcing		Indonesia Manufacturing		Thailand Manufacturing		UK Manufacturing		Total	
2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
95%	95%	32%	72%	41%	60%	73%	50%	50%	69%
165	157	142	206	96	94	187	87	601	544
0	7	0	6	0	5	0	6	0	24
0	0	0	0	0	0	0	0	0	0
0	4%	0	3%	0	5%	0	7%	0	4%
0	0	0	0	0	0	0	0	0	0

SUPPLIER SOCIAL ASSESSMENT**SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE SOCIAL IMPACTS IDENTIFIED IN THE SUPPLY CHAIN**

The following issues have been observed

POTENTIAL IMPACTS (MEIYUME SOURCING)

- Potential accident or occupational safety issues for workers

POTENTIAL IMPACTS (MEIYUME INDONESIA)

- Potential accident or occupational safety issues for workers

POTENTIAL IMPACTS (MEIYUME INDONESIA)

- Potential accident or occupational safety issues for workers

ACTUAL IMPACTS

- Excessive working hours for workers

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

No negative social impacts occurred in our Tier 1 suppliers in 2025. This is due to preventive remediation undertaken with suppliers with a risk of negative social impacts.



Thank you.

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Member of the Fung Group
馮氏集團成員