



健康生活
从维达开始

2024

SUSTAINABILITY REPORT



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About the Report

The Vinda 2024 Sustainability Report (hereinafter referred to as “the Report”) is the first sustainability report released by Vinda since joining Royal Golden Eagle (RGE)¹. Through the Report, we aim to systematically present Vinda’s key actions in the field of sustainable development.

Reporting Period

The reporting period covers January 1 to December 31, 2024 (hereinafter referred to as “the reporting period” or “this year”), with relevant historical or forward-looking information included where appropriate to reflect key milestones in Vinda’s development.

Reporting Boundaries

The scope of disclosure in this Report covers the following twelve factories/companies of Vinda's operation control.

Company Name	Abbreviation
Vinda Northern Paper (Beijing) Limited	North Factory
Vinda Personal Care (China) Limited	Hubei Factory
Vinda Paper (China) Limited Guangdong Branch	Guangdong Factory
Vinda Paper (China) Limited Xinhui Branch	Xinhui Factory
Vinda Paper (China) Limited Jiangmen Branch	Jiangmen Factory
Vinda Paper (Shandong) Limited	Shandong Factory
Vinda Paper (Sichuan) Limited	Sichuan Factory
Vinda Personal Care (Guangdong) Co., Ltd.	Yangjiang Factory
Vinda Paper (Zhejiang) Limited	Zhejiang Factory
Vinda Paper (Liaoning) Limited	Liaoning Factory
Vinda Taiwan Ltd.	Taiwan Factory
Vinda Malaysia Sdn. Bhd.	Malaysia Factory

¹Royal Golden Eagle (RGE) is a multinational group that manages a portfolio of world-leading manufacturing and clean energy enterprises founded on renewable resources.

Reporting Standards

The Report has been prepared according to the Global Reporting Initiative (GRI) Sustainability Reporting Standards ("GRI Standards") and is aligned with the United Nations Sustainable Development Goals (SDGs).

Report Access

The digital version of the Report is available on the Vinda official website under the Sustainability section at <https://www.vinda.com/en/sustainable/reports/index.html>.



Message From The Management



“

The year 2024 marked a significant milestone in Vinda’s history as we officially became part of the Royal Golden Eagle (RGE) Group, starting afresh in our development and taking a pivotal step forward on our path toward sustainable growth.

”

For Vinda, the year 2024 was a year of transformation and opportunity.

Joining RGE not only signified a deep integration of resources and capabilities, but also positioned us on a higher platform with a broader perspective to plan and implement our sustainable development philosophy: “creating value for the community, country, climate, customer, and company”. Sustainability is Vinda’s inevitable choice in responding to global challenges and securing long-term growth. It is also our responsibility and commitment to society, the environment, and all stakeholders. Leveraging RGE’s extensive experience in sustainable practices, we will integrate environmental responsibility, social well-being and business development, working with our partners to create sustainable long-term value.

In 2024, we worked closely with RGE on a new journey in sustainable development.

We conducted a thorough review of our business and operating model, aligned ourselves with industry trends and the United Nations Sustainable Development Goals (SDGs), and introduced a comprehensive sustainability policy. This policy will guide our future operations, spanning raw material sourcing, product manufacturing, market engagement, and customer service, and integrate sustainability into every stage of our value chain, from environmental protection to the fulfillment of social responsibilities.

Sustainability represents a holistic responsibility and promise of a company to the environment, society, and all stakeholders.

To this end, we will focus on the synergistic development of four key pillars: natural environment, products and services, social advancement, and resilient governance. In terms of governance, we uphold the highest standards of business ethics, placing integrity and compliance at the heart of our operations to ensure stable growth and deliver long-term value to stakeholders. In protecting the natural environment,

we are actively advancing energy efficiency and emissions reduction, promoting circular use of resources and energy, and striving to minimize our environmental footprint. We are also aligning ourselves with global climate goals and exploring low-carbon, green development pathways. On the social front, we remain deeply committed to employee well-being, fostering a safe, healthy, and inclusive workplace. We actively contribute to community prosperity and public welfare, seeking to earn the trust of society as a responsible corporate citizen. In product and service innovation, we prioritize a better understanding of customer needs. While delivering high-quality products, we are investing heavily in research and development, accelerating the shift to green, low-carbon solutions, and safeguarding the long-term well-being and prosperity of our customers and society as a whole.

Looking ahead, we will remain steadfast in our purpose of “improving lives by developing resources sustainably” and steadily advance toward our vision: to be one of the largest, best-managed, and sustainable resource-based groups, creating value for the community, country, climate, customer, and company. We are committed to achieving resilient growth while continuously generating greater value and returns for all our stakeholders.

We are convinced that with the support and leadership of the RGE Group, the dedication of our employees, and the oversight and trust of our partners and society, Vinda is poised to embark on a new journey of sustainable development and contribute to building a better future.

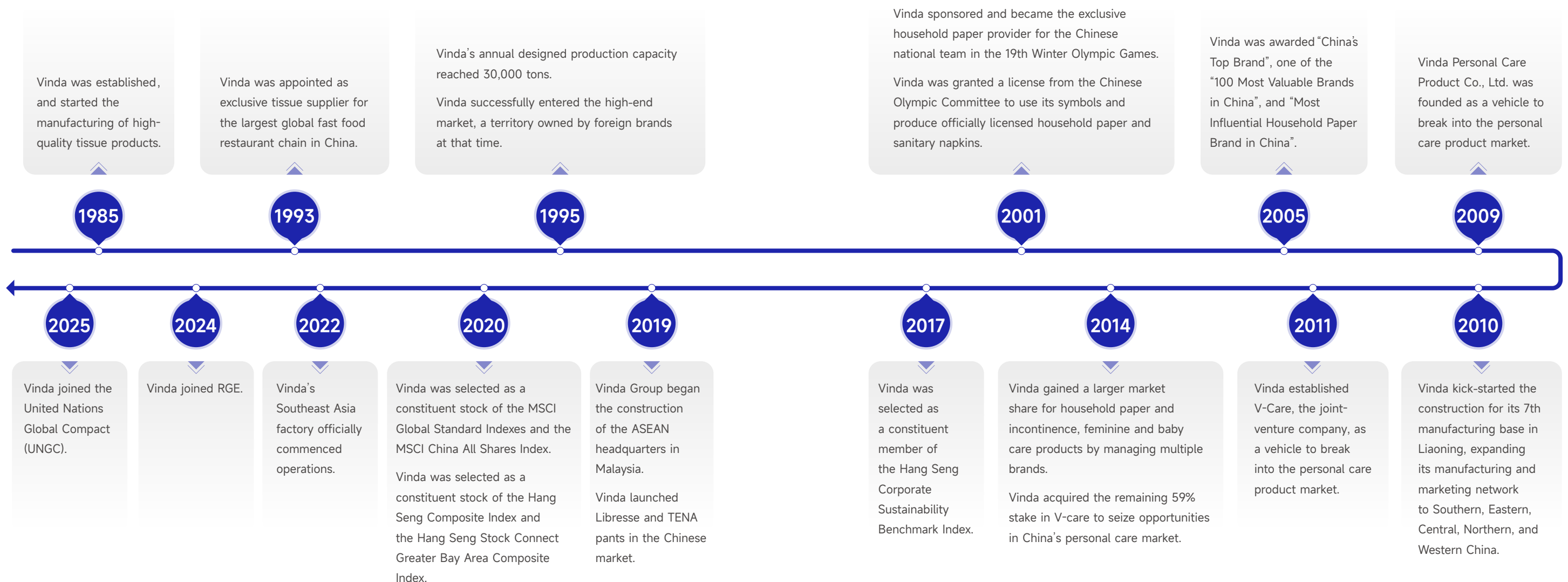
Hu Wei
Chairman of Vinda Group

About Vinda

Established in 1985, Vinda is one of Asia's leading hygiene companies, integrating R&D, manufacturing, and sales. In 2024, Vinda joins RGE, becoming an important part of RGE's integrated value chain from plantation to pulp to end product such as paper, tissue and many others. Leveraging its integrated manufacturing advantages, Vinda provides consumers with range of hygiene products and services



Development Milestones



Business Development

Vinda is a leading manufacturer of hygiene and personal care products in China, upholding the philosophy that “Healthy Lifestyle Starts with Vinda”. The Company has built its reputation on premium hygiene products and services, continuous innovation, and strong brand development, striving to provide superior hygiene and personal care solutions to every consumer and client.

Vinda operates 12 advanced production bases across the Asia-Pacific region and has developed multiple business segments, including tissue, incontinence care, feminine care, baby care, and home and away-from-home hygiene solutions. Key brands include Vinda, Tempo, Tork, TENA, Dr.P, Libresse, Libero, Drypers, and ECO SURECARE. Since 2016, Vinda has expanded its presence to markets such as Singapore, Malaysia, South Korea, Thailand, and other Asian countries and regions.



Vinda operates **12** advanced production bases across the Asia-Pacific region.



Product Introduction



Tissue

Vinda



Founded in 1985 and being the first brand in China to introduce tissue made with 100% virgin pulp, Vinda has never ceased its commitment to bringing high-quality tissue products to Chinese consumers. From cored toilet roll to a wide portfolio including softpack, coreless, pocket tissues, wet wipe, moist toilet tissue, household cleaning, and the evolutionary launch of washable kitchen paper. We've always put innovation at the heart of our strategy, creating multiple besting selling series such as Ultra Strong, Deluxe, Classic Blue, Deluxe Soft, ect., which have all been well recognized by the market.

Tempo²

Tempo is a premium tissue brand born in Germany, 1929. Tempo has been sold to many European countries in its history of more than 90 years. It leads the sales in Germany, Italy, Sweden, and Austria, and has ranked the 1st in sales volume in Hong Kong SAR, China for consecutive years.



Vinda Professional



Vinda Professional is a professional hygiene brand of Vinda Group. With high-quality products and considerate service, Vinda Professional provides business customers with a more comfortable and work-life environment and a trusted experience. Vinda Professional uses high-quality virgin pulp and offers a wide product portfolio, including public toilet tissue, hand towels, compact toilet rolls, napkins, and facial tissues. Series such as Luxury, Ultra Strong, Premium, and Classic are designed to meet the needs of various types of customers.

TORK³

TORK has been the global leader in professional hygiene since 1968. We have been committed to creating a sustainable lifestyle away from home for people with the concept of Think Ahead and professional hygiene solutions.

Tork offers products and services to four segments: Commercial, HoReCa (Hotels, Restaurants & Café), Public Interest, and Industrial, intent to help our customers get ready for business by creating a healthy and hygienic environment with professional solutions, helping increase customer satisfaction, reduce costs and increase work efficiency.



²All rights to Tempo are reserved by Essity Group.

³TORK is owned by Essity Group.

Soft Towels

ECO SURECARE



ECO SURECARE is an emerging brand under Vinda, advocating the philosophy of “Natural Wood Fibers, Redefining Softness and Thickness”. It offers consumers a comfortable and sustainable lifestyle through high-quality products made from 100% pure wood fibers. Backed by the strong resource base of RGE, ECO SURECARE leverages 22 years of dedicated research in recycled fiber to craft ultra-soft facial towels and disposable products, providing Chinese consumers with high-quality, sustainable, and comfortable value experiences.

Incontinence Care

Dr.P



Dr.P is one of the pioneers in China’s incontinence care market, with over 30 years of experience. In 2017, Dr.P was recommended by 46 institutions and more than 100 paramedics. Over the years, Dr.P has become a renowned incontinence care brand in Asia, providing professional incontinence care products for consumers in many regions of Asia.

TENA⁴

TENA is a global leading⁵ adult incontinence care brand. Since 1961, with over 60 years of continuous innovation and caring experience, it has provided quality products and services to consumers and institutions in 90 countries and regions around the world.



⁴TENA is owned by Essity Group.

⁵Based on Euromonitor International Ltd.’s *Household Paper & Disposable Hygiene Research Project 2020 Edition*, in terms of retail sales of disposable adult incontinence products, including all retail channels.

Feminine Care

Libresse⁶



Adhering to the high-quality requirements and the humane design concept, Libresse has been dedicated to fitting the upgrading physical and mental demands of women since its birth in the 1940s. Today, Libresse has grown into a global brand. Its products are sold in 101 countries and regions, trusted by over 200 million female consumers, and leading the market trend in Europe, South America, and Southeast Asia.

Baby Care

Drypers



Drypers is the leading baby diaper brand in Malaysia for more than 18 years. Drypers diapers are proudly made in Malaysia Factory and distributed across the Southeast Asian market.

Libero⁷

Libero, a leading baby diaper brand in Europe, designs its entire product range according to the European Union’s stringent quality standards. Tailored to meet the needs of babies at different growth stages, all Libero diapers are lotion-free to avoid skin irritation when urine mixes with it. The brand helps mothers choose the most suitable products for their babies, supporting their healthy and natural development.



⁶Libresse is owned by Essity Group.

⁷Libero is owned by Essity Group.

Culture and Vision

Purpose and Vision of Vinda

Improving lives
by developing
resources
sustainably.



Purpose



Vision

To be one of the largest, best-managed, and sustainable resource-based groups, creating value for the community, country, climate, customer, and company.

Core Values of Vinda (T.O.P.I.C.C)



Complementary Team
We are aligned by our common purpose and work together as a complementary team



Integrity
We act with integrity at all times



Ownership
We take ownership to achieve outstanding results and seek value at all times



Customer
We understand our customers and deliver best value to them



People
We develop our people to grow with us



Continuous Improvement
We act with zero complacency and always strive for continuous improvement



Corporate Culture Integration

Throughout Vinda’s development journey, fostering employees’ understanding and alignment with corporate culture has remained one of our core priorities. We recognize that cultural integration and communication are essential drivers of sustainable development and team cohesion. By building consensus around shared values and promoting multicultural integration, we continue to enhance employees’ sense of cultural identity and belonging, ensuring that every individual moves forward under a unified cultural vision.

Following our integration into the RGE Group, we have placed even greater emphasis on aligning Vinda’s corporate culture with that of RGE. From 2024 to 2025, we launched a series of cultural integration workshops and conducted a mix of online video campaigns and offline engagement activities. These initiatives fostered deeper dialogue and mutual understanding, enabling employees to develop a sense of belonging in the new environment. In total, 25 offline workshops were held, with combined online and offline participation reaching 8,770 employees. Every one to two years, we also conduct culture refresh programs and progressively embed cultural values into our HR processes to ensure the integration of thought and action.



Vinda-RGE Corporate Culture Integration Workshop Offline Exchange Activities

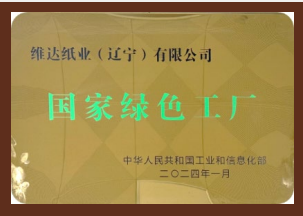
Case: “Transcending Mountains and Seas with Shared Aspiration, Advancing towards the Future with Concerted Efforts” Corporate Culture Development Activities

At the Sichuan factory, corporate culture development activities themed “Transcending Mountains and Seas with Shared Aspiration, Advancing towards the Future with Concerted Efforts” were launched to deepen employees’ understanding and implementation of the Group’s culture while setting exemplary standards. Centered around the “T.O.P.I.C.C” core values, the program leveraged experiential team-building activities to transform abstract cultural concepts into concrete, relatable experiences. Various team challenges were designed to cultivate a positive work attitude and to facilitate the practical representation of corporate culture.



Vinda Corporate Culture Development Activities

Social Recognition



National Green Factory

Vinda Paper (Liaoning) Limited

Awarding Institution

Ministry of Industry and Information Technology of the People's Republic of China



2024 Future Factory Pilot Enterprise

Vinda Paper (Zhejiang) Limited

Awarding Institution

Zhejiang Provincial Department of Economy and Information Technology



2024 Best CSR Top 30 Happy Enterprises

Vinda International Holdings Limited

Awarding Institution

The Economic Observer; Beijing Foreign Enterprise Human Resources Service Co., Ltd.; Positive Psychology Research Center, School of Social Sciences, Tsinghua University



China Preferred Employer of the Year 2024

Vinda Trading Company Limited
Shenyang Branch

Awarding Institution

Zhaopin.com



Zero-waste Factory in Quzhou

Vinda Paper (Zhejiang) Limited

Awarding Institution

Quzhou Municipal Zero Waste Affairs Office

National Green Factory

Vinda Paper (Zhejiang) Limited

Awarding Institution

Ministry of Industry and Information Technology of the People's Republic of China

2024 Industrial Wastewater Recycling Case

Vinda Paper (Zhejiang) Limited

Awarding Institution

Ministry of Industry and Information Technology of the People's Republic of China

Leading Enterprise in Environmental Protection

Vinda Paper (Sichuan) Limited

Awarding Institution

Deyang Municipal Bureau of Ecology and Environment

2024 First Prize for Water Conservation in Jinan

Vinda Paper (Shandong) Limited

Awarding Institution

Jinan Municipal Bureau of Urban-rural Water Resources



2024 Outstanding Case of Healthy Enterprise Development in Jinan

Vinda Paper (Shandong) Limited

Awarding Institution

Jinan Municipal Health Commission

Enterprise on the Positive List for Environmental Supervision and Enforcement

Vinda North Paper (Beijing) Limited

Awarding Institution

Pinggu District Bureau of Ecology and Environment of Beijing Municipality

2024 Deyang Key Enterprise for Integrity and Lawful Operation (First Batch)

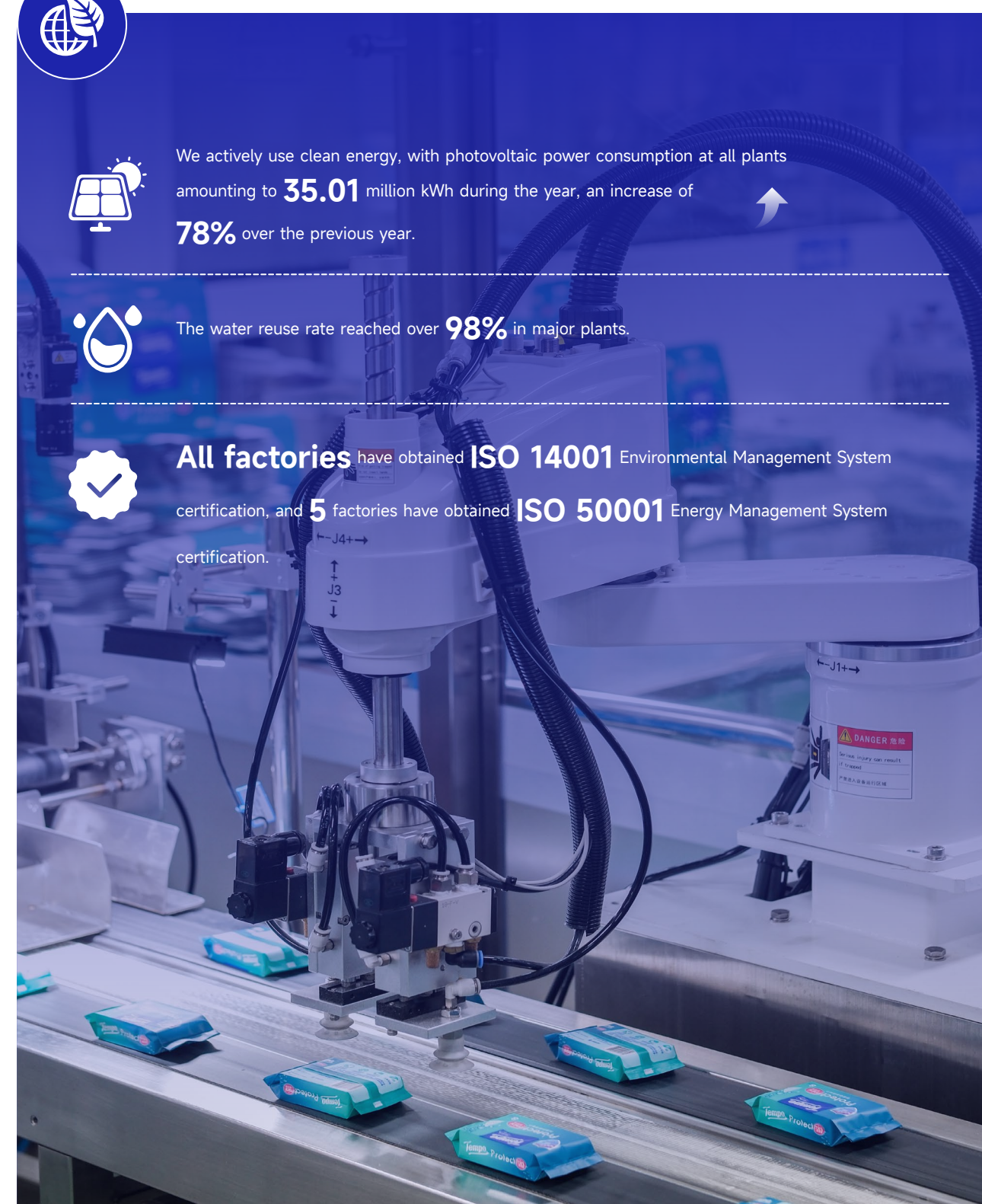
Vinda Paper (Sichuan) Limited

Awarding Institution

Deyang Municipal Bureau of Economy and Information Technology

Sustainability Highlights in 2024

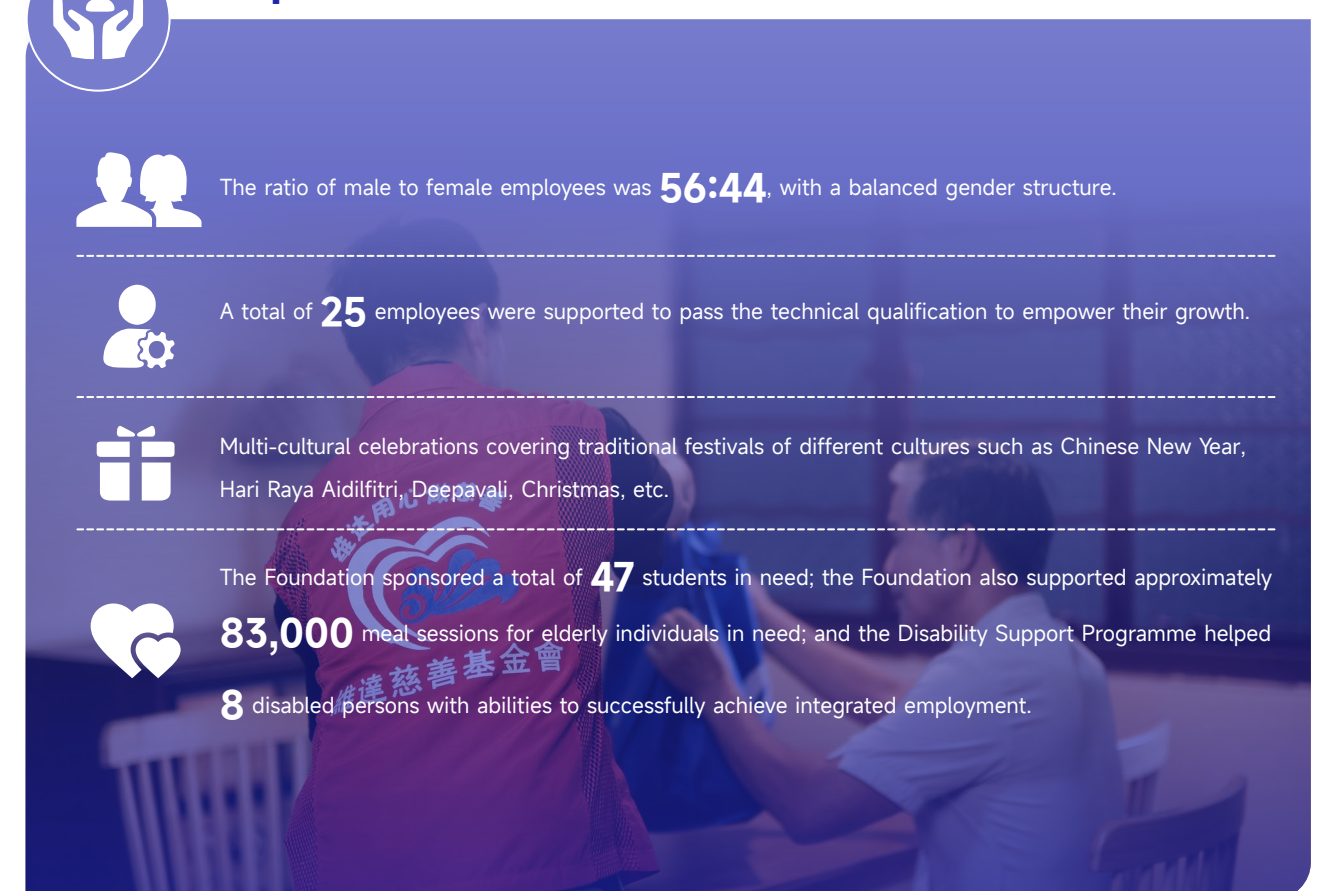
Environment and Resources



Responsible Products



People-oriented



Sustainability at Vinda

Vinda has internalized its purpose of “improving lives by developing resources sustainably” as part of its development DNA, steering its course with a long-term vision and establishing a comprehensive sustainability system that spans the entire value chain.

We align our business activities with the United Nations SDGs, guided by the values of “creating value for the community, country, and company” and the principle of “creating value for climate and customer”. Based on these pillars, we have formulated a sustainability roadmap. This roadmap is not only a key pathway for Vinda to respond to the challenges of our time but also a solemn commitment to humanity and the planet. Looking ahead, we will be driven by responsibility and empowered by action, creating long-term value for our stakeholders and injecting lasting momentum into global sustainable development.

Sustainability Strategy

As a key member of the RGE Group, Vinda adheres to the *RGE Group Sustainability Policy* and has officially launched the formulation of its sustainability strategy. We have published the *Vinda Sustainability Policy* on our official website, focusing on four core areas: climate, nature and biodiversity protection and conservation, human rights, and sustainable growth. Through a transparent management and oversight system, we ensure the effective implementation of our sustainability commitments. We are dedicated to integrating sustainability into all aspects of our operations, developing climate strategies, managing natural resources responsibly, respecting human rights, and promoting circularity and responsible production. In concert with RGE Group, we actively address global challenges and continue advancing on the path of sustainability, contributing to the achievement of the global sustainable development goals.

Sustainable Development Goals

Guided by the United Nations 2030 Sustainable Development Goals, we have established sustainability goals for the period of 2021-2025. These goals cover key areas such as energy management, carbon emissions, waste recycling, water resources, sustainable sourcing, community service, and fair employment. As of 2024, all set goals had been progressing steadily, with several already achieved ahead of schedule. Looking forward, Vinda will continue to align with its development status to formulate more ambitious sustainability goals as part of our ongoing strategy, further deepening our sustainability practices.

Progress Tracking of the 2021-2025 Sustainable Development Goals

Goal	Content	2024 Progress	Achievement Status
 Energy Management	To reduce the Group's use of standard coal in energy consumption by 500,000 tons, as benchmarked against the advanced value in China's national standard for household paper (0.42 tce per ton of paper).	A total of 484,000 tce of energy consumption was reduced.	In Progress
 Carbon Emissions	Based on the 2019 benchmark⁸ released by the Guangdong Provincial Department of Ecology and Environment, the Group aims to reduce 1 million tCO₂e.	A total of 1.2982 million tCO₂e was reduced.	Achieved

⁸Benchmark is 1.301 tons CO₂e/ton of paper during the tissue converting process in the paper manufacturing industry, in accordance with the “Guangdong Province 2019 Carbon Emission Allowance Allocation Implementation Plan (广东省 2019 年度碳排放配额分配实施方案)” issued by the Guangdong Provincial Department of Ecology and Environment.

Progress Tracking of the 2021-2025 Sustainable Development Goals

Goal	Content	2024 Progress	Achievement Status
 Waste Recycling, Resources Recycling, Packaging Materials	- Over 90% of the Group's packaging materials are made from renewable or recyclable materials. 95% of non-hazardous waste, such as paper, plastics, cinder, slag, and metal products, is reused for energy recovery or material recycling. 100% of hazardous waste is consistently handled by qualified third-party contractors. - The Group is actively developing and researching biodegradable plastics as raw materials and gradually increasing their proportion in product applications.	100% of the packaging materials used were renewable or recyclable. - Approximately 96% of waste was involved in energy recovery or material recycling. 100% of hazardous waste was handled by qualified third-party contractors. - The biodegradable plastic development project progressed as planned. Relevant tests for biodegradable materials were completed, and pilot production and sales were carried out.	Achieved
 Green Supply Chain	Among the top 20 suppliers of raw and auxiliary materials by procurement volume (excluding wood pulp suppliers), 100% are certified under ISO 14001.	100% of the top 20 raw and auxiliary material suppliers by procurement volume (excluding wood pulp suppliers) obtained ISO 14001 certification.	Achieved
 Water Resources	- The Group aims to reduce total water consumption by 100 million cubic meters. - The water reuse rate across the Group exceeds 98%.	- Total water consumption was reduced by 96.3 million cubic meters. - The water reuse rate exceeded 98%.	In Progress
 Sustainable Sourcing	To source wood pulp from controlled forest land.	Most of the wood pulp purchased was from controlled forest land.⁹	In Progress
 Community Service	To provide 8,000 hours of voluntary service.	A total of 7,838 hours of voluntary service was provided.	In Progress
 Fair Employment	- Vinda is an equal opportunity employer that practices gender equality. Our average male-to-female employee ratio has been 56:44 for the past three years, and Vinda will continue to maintain this gender balance in our workplaces. - To manage all production operations with a target of maintaining zero workplace fatalities.	- The employee gender ratio was 56:44. - The number of fatal occupational accidents was zero.	Achieved

⁹There were a few wood pulp purchased in 2024 that were more difficult to trace back completely due to business restructuring.

Response to Stakeholders’ Concerns

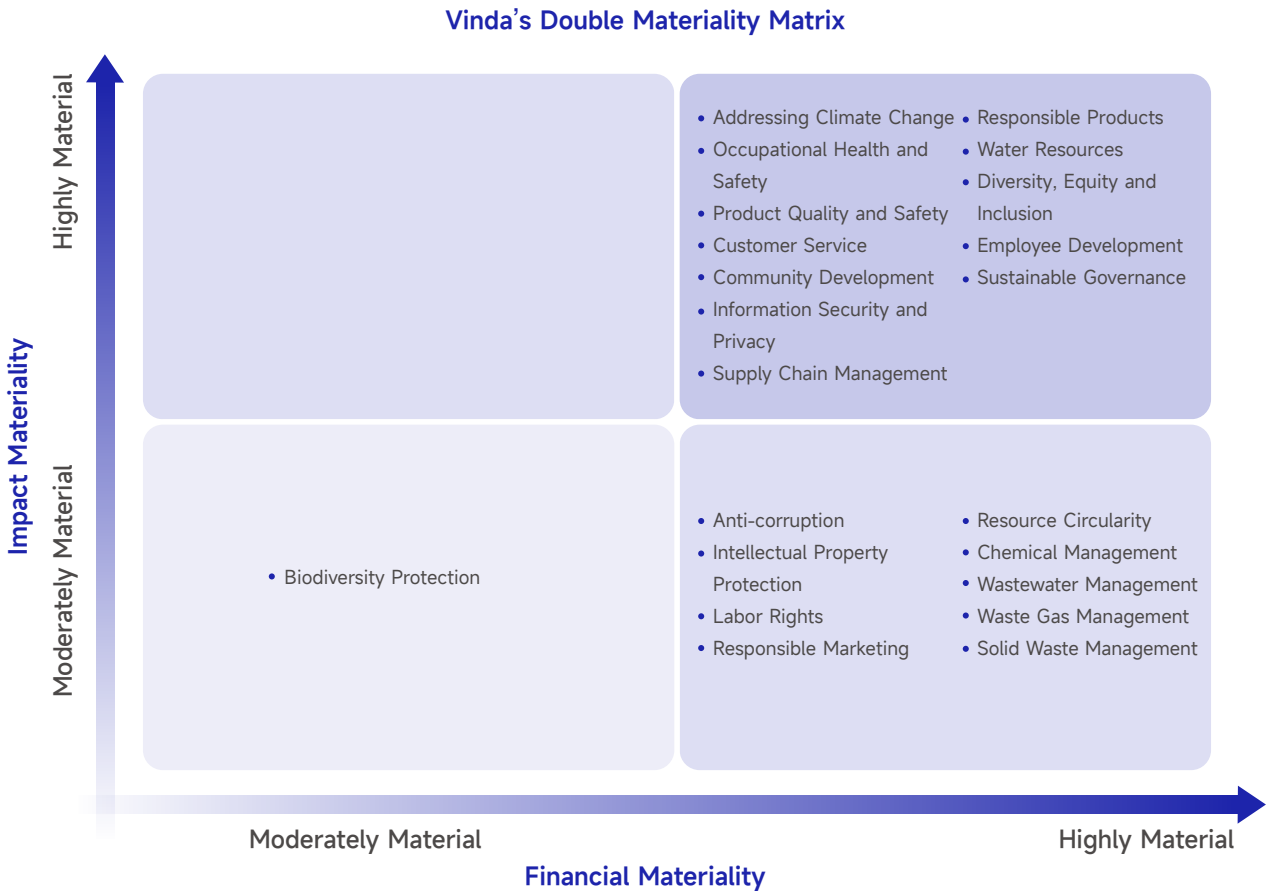
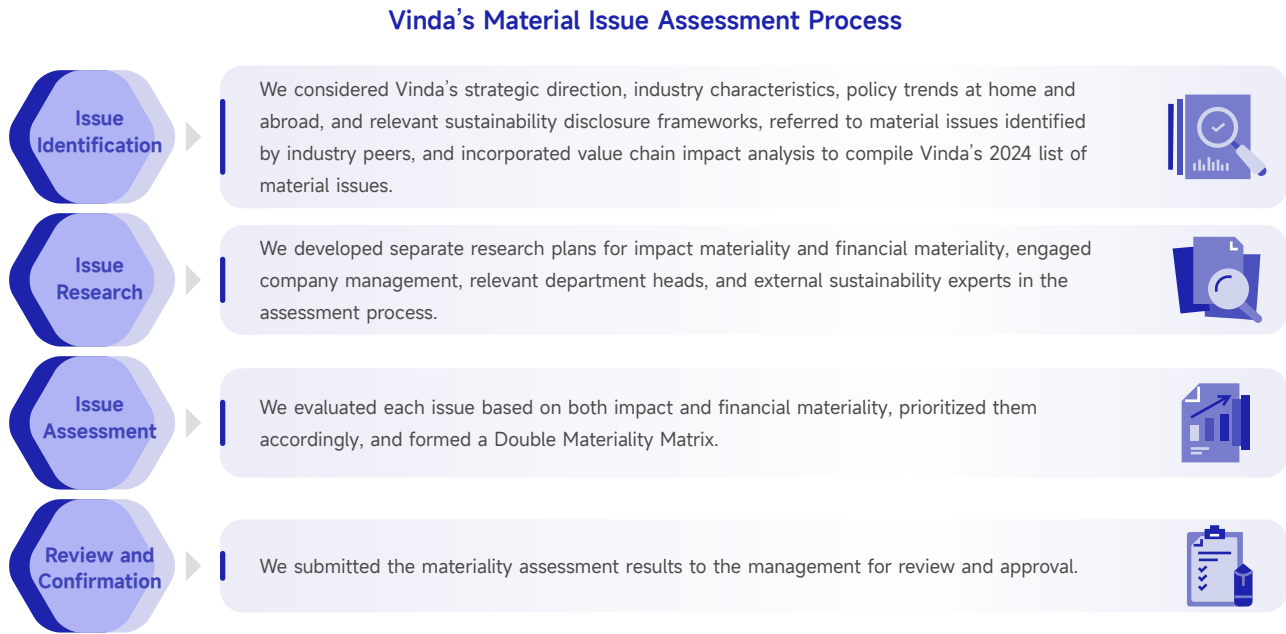
At Vinda, we recognize that the long-term success of our business is inextricably linked to the well-being of all stakeholders. Whether it is the consumers who trust our products, the employees who strive alongside us, the business partners who grow with us, or the communities we serve, they are all essential parts of Vinda’s ecosystem. We attach great importance to maintaining close engagement with our stakeholders. Through a wide range of communication channels, we continuously gather insights into their concerns and expectations. We also engage in open dialogue and provide active responses to sustainability-related issues that matter most to them.

We are convinced that only by balancing and addressing the concerns of all parties, and by taking responsible actions, can we unite with our stakeholders to move forward together on the path of sustainable development.



Identification of Material Issues

In 2024, Vinda conducted its first comprehensive analysis of sustainable development issues using the Double Materiality approach to define the priority areas for sustainable development management. A total of 25 material issues were identified, 12 of which were deemed to have both high materiality in terms of finance and impact.



01

Living in Harmony with Nature

Climate and environmental issues have become one of the most pressing challenges facing human society in the 21st century. Extreme weather events and environmental pollution not only threaten the health of ecosystems but also pose significant risks to socioeconomic stability, public health, and safety. As a high-energy-consuming and high-emission sector, the paper industry must play a key role in addressing climate change and protecting Earth's ecosystems. It is imperative for the industry to actively respond to the climate crisis and safeguard the stability and sustainability of the climate and ecological systems.

As a firm practitioner of sustainable development, Vinda has deeply embedded climate and environmental actions into its sustainability strategy. We systematically assess climate-related risks and develop countermeasures to combat climate change and protect the ecological environment. By continuously improving energy efficiency in operations and reducing our carbon footprint, we contribute to the building of a more resilient ecological environment.

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Addressing Climate Change

We are keenly aware of the urgency and far-reaching significance of climate issues. The latest reports from the Intergovernmental Panel on Climate Change (IPCC) further underscore the critical need for immediate action to address the climate crisis.

To tackle the impacts and challenges brought by climate change, Vinda has actively advanced its climate action initiatives. We approach this from both adaptation and mitigation perspectives. Through climate resilience building, energy conservation, and optimization of the energy mix, we are continuously exploring more efficient low-carbon development pathways. We are committed to building a sustainable development model that balances environmental benefits with business value, making a meaningful contribution to the global fight against climate change.

Climate Change Adaptation

In terms of climate resilience, we follow a “risk identification, assessment, and response” management process to continuously enhance our adaptive capacity and ensure robust responses to climate-related challenges. To date, we have identified the potential climate risks and opportunities facing Vinda and have conducted corresponding impact analyses and assessments.

We have developed differentiated prevention and response strategies tailored to the specific climate risk characteristics of various business segments. By establishing early warning systems, improving emergency response plans, and optimizing resource allocation, we have enhanced Vinda’s overall climate adaptability.

For physical risks

We coordinate across all production bases to identify potential hazards based on regional climate characteristics and historical incident data, and we implement comprehensive emergency management mechanisms to ensure business continuity during extreme weather events. At the Group level, we continue to improve our emergency response framework and regularly organize drills for relevant departments to enhance employees’ emergency response capabilities.



For transition risks

We closely monitor the evolution of global climate policies and analyze changes in stakeholder expectations. We incorporate low-carbon requirements into strategic planning and operational management. Through measures such as continuous optimization of production processes, innovation in green products, and upgrades to environmental protection equipment, we systematically reduce transition risks while seizing opportunities for green development.



Identification of Climate Risks and Opportunities

Risk/Opportunity Type	Potential Risks/Impacts	Countermeasures
Transition Risks		
 Legal and Policy Risks	The paper industry has been incorporated into the local carbon market and is subject to mandatory carbon emission quotas. Companies with insufficient quotas must bear high compliance costs. Increasingly stringent environmental regulations also pose risks of production suspension and penalties for non-compliance.	- Proactively developed a carbon asset management system, participated in carbon trading, and continuously optimized carbon emissions management. - Closely monitored changes in regulatory policies in target markets, formulated and adjusted action plans accordingly to ensure compliance and avoid violations.
 Technology Risks	Achieving GHG emission reduction targets and low-carbon development goals may increase production costs due to the research and application for low-carbon technologies and equipment.	- Regularly conducted technical and energy consumption assessments at all factories to identify opportunities for process optimization and energy transition; actively developed and utilized clean energy. - Established and improved the energy management system, implemented real-time energy monitoring and analysis.
 Market Risks	Shifting consumer preferences favor environmentally friendly products, reducing the premium potential of non-green tissue products.	Gained timely insights into market demand through consumer research, actively explored the development of high-quality green products, and implemented green product design principles.
 Reputation Risks	With growing stakeholder focus on sustainability, failure to meet expectations on climate-related performance or the occurrence of sustainability-violating incidents may damage Vinda’s reputation.	- Engaged stakeholders through multiple communication channels and disclosed climate-related actions and outcomes transparently. - Continued promotion of certified sustainable forest resources to strengthen the green brand image.

Risk/Opportunity Type	Potential Risks/Impacts	Countermeasures
	Physical Risks	
 Acute Risks (e.g., typhoons, floods, extreme rainfall)	■ Heavy rainfall may disrupt supply routes, affecting the timeliness of raw material supply and product delivery. ■ Extreme rainfall, particularly prolonged or consecutive rainfall events, could compromise warehouse safety by accelerating corrosion of roof panels and screws. This may lead to roof leaks and increase the risk of stored goods being exposed to water damage. ■ Flooding from heavy rains may impact designated waste storage areas, posing risks of soil and water pollution.	■ Established applicable procurement standards and emergency alternative supplier lists, avoiding over-reliance on single suppliers or locations (except where customers mandate specific materials), in order to prevent disruptions or other adverse impacts on the supply chain. ■ Conducted regular warehouse inspections and maintenance to ensure roof integrity during extreme weather. ■ Routinely inspected waste containers to ensure their safety and integrity; arranged more frequent collection by contractors in case of leakage risks.
 Chronic Risks (e.g., rising sea levels, increasing average temperatures)	■ Global warming may lead to droughts and wildfires, threatening forest growth and the steady supply of paper raw materials. ■ Prolonged high temperatures may increase the risk of heatstroke, endangering employee health.	■ Monitored and assessed the likelihood and impact of related risks and prepared backup supplier lists for emergencies, avoiding over-reliance on single suppliers or locations, to reduce supply chain disruptions. ■ Continuously improved factory ventilation systems and adopted cooling equipment to enhance the working environment and reduce heat-related health risks.

Risk/Opportunity Type	Potential Risks/Impacts	Countermeasures
	Opportunities	
 Green Products	With rising public awareness of sustainability, consumer preference for green products has increased. This presents opportunities to respond to market demand through the use of eco-friendly raw materials and optimized lightweight packaging design, and producing green products.	■ Launched green products such as plant based fiber wet wipe, washable kitchen towels, and half-tearable handkerchief, embedding green concepts throughout the product life cycle to meet market demand for green products. ■ Prioritized to select certified pulp as raw material.
 Sustainable Operations	Adopting energy-saving technologies, green power procurement, self-generated renewable energy, and resource recycling to advance the concept of green operations, thereby improving resource and energy efficiency while reducing operating costs.	■ Continuously phasing out high-energy-consuming equipment, optimized production processes, and promoting the application of clean technologies. Established comprehensive systems for water recycling and reuse, waste management, and supply chain management. Facilitated best-practice sharing among factories to enhance sustainability performance.
 Sustainability Philosophy	Embedding sustainability into brand strategy can empower industry-wide low-carbon transformation and guide consumers toward low-carbon lifestyles, enhancing corporate image while amplifying social impact for carbon reduction.	■ Joined the United Nations Global Compact (UNGC) and adhered to its Ten Principles on human rights, labor, and the environment; Actively advanced carbon reduction throughout the tissue industry's life cycle, promoted sustainable values, and established a responsible corporate image.

Climate Change Mitigation

To mitigate climate change, we continuously improve energy efficiency, optimize our energy structure, and reduce energy consumption and greenhouse gas emissions in our production and operations. Through advanced energy management practices, we actively contribute to GHG emissions reduction in the industry.

Energy Management

We have established a comprehensive management system that spans the full lifecycle of energy procurement, distribution, and usage. This includes the *Energy Management Procedure* to regulate overall processes and the *Equipment Management Procedure* to guide energy use, ensuring efficiency and sustainability.

At the factory level, each production base has established an Energy Management Leadership and Task Group, led by the factory manager, to oversee all energy-related work. These groups ensure effective implementation and accountability. In addition, all factories regularly conduct energy reviews to assess consumption patterns, evaluate energy performance, identify potential issues, and uncover improvement opportunities, thus enhancing the overall standard of energy management.



As of the end of 2024, **5** of our factories had obtained **ISO 50001** or equivalent energy management system certifications.

Enhancing Energy Utilization Efficiency

We are committed to improving energy efficiency across all stages of production. We consistently explore opportunities for energy recovery, particularly in thermal applications, promoting a transition from linear to closed-loop circular energy systems.

We have systematically phased out high-energy-consuming equipment and implemented projects such as an energy-saving renovation management plan for steam pipelines and an ultra-low emission renovation plan for boiler flue gas. These initiatives span resource conservation, equipment optimization, and environmental impact control to prevent energy waste and drive efficiency gains.

To enhance energy utilization efficiency

Our Hubei Factory installed heat exchangers in key heating processes to recover waste heat for reuse in production. The Yangjiang Factory adopted a high-pressure flash steam recovery system, redirecting recovered energy to heat steam boxes and improving the cascade utilization of thermal energy. These efforts effectively enabled energy reuse and recovery.

For circular energy utilization

For papermaking enterprises, the main energy consumption is concentrated on electricity and steam. In 2024, Vinda's factories across the country have been actively promoting energy management and implementing a series of energy efficiency improvement measures to reduce the consumption and waste of electricity and heat.



2024 Energy Efficiency Enhancement Initiatives and Outcomes (Steam)

eTAD Paper Machine Retrofit

- Hubei Factory reduced steam consumption by **0.18** tons per hour through eTAD paper machine upgrades.
- Zhejiang Factory implemented eTAD condensate recovery, saving **1,927** tons of steam per year, which is equivalent to reducing approximately **575** tCO₂e per year.

Dryer Cylinder Retrofit

- Yangjiang Factory implemented a steam system efficiency project, saving **529.47** tons of steam per year, which is equivalent to reducing about **158.15** tCO₂e per year, and added a heat pump to small dryer cylinders, reducing hourly steam consumption by **200** kg.

Gas Hood Retrofit

- Shandong Factory carried out the paper machine gas hood upgrade project, by replacing the new hot air hoods and improving air inlet/outlet design, reducing steam consumption per ton of paper by **3.8%** and saving **56.3%** in electricity.
- Sichuan Factory's hot air hood retrofit lowered natural gas consumption per ton by **14.7** m³ and fan electricity consumption per ton by **19.3** kWh.
- After energy-saving hood retrofitting at the Xinhui Factory, average electricity consumption reduced by **28.81** kWh/tonne, and steam use dropped by **0.175** tons per ton of paper.

2024 Energy Efficiency Enhancement Initiatives and Outcomes (Electricity)

Vacuum Pump Energy Saving

- Hubei Factory achieved a **49.4%** reduction in electricity consumption per ton of paper through vacuum pump energy-saving renovation.
- Sichuan Factory introduced magnetic levitation vacuum pumps, saving **820,400** kWh of electricity per year, equivalent to a reduction of approximately **440.23** tCO₂e per year.

Air Compressor Energy Saving

- Shandong Factory adopted permanent magnet variable-frequency twin-screw compressors with first-class energy efficiency, reducing electricity consumption per ton of paper by **26%**.
- Yangjiang Factory Paper Workshop Phase II upgraded heat discharge pipes for four air compressors, saving **253,400** kWh of electricity per year, equivalent to about **135.97** tCO₂e per year.

Motor Energy Saving

- Sichuan Factory replaced asynchronous motors for pressure screens with permanent magnet synchronous motors, achieving a **13%** electricity saving rate.

Air Conditioning Energy Saving

- Zhejiang Factory replaced water-cooled air conditioners with industrial air coolers and water-source heat pumps with fans, saving electricity consumption approximately **0.75** million kWh per year, equivalent to a reduction of about **400** tCO₂e per year.

Case: MES 4.0 Energy Management Platform

Our MES 4.0 Energy Management Platform, supported by Internet of Things (IoT) technology, is deeply integrated with production systems to establish a digital management framework covering the full lifecycle of energy flow.

Efficient Monitoring of
Data and Indicators

Visualization of Energy
Flow

Monitoring of Anomalies
in the Entire Process

Flexible Configuration and
Smart Decision-making

The MES 4.0 Energy Management platform enables digital monitoring of operational parameters and key indicators across the entire papermaking process. Equipped with an intelligent metering system, it automatically records various types of energy data, avoiding errors from manual readings, reducing paper consumption, and supporting green office practices.

With detailed energy pipeline network diagrams, the platform displays energy flows from factory-wide to workshop-level, allowing managers to easily grasp the distribution and usage of energy at each stage, identify areas with high energy consumption, and locate potential sources of waste.

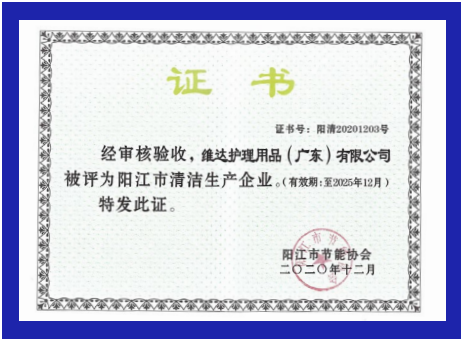
The platform supports full-process tracking from raw material loading to exhaust gas emissions, and sets upper and lower alarm thresholds for key equipment parameters. This ensures that managers are aware of operational conditions in real time, while precise monitoring and early warnings help prevent energy waste.

The system supports customized dashboards, reports, and data boards, offering analytical tools such as correlation and frequency-domain analysis to assist energy management decision-making.

In 2024, Vinda’s factories achieved significant results in energy conservation and emissions reduction and received the following honors:



Vinda Guangdong Factory was recognized as a “Model Energy Efficient Enterprise in Guangdong Province”



Vinda Yangjiang Factory was recognized as a “Clean Production Enterprise in Yangjiang City”



Energy Structure Optimization

A clean energy structure contributes not only to climate change mitigation but also to the coordinated realization of environmental and economic benefits, driving the sustainable development of both enterprises and society. Vinda actively develops and uses renewable energy in production by implementing distributed photovoltaic power generation projects and procuring green electricity, thereby optimizing its energy mix and reducing greenhouse gas emissions.

Key Performance



In 2024, the Malaysian factory consumed **3.43** million kWh of photovoltaic power, meeting approximately **8%** of annual total energy consumption.



In 2024, annual photovoltaic power consumption at Vinda’s factories in China reached **31.58** million kWh.

2024 Key Sustainable Development Performance Indicators¹⁰

Indicator	Unit	Chinese Mainland	Chinese Taiwan	Malaysia
Municipal Power Consumption	kWh	883,994,740	13,810,800	39,276,947
Coal	tons	180,775	Not Involved	Not Involved
Natural Gas	cubic meter	29,748,788	Not Involved	Not Involved
Purchased Heat	GJ	2,552,187	Not Involved	Not Involved
Energy Intensity	tce/ton of paper	0.31	N/A	N/A
Direct GHG Emissions (Scope 1)	tCO ₂ e	420,773	109	707
Energy Indirect GHG Emissions (Scope 2 - Market-based)	tCO ₂ e	722,959	6,546	30,400
Energy Indirect GHG Emissions (Scope 2 - Location-based)	tCO ₂ e	755,092	6,546	30,400
Total GHG Emissions (Market-based)	tCO ₂ e	1,143,732	6,655	31,108
Total GHG Emissions (Location-based)	tCO ₂ e	1,175,865	6,655	31,108

¹⁰The environmental indicators in this report cover 12 production plants.

Promoting Resource Conservation

Resource conservation is a foundational pillar of sustainable development. At Vinda, we have always placed equal strategic importance on resource efficiency and environmental protection. Through systematic management and practical measures, we continuously optimize resource use efficiency and minimize the overexploitation and waste of natural resources.

Water Resource Protection

Water is the essential foundation for all life on Earth and one of the most critical resources in Vinda’s production processes. We uphold a strong commitment to water conservation and regard water resource management as a vital driver of sustainable development, aiming to achieve high standards in water efficiency and management.

In our daily operations, we strictly control water usage at every stage, eliminating water waste from source to end use. We remain highly vigilant about potential water waste issues, promptly identifying, correcting, and refining relevant control measures to ensure the rational utilization of water resources.

Moreover, we actively implement various water-saving and water recycling initiatives, from optimizing production processes to enhancing employee awareness of water conservation. These efforts have enabled us to reuse water multiple times and reduce freshwater consumption, thereby improving the overall efficiency of water use.

2024 Water Conservation Initiatives and Outcomes

Water Recycling

- Zhejiang Factory optimized its white water treatment system, reusing treated white water in the dust suppression spray system. As of 2024, **100%** of white water has been reused, saving approximately **33,500** tons of freshwater throughout the year.
- Shandong Factory upgraded its greywater reuse system, achieving **302,100** cubic meters of greywater reuse in 2024.
- Malaysia Factory collected condensate from the air-conditioning system for reuse in cooling towers.

Rainwater Reuse

- The Malaysia Factory installed a rainwater harvesting system to irrigate green areas and replenish cooling towers.

Pipeline Leak Detection

- Sichuan Factory conducted a comprehensive leak inspection of the municipal water supply pipelines, identifying and repairing leakage points across the facility.

Key Performance



In 2024, the Zhejiang Factory achieved a water reuse rate of **99.54%**.



In 2024, the Sichuan Factory achieved a water reuse rate of **98.37%**.

2024 Key Sustainable Development Performance Indicators

Indicator	Unit	Chinese Mainland	Chinese Taiwan	Malaysia
Running Water Withdrawal	tons	9,211,849	37,547	8,278
Surface Water Withdrawal	tons	1,558,139	Not Involved	Not Involved
Groundwater Withdrawal	tons	875,175	Not Involved	Not Involved

Case: Hubei Factory Participated in “World Water Day” and “China Water Week” Promotion Activities to Raise Water Conservation Awareness

On March 22, 2024, the Vinda Hubei Factory participated in the official launch ceremony of the “World Water Day” and “China Water Week” activities organized by local authorities. The event, themed “Utilizing Water Resources Wisely and Precisely and Managing Them Strictly and Meticulously”, featured exhibitions and interactive activities to communicate scientific water use, water conservation, and water resource protection to the public. This fully showcased Vinda’s practical achievements in promoting green production and improving water efficiency, thereby further increasing public attention and understanding of sustainable water resource utilization.



Case: Vinda Zhejiang Factory Was Included in the “List of 2024 Typical Cases of Industrial Wastewater Recycling” by the Ministry of Industry and Information Technology

In papermaking production lines, different stages require significant differences in water quality. Vinda Zhejiang Factory implemented innovative water-saving measures, centered around its “secret weapon”, a multi-disc white water treatment system. This device replaced conventional flotation equipment, significantly reducing the use of coagulants and lowering wastewater discharge. By optimizing the process, excess white water from the pulping workshop is efficiently treated and reused in the tissue production process, achieving 100% recycling of both fibers and white water. As a result, water consumption per ton of paper was reduced to just 7.56 cubic meters, with a water reuse rate exceeding 99%.

Furthermore, Zhejiang Factory expanded its water recycling approach to include cascading reuse, supplying treated wastewater to other enterprises in the industrial park. This has enabled both intra-factory “small-loop” and inter-enterprise “medium-loop” water reuse, not only enhancing Vinda’s water management system but also providing sustainable water use solutions for other enterprises in the park.

Biodiversity Protection

Vinda attaches great importance to biodiversity conservation and rigorously controls the potential ecological impacts of its production and operational activities. Before factory construction, we commission professionally qualified third-party institutions to conduct ecological and environmental impact assessments. These assessments cover the identification of conservation targets in the project vicinity, determination of ecological pollution impacts, biodiversity, and habitats, among others, to comprehensively identify potential ecological risks and environmental impacts during and after project commissioning. Based on the assessment results, we develop targeted mitigation measures and protection plans. For example, in engineering design, equipment procurement, and pipeline layout, we prioritize the use of low-noise equipment and install soundproof enclosures and factory sound insulation to reduce noise impacts on the surrounding ecosystem.

Practicing Clean Production

Vinda recognizes the importance of environmental protection and regards the prevention of adverse environmental impacts from production and operations as a core responsibility. We uphold the principle of full-process environmental management, integrating pollution prevention, source control, and process optimization throughout every stage of production. This approach enables us to build a green, safe, and efficient production and operation system.

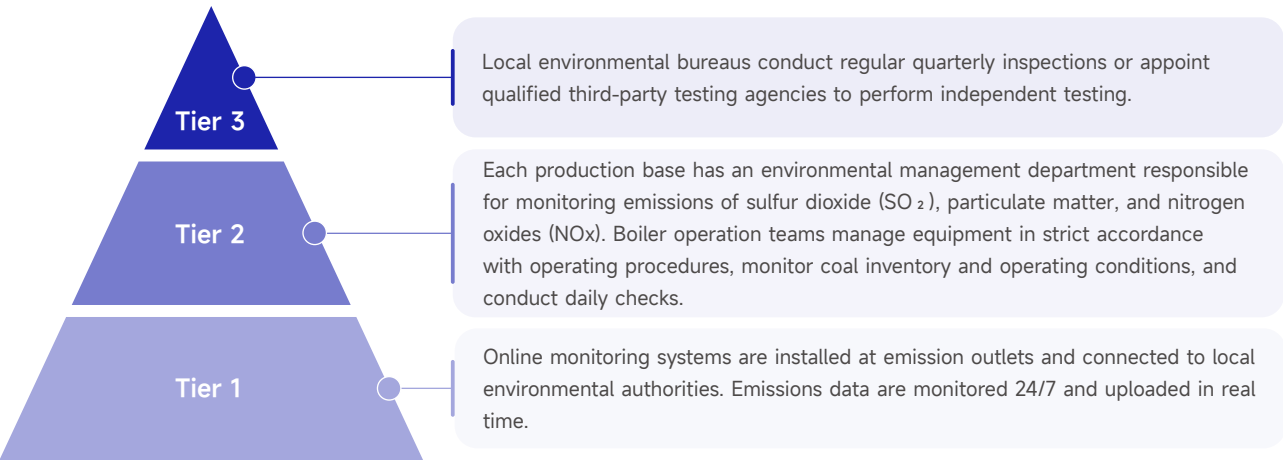
At present, all Vinda factories have obtained ISO 14001 Environmental Management System certification.

Waste Gas Management

Our production operations generate a small amount of waste gas, primarily from boilers that supply heat to our factories. To effectively control associated environmental impacts, we follow the principle of “prioritizing centralized heating, regarding natural gas boilers as the second choice, and strictly controlling the use of coal-fired boilers” when configuring heat sources. In practice, we primarily use natural gas boilers as the main steam source. For the remaining coal-fired boilers, we have equipped them with high-efficiency desulfurization and denitrification systems to ensure that flue gas emissions consistently meet ultra-low emission standards and do not cause significant environmental harm.

In addition, we have established a comprehensive waste gas management system. Boiler flue gas emissions are monitored in real time through a three-tier monitoring management system to ensure all emission indicators remain well below national and local regulatory limits.

Three-tier Waste Gas Monitoring Management System



2024 Waste Gas Reduction Actions and Outcomes



Sichuan Factory

Sichuan Factory installed VOC treatment equipment in workshops and carried out low-nitrogen combustion upgrades for boilers, reducing nitrogen oxide emissions to below 30 mg/m³.



Hubei Factory

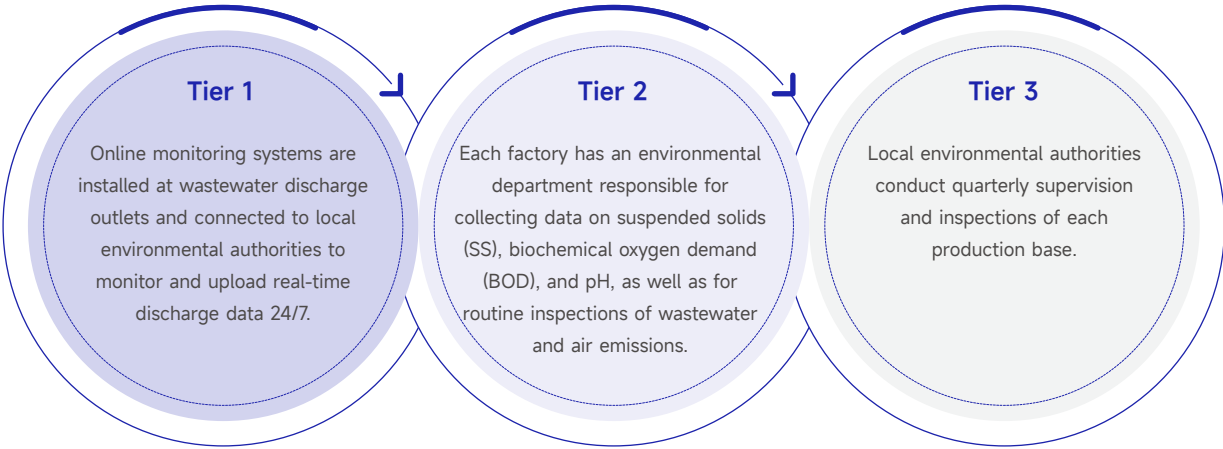
Hubei Factory modified the structure of the air preheater ash discharge outlet and installed dust suppression devices. These actions effectively reduced dust dispersion, improved the on-site working environment, and lowered the risk of fugitive emissions.

Wastewater Management

Vinda strictly complies with all applicable local laws and regulations on wastewater discharge and has established an internal management system covering the entire wastewater treatment process. Through policies such as the *Wastewater Treatment Control Procedure* and the *Self-monitoring Management Regulation* for Water Treatment, we clearly define the operational standards and monitoring frequency for wastewater treatment facilities, ensuring all factories discharge wastewater in compliance with standards. Meanwhile, all factories implement routine inspections, online monitoring, and record-keeping to enhance operational controllability and lower environmental risks.

In daily operations, factories that are connected to centralized wastewater treatment systems in industrial parks collaborate with local governments to ensure the centralized collection and compliant discharge of wastewater. Currently, our factories in Jiangmen, Hubei, Zhejiang, Liaoning, Shandong, Sichuan, and Yangjiang are included in such centralized systems. For factories not yet connected to centralized systems, we have established wastewater treatment processes and a three-tier wastewater monitoring system to conduct real-time monitoring of key water quality indicators and ensure that all emission targets are met continuously and steadily.

Three-tier Wastewater Monitoring System



In addition, our production bases across the country continue to upgrade and optimize their water treatment facilities. At the Guangdong Factory, for example, we upgraded the sand filtration system and river water main pipeline to address issues such as corrosion of quartz sand and sediment buildup, thereby improving water filtration and the stability of flow measurement.



Waste Management

We fully comply with all laws and regulations related to waste management and, based on these external regulations, have further enhanced our internal systems. We have formulated and implemented policies such as the *Environmental Protection Accountability System*, *Solid Waste Management Procedure*, and *Hazardous Waste Management Regulation*, which clearly define responsibilities, operational procedures, detailed classification management, and transportation protocols. This ensures that both general solid waste and hazardous waste are collected, stored, disposed of, and transferred in a compliant, controlled, and traceable manner.

Type of Waste	Disposal Method
 Recyclable Waste	Collected separately during production and handled by certified recyclers
 Non-Recyclable Waste	Managed by general contractors for unified disposal
 Hazardous Waste	Established designated storage areas, established ledger management systems, and signed agreements with certified disposal providers to ensure the compliant and harmless treatment of hazardous waste such as used engine oil and chemical waste.

In our production processes, we have implemented a recycling and reuse mechanism for damaged paper and waste materials. Under strict hygiene and safety standards, reusable waste is reprocessed and reintegrated into the production line, effectively reducing raw material waste. Additionally, we have established a standardized resource classification and recycling system, with designated collection and classification for recyclable materials such as paper, plastic, metal, and wood. Qualified third parties are entrusted with resource recovery to improve overall utilization and reinforce closed-loop resource management.

We also place great importance on the environmental impact of end-of-life waste disposal. By assessing the capacity and qualifications of waste disposal partners, conducting irregular on-site inspections, document audits, and tracking disposal outcomes, we actively monitor and verify the whole process of waste from leaving the factory to final disposal, ensuring that all waste is treated harmlessly or recycled responsibly.

Case: Zhejiang Factory Was Recognized as an Outstanding Unit of “Zero-waste Factory”

Through source reduction and on-site recycling measures, Zhejiang Factory has minimized solid waste generation while maximizing resource utilization and safe disposal, effectively reducing the environmental impact of solid waste. As a result, it was awarded the title of “Zero-waste Factory” by Quzhou City.

On March 30, 2024, Vinda Paper (Zhejiang) Limited, as an outstanding representative unit of zero-waste factories, was invited to participate in the “International Day of Zero Waste” main event in Quzhou, hosted by the Quzhou Municipal Ecology and Environment Bureau.



2024 Key Sustainable Development Performance Indicators

Indicator	Unit	Chinese Mainland	Chinese Taiwan	Malaysia
NO _x	tons	110.85	Not Involved	Not Involved
SO ₂	tons	55.30	Not Involved	Not Involved
Recyclable Waste	tons	105,872.57	591.44	2,459.64
Non-recyclable Waste	tons	4,081.53	Not Involved	Not Involved
Hazardous Waste	tons	211.67	Not Involved	Not Involved

Chemical Management

We place high importance on the safety and environmental control of chemicals. All chemical suppliers are required to provide complete Material Safety Data Sheets (MSDS) and to strictly control the sources and component quality of their chemicals to ensure that all chemical substances comply with product safety and environmental regulations.

We continuously strengthen our operational protocols and daily inspections for chemical management to prevent environmental impact caused by chemical drips and leaks. All chemical procurement must be conducted from an internally approved list, and usage must strictly follow operational procedures. In addition, we enhance the routine inspections of chemical storage and usage areas. To effectively respond to emergencies, we have formulated procedures such as the *Emergency Preparedness and Response Plan for Chemical Spills* and the *Emergency Preparedness and Response Plan for Strong Corrosive Chemical Accidents*. These are complemented by the establishment of chemical spill management procedures and regular training on spill control, as well as EPR emergency drills, to improve employees’ ability to respond to chemical spills and reduce potential environmental and safety risks.

We attach great importance to the management of hazardous chemicals and implement a strict “designated location and responsible person” system to ensure clear accountability and standardized management. We have established a management ledger to record the storage, usage, and transfer of hazardous chemicals, and strictly lock the storage areas to prevent unauthorized access. In addition, we strictly control the storage environment, including temperature and humidity, in accordance with the physical and chemical properties and safety requirements of the chemicals, and conduct regular inspections to ensure safe and stable storage. In addition, safety warning signs are posted in prominent locations to remind employees of potential risks.

For waste chemicals and their containers, we implement standardized packaging, labeling, and centralized management measures. Each site is required to properly classify and label waste (e.g., “hazardous chemical/control waste”), consolidate the waste at designated collection points, and coordinate with qualified disposal agencies through administrative or environmental departments to ensure compliant handling. Each site must also establish and maintain relevant records to achieve full traceability and ensure the safe, orderly, and compliant disposal of waste chemicals and containers.

Raw and Auxiliary material selection

We comprehensively promote the use of wet strength agents with lower levels of DCP, MCPD, and ECH¹⁾. These new agents not only reduce the emission of hazardous substances during production but also have a lower environmental impact during use, thereby decreasing potential risks to human health and the environment. At the same time, we are gradually replacing traditional oil-based products with water-based release agents that feature low volatility and biodegradability and comply with standards set by the U.S. FDA, Germany’s BfR, and China’s *GB 9685-2016 Standard for Uses of Additives in Food Contact Materials*.

Management of new chemicals

We organize comprehensive, multidimensional evaluations before production. These evaluations cover environmental impact, health and safety risks, and product safety.



¹⁾DCP: 1,3-dichloro-2-propanol, MCPD:3-chloro-1,2-propanediol, and ECH: epichlorohydrin.

02

Pursuing Shared Success through Synergy

At Vinda, we firmly believe that exceptional product value stems from a profound understanding of customer needs and a forward-looking commitment to responsibility. We are always customer-centric, embedding the concept of "responsibility" into the core stages of the product lifecycle. Our goal is to meet immediate customer needs while safeguarding their long-term well-being, thereby creating multidimensional value for a sustainable future.

Responsible Products 40

Responsible Services 46



Responsible Products

Vinda consistently prioritizes consumers at the core of our operations and regards the provision of safe and reliable products and services as a core responsibility. We have established a comprehensive quality control system that spans the entire product lifecycle, embedding both quality and responsibility into every stage, while integrating eco-friendly principles into our R&D and manufacturing processes.

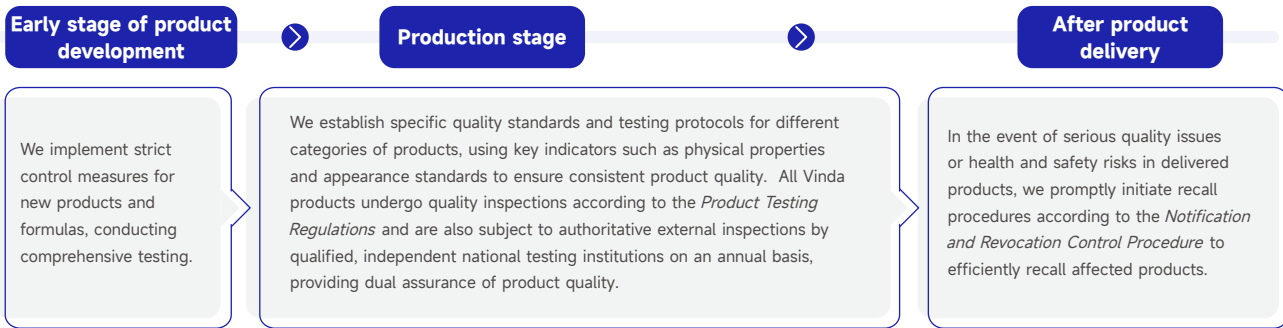
Product Quality and Safety

Vinda remains steadfast in its commitment to product responsibility by establishing a comprehensive product quality management system. We strictly manage the entire production process to achieve optimal product quality, functionality, performance, and safety, ensuring consumers can use our products with peace of mind and fostering long-term recognition and trust.

Product Quality Control

We have developed a scientific quality management structure that covers the entire process and multiple levels. Through professional division of labor and coordination mechanisms, we ensure effective implementation of quality and safety management. The Quality Assurance Department, Compliance Department, and Technical Customer Service Department are respectively responsible for quality management reviews, compliance audits, and customer complaint resolution and optimization. At the operational level, the Quality Management Departments of each factory conduct on-site quality control from raw materials to finished products, working in coordination to ensure product quality throughout the entire lifecycle.

We adhere to standards that exceed industry requirements for product quality testing. Systematic and standardized quality control documents and operating procedures are in place for raw material inspection, in-process inspection, final product testing, and aspects such as operator behavior and site hygiene management, ensuring product quality and safety comprehensively.





To uphold high standards in quality management, we actively participated in global certification systems and voluntarily underwent rigorous evaluations by authoritative external bodies. All Vinda factories were certified under the **ISO 9001** Quality Management System, all Chinese Mainland factories were **ISO 22000** Food Safety certified.



Xinhui Factory was certified under the **BRC Global Standard for Food Safety** and the **Hong Kong Safety Certification**



Yangjiang Factory held **ISO 22716 Cosmetics GMP** and **U.S. FDA CFSAN** certifications



Other factories obtained various industry certifications, including those for **food-contact products, hygiene and safety**, and **medical-grade products**.

Product Safety



We strictly adhere to international safety standards, ensuring comprehensive control over product safety from raw material selection and formula design to production processes. Safety assessments and tests are conducted for every raw material to ensure consumer safety. All chemical suppliers must provide complete MSDS, and we progressively require key ingredients to meet the standards of the U.S. FDA, Germany's BfR, and China's GB 9685-2016 *Standard for Uses of Additives in Food Contact Materials*, thereby reducing potential risks to human health.



For baby care sector, we conduct raw material evaluations in strict accordance with EU safety regulations to ensure that Drypers baby diapers contain no fragrances, preservatives, rubber/latex, or chlorine components. Skinature by Drypers has passed laboratory testing and meets the requirements for 26 potential allergens listed under the EU Cosmetics Regulation (REGULATION (EC) No. 1223/2009), making it suitable for sensitive skin.



Toluene, a solvent often found in ink, is banned in the food industry due to its potential harm to the liver and kidneys. For the non-woven fabrics and PE back sheets of our diapers, we strictly use toluene-free inks to ensure that no part of the product in direct contact with infants' skin is exposed to this solvent. During production, we also take precautions to avoid employee exposure or inhalation. Currently, the Drypers Wee Wee Dry and Drypers Drypantz diapers are printed with toluene-free inks, and their shipping cartons use water-based inks, providing comprehensive protection for infant health.

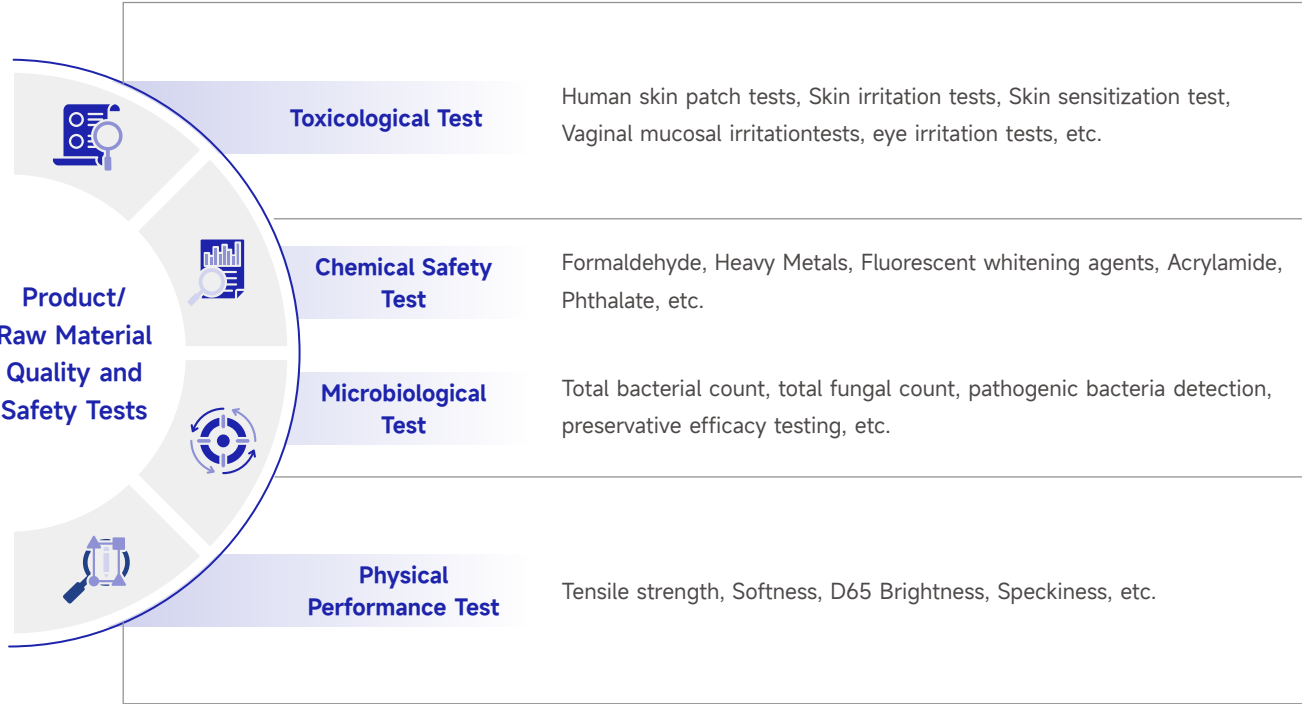
Product Quality Awareness Raising

Employees are the key guardians of product quality. We place great emphasis on cultivating their quality awareness. Through continuous education and training, we ensure that every employee fully understands the importance of high-quality products to consumers and is therefore intrinsically motivated to uphold high standards of quality management in their daily work.

In 2024, we conducted over 100 quality-related training sessions, covering core modules such as interpretation of quality standards, handling production anomalies, and closed-loop management of customer complaints. A tiered and categorized approach was adopted for training: theoretical foundations were reinforced through document-based learning, while hands-on capabilities were enhanced through on-site teaching methods such as sample comparison and equipment operation. We also promoted knowledge transfer through "master-apprentice" mentoring systems and case review sessions. To consolidate training outcomes, several factories concurrently organized company-wide quality knowledge competitions and job-specific skill assessments, forming a complete cycle of "learning standards - practicing skills - assessing effectiveness", ensuring accurate implementation of quality control requirements at the frontline of production.

Case: "100-Day Quality Enhancement" Special Action

In 2024, Vinda China launched the "100-Day Quality Enhancement" Special Action under the theme "Quality Prioritization, Unwavering Commitment" on the occasion of National Quality Month. We focused on three key customer pain points: appearance, foreign matter, and hygiene, and carried out targeted improvement efforts such as optimizing tissue debris retention rate, enhancing embossing fullness, refining the end process of adhesive patch application, and upgrading odor traceability technologies. During the period, 62 cross-functional quality workshops were systematically conducted to review historical improvement cases and validate results, while also developing standardized control plans. A total of 584 effective improvement proposals were collected through the employee suggestion mechanism, resulting in 409 implemented quality improvement actions. Through full employee participation in technical problem-solving and standardization, we continuously delivered exceptional products to consumers.



Product Innovation and R&D

Rooted in consumer health needs and our responsibility for sustainable industry development, we strive to reduce resource consumption through innovative product design, minimize plastic dependency via optimized packaging, and actively explore recycling solutions. We aim to build a closed-loop, low-carbon model across raw material selection, manufacturing, and product circulation, providing eco friendly personal care solution to the market and leading the green transformation of the industry value chain.

R&D Innovation

Innovation is a key driver of our sustainable development. We established an Innovation Decision-making Committee led by CEO, comprising the President in the Chinese Mainland, CFO, COO, Director of the Innovation Centre, Brand Director, category person in charge in Innovation Center. This committee oversees innovation direction from a strategic level, allocates resources, and provides strong top-level decision-making support for innovative initiatives. To encourage employee participation in technological innovation, we implemented the *Patent Incentive Policy* to facilitate the application of patented achievements and enhance our core competitiveness. To further strengthen innovation capabilities, we included the proportion of revenue from innovative products in the performance evaluations of relevant departments, driving collaborative efforts toward innovation and market transformation of new products.

We have a deep understanding of market demands and environmental trends, integrating core sustainability principles such as biodegradability, compostability, and paper-based alternatives to plastic into our product development. We also actively foster industry-academia-research collaborations with institutions like the China National Pulp and Paper Research Institute and South China University of Technology in areas such as basic research, cutting-edge innovation, energy conservation, and environmental protection. By integrating resource advantages, we jointly lead the tissue paper industry toward high-end, intelligent, and green development, thereby boosting the high-quality development of the industry.

Green Products

Since 2012, we have optimized the design of products such as Drypers Wee Wee Dry, Drypers DryPantz, and adult diapers to effectively reduce nonwoven material waste, energy consumption, and carbon footprint.

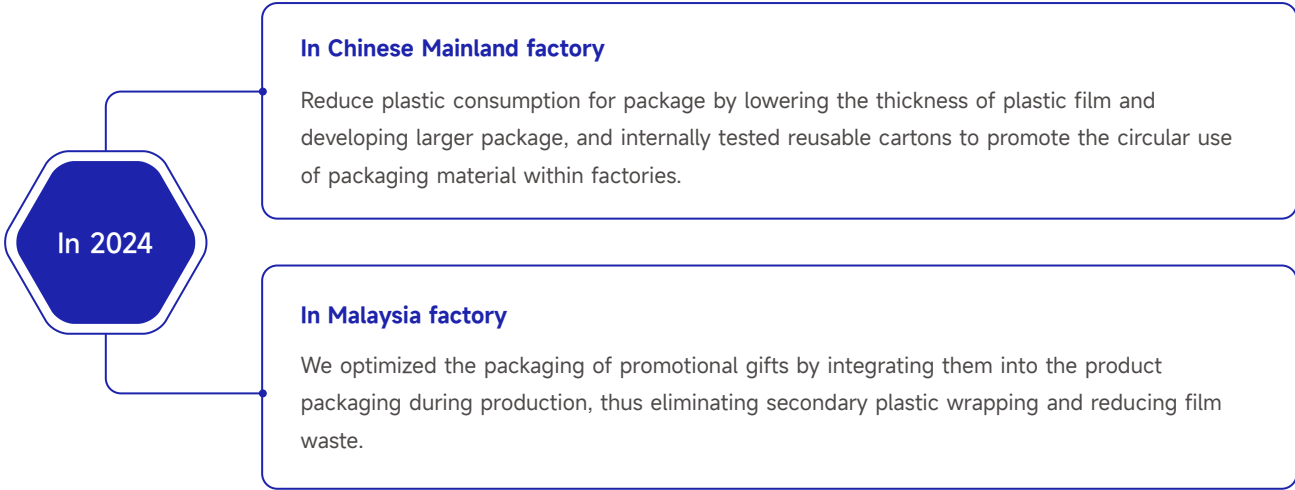
Beginning in 2020, we conducted Standard and Industrial Research Institute of Malaysia (SIRIM) carbon footprint assessments on Drypers Wee Wee Dry, Drypers DryPantz, TENA Proskin AIO, domestically produced TENA Lady, Libresse Liners V-Fresh, and Libresse sanitary pads, to evaluate the effectiveness of emission reduction measures.

In 2024, we introduced the innovative Eco-TAD paper machine technology, which reduces pulp and energy consumption by 30% during production while maintaining key product performance such as absorbency and softness, maximizing environmental protection without compromising product quality.

In 2025, Vinda Tissue (13.3g / 13.5g) and Vinda Toilet Paper (15.2g / 18.0g / 19.0g) have been certified under the Singapore Green Label scheme, demonstrating our commitment to environmentally responsible products.

Plastic Usage Reduction

Plastic waste can persist in the natural environment for hundreds of years, posing a long-term threat to soil, water, and marine ecosystems. Global plastic reduction initiatives have become a major trend in sustainable development. Since 2019, we have improved the packaging of many products by optimizing packaging design and material selection, effectively reducing plastic usage and increasing the proportion of recyclable paper based material to mitigate the environmental impact from plastics.



Responsible Supply Chain

At Vinda, we attach great importance to building a responsible supply chain. In the procurement process, we prioritize the use of sustainable raw materials to ensure products are natural and environmentally friendly. At the same time, we have strengthened supplier management to guarantee raw material quality and supply stability, while continuously developing a transparent and traceable supply chain system. This ensures product quality and safety from the source, allowing us to consistently provide responsible products to consumers.



Responsible Raw Material Procurement

Pulp is the main raw material in our product manufacturing process. As a key component of natural capital, the sustainable development of forest resources is essential to balancing industrial growth with ecological preservation. We are committed to using wood pulp derived from renewable, environmentally friendly, and sustainably managed forest resources, and give preference to wood pulp certified under forest protection certification schemes to ensure compliance with environmental protection standards. When sourcing pulp, we require suppliers to provide valid fiber certification documents and traceability records of raw materials to ensure the legality and sustainability of pulp origins. As of August 2025, our factories in mainland China and Malaysia have obtained PEFC CoC (Programme for the Endorsement of Forest Certification Schemes- Chain of Custody) certification.

We are committed to promoting sustainability across the pulp supply chain and may choose not to cooperate with suppliers who fail to meet our sustainability requirements. We expect our pulp suppliers to harvest resources legally and to ensure that wood pulp is not sourced from high conservation value forests, primary forests, endangered forests, or habitats of endangered species. Additionally, we expect the rights of indigenous peoples and local communities to be fully respected during the pulp production process, and that no labor rights violations, as defined by the *ILO Declaration on Fundamental Principles and Rights at Work*, occur during resource extraction.

Supplier Management

We value our suppliers' performance in sustainability and consistently communicate sustainable development concepts to them to achieve win-win cooperation. During the selection process for new suppliers, we conduct comprehensive on-site assessments, focusing on quality, environmental, and occupational health management systems. Evaluation dimensions include site safety, hazardous waste disposal, environmental commitments, pollutant emissions, fire safety inspection, and occupational health risks, to ensure that our suppliers' sustainability commitments and practices align with our standards. We have established a supplier file platform, the SRM system, to record supplier performance in areas such as corporate social responsibility and environmental protection, as well as their certification status.

• Chinese Mainland

We require suppliers to strictly comply with national policies and regulations on environmental protection and social responsibility, and have introduced the *Code of Procurement Ethics* (COPE) as a professional ethics guideline. All suppliers are required to comply with COPE-related regulations. We also regularly assess supplier performance, setting factory-specific rating standards based on each factory's actual conditions to ensure that suppliers meet Vinda's quality and service requirements.

• Chinese Taiwan and Malaysia

We select suppliers aligned with Vinda's sustainability philosophy according to the *Supplier Management Standards*. Suppliers are required to adopt internationally recognized standards and management systems, covering areas such as the supplier code of conduct, product quality and safety, environmental protection, and chemical and waste management. To date, all suppliers have signed the supplier standards agreement.

Responsible Services

Vinda is committed to building long-term trust with consumers. We place customer experience at the core, continuously improving our customer service management system, upholding responsible marketing practices, safeguarding consumer rights, and enhancing service quality to consistently provide consumers with a superior service experience.

Customer Service

We have developed standardized documents such as the *Customer Feedback Handling Procedure* and the *Product Quality Complaint Compensation Handling Method*, established a complaint handling platform and automated information aggregation system, and set up region-specific customer service hotlines. Through multiple channels, we actively listen to consumer feedback and needs, using this input to continuously improve product and service quality, striving to deliver more satisfying experiences.

In 2024, we optimized our complaint handling process by establishing a Technical Customer Service Department to centralize the management of complaints from all channels. We implemented a tiered response system and cross-functional coordination mechanism, reducing the average resolution time from 3-7 days to 1-2 days, significantly improving responsiveness and efficiency. Additionally, we collaborated annually with third-party consultancy to conduct consumer research, covering areas such as brand strength and brand image, enabling comprehensive insights into consumer needs and expectations, and providing strong support for product and service improvement.

Chinese Mainland

We thoroughly analyze each consumer complaint and regularly compile data as a key reference for improving products and services. In 2024, based on the number of consumer complaints received per 1,000 tons of tissue products sold, the quality complaint rate for dry tissue was 1.69. The complaint rate for wet wipe products was 2.98 (calculated per 1,000 tons), while for personal care products (including incontinence and feminine care), it was 0.25 (calculated per million pieces).



Malaysia

The consumer services team recorded complaint cases and feedback, and held regular review meetings with production, quality assurance, and related departments to analyze the root causes of complaints. Effective corrective actions were implemented to ensure timely and clear responses to consumer concerns. We also conducted regular customer satisfaction surveys to better understand consumer needs and expectations, taking necessary corrective measures based on findings to continually improve product and service quality. In 2024, the complaint rate for personal care products (including incontinence, feminine care such as sanitary napkins, and baby diapers) was 0.106 (calculated per million product pieces).

Chinese Taiwan

To reduce and address complaint cases and strengthen consumer confidence in the Company’s product quality, we published monthly quality performance reports, launched a quality education column, and regularly conducted employee quality education training to enhance service awareness and competence. In line with consumer habits, we worked closely with suppliers to optimize raw material performance and better meet consumer needs. In 2024, the complaint rate for personal care products (incontinence care) was 0.15 (calculated per million product pieces).

To further assess our product and service quality, we conducted a consumer satisfaction survey in 2024 through questionnaires. The survey yielded a satisfaction score of 9.37 out of 10, reflecting an improvement over the previous year.

Responsible Marketing

We promote our products to consumers in a responsible way, using diverse promotional approaches to advocate for sustainable development. In partnership with official media, we help educating the public on how to choose safe products. Through multi-channel and comprehensive responsible marketing strategies, we promote the popularization of the concept of sustainable consumption.



In Malaysia

We launched the “One Less Plastic Solution” initiative, encouraging consumers to reuse Vinda’s product packaging as trash bags, thereby reducing the purchase of new bags, cutting down on single-use plastic waste, and thus reducing plastic waste generation. New product launches are accompanied by educational information to guide consumers toward reducing plastic usage. Additionally, the backsheet designs of Skinature by Drypers baby diapers feature various animal patterns, such as seals, turtles, whales, polar bears, and koalas, to help parents teach children the importance of environmental protection in daily life.



In the Chinese Mainland

As the facial towel segment is still emerging, many consumers express concerns about the safety of disposable textile products. In response, Vinda partnered with China Central Television to actively support the Facial Towel Safety Initiative. By showcasing our rigorous quality control systems and manufacturing processes, we transformed the messaging of “no recycled materials, no fluorescent agents, no irritation” from a marketing slogan into concrete action, demonstrating our commitment to responsible marketing.

03

Putting People First for Inclusion

At Vinda, we uphold a development philosophy rooted in inclusiveness and progress, always placing “people” at the heart of our growth. We strive to build a fair and transparent recruitment and development pathway, offering employees ample opportunities for personal and professional advancement. At the same time, we continue to strengthen our systematic talent development framework to empower employees with enhanced skills and expertise. As the cornerstone of our people-oriented philosophy, we are committed to fully safeguarding employee rights and welfare, placing emphasis on care for their well-being, and actively encouraging participation in social welfare initiatives. We aim to integrate personal growth, corporate development, and social responsibility holistically and harmoniously.

People-oriented Philosophy

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Inclusive Development

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People-oriented Philosophy

Vinda adheres to a people-oriented philosophy, comprehensively safeguarding employees’ legal rights while fostering a fair and just work environment. We fully support employee career development through a sound talent training system and a fair, transparent promotion mechanism, creating ample space for growth and value realization. We prioritize workplace safety and continuously optimize working conditions to safeguard employees’ physical and mental well-being, enabling them to create shared value with the Company in a secure and supportive atmosphere.

Labor Rights and Care

We have implemented an employee representative conference system to fully respect employees’ rights and interests as core and enhance democratic management awareness. Through this platform, we sign collectively negotiated written agreements with employees on matters such as remuneration, working hours, leave, insurance and benefits, and occupational health and safety. We ensure that employees are granted the right to know, participate, vote, and supervise, promoting the effective operation of the democratic governance system. In 2024, multiple management policies closely related to employee rights and benefits were legally reviewed and approved by the employee representative conference.

Prohibition of Child and Forced Labor

We strictly prohibit child labor and forced labor. During recruitment, we enhance our information verification procedures to ensure the authenticity and accuracy of applicant data, and at the same time, we have set up a comprehensive prevention and response system, and the Human Resources Department conducts rigorous age verification of employment records according to local laws on minimum working age and international standards. In the event of any child labor or illegal employment, forced labor situations discovery, we immediately establish a task force to investigate and eliminate non-compliance. For any confirmed child labor case, we terminate the employment relationship without delay, identify the root cause, and implement corrective measures to prevent recurrence.

Remuneration and Benefits

We fully comply with local labor laws and regulations in all jurisdictions and have established internal regulations, such as the *Remuneration Management System* and *Benefits Management System*. Our remuneration design adheres to principles of fairness, competitiveness, incentive alignment, cost-effectiveness, and legal compliance, ensuring competitive pay and comprehensive benefits to support employees’ work and lives. We provide employees with statutory social insurance programs, including pension, medical, unemployment, work-related injury, and maternity insurance, as well as contributions to the housing provident fund. In addition, we offer personal accident insurance and distribute specific benefits such as high-temperature subsidies according to local government policies, comprehensively enhancing employees’ sense of gain.

The scientific remuneration system we established determines the standard of individual remuneration based on academic background, professional title, length of service, job value, performance, and market benchmarks. Annual salary adjustments are reasonably set based on employee performance assessments and industry salary standards.

Employee Communication

Equal and open dialogue is key to fostering a sense of belonging. We value listening to employees and have built accessible communication mechanisms to ensure full participation and expression. We utilize various channels, such as briefings, notice boards, and employee forums, to maintain effective communication and actively gather employee feedback. Employees are also encouraged to share their views at any time through labor unions, email, or suggestion boxes. Additionally, we conduct regular employee satisfaction surveys to better understand employee needs and expectations. Based on survey results, we continuously optimize welfare policies and services to improve the employee experience and strengthen their sense of belonging.

Case: Sharing Insights and Hearing Voices: Building an Open and Inclusive Corporate Culture

At Taiwan Factory, QR codes have been placed in all common areas to encourage an open culture under the theme “Share Your Insights, Hear Your Voice”. In addition to digital QR code feedback and physical suggestion boxes, a quarterly dialogue mechanism has been established, where representatives from both labor and management are selected to hold regular meetings. These meetings focus on key topics such as the work environment, production issues, workplace safety, and employee welfare. All raised concerns are addressed through traceable improvement plans to ensure meaningful responses and continuous improvement.

Employee Care

We are committed to creating a healthy and harmonious work-life environment for our employees, enhancing their sense of happiness through a variety of caring initiatives and enriching their daily lives. In Malaysia, in consideration of local employee needs, we have implemented a “3+2 hybrid” flexible work model, allowing eligible employees to work remotely two days a week. Flexible scheduling options are also provided to help employees balance family responsibilities with career development, promoting better work-life balance.

Case: Winter Hiking Activity

Sichuan Factory organized a winter hiking event to offer employees an opportunity to connect with nature. Family members were also invited, fostering work-life balance among employees.



Winter Hiking Activity

Case: Festival Celebration Activities

We incorporate traditional festival celebrations into our employee care system. Events such as the Spring Festival kickoff, Lantern Festival, Dragon Boat Festival, and Mid-Autumn Festival integrate cultural traditions into team-building activities, creating a warm and harmonious “family culture” at Vinda. These events not only enrich employees’ cultural lives but also enhance their workplace well-being.



Work Kickoff Activity at Shandong Factory



Lantern Festival Activity at Shandong Factory

Case: Employee Sports Games at Malaysia Factory

Malaysia Factory organizes weekly “V-Stay Fit @ Work” wellness activities, offering diverse classes including Body Combat, Yoga, and Pound Fit to foster a health-oriented and friendly work environment that supports both physical and mental well-being.



V-Stay Fit @ Work at Malaysia Factory



Malaysia Factory hosted the “V-Lympics” employee sports games, featuring events such as bowling, step-count challenges, and badminton. Hundreds of employees actively participated, creating an enthusiastic and engaging atmosphere.



V-LYMPICS Employee Sports Games in Malaysia Factory



Case: Employee Care Initiatives at Taiwan Factory

Following its annual plan, the Taiwan factory organized a variety of engaging activities, including the year-end banquet, health check-up luncheons, annual factory trips, and thematic lectures, all aimed at supporting employee physical and mental well-being and cultivating a harmonious and warm workplace.



Employee Care Activities at Taiwan Factory

2024 Key Sustainable Development Performance Indicators

Indicator	Unit	Vinda
Number of Employees Enjoying Parental Leave by Gender		
Male	persons	316
Female	persons	509

Diversity, Equity and Inclusion

We value diversity and inclusion, and respect the cultures, customs, and practices of different regions. We are committed to building a fair, inclusive, and equitable workplace. Our internal policies, including the *RGE Global Code of Conduct* and *Code of Conduct*, explicitly prohibit employment discrimination based on race, social class, age, gender, marital or parental status, disability, nationality, religion, ethnicity, political opinion, or social background. All employees are granted equal, open, and fair opportunities in recruitment, selection, evaluation, and promotion.

We respect and care for women’s rights and interests by offering prenatal check-up leave, nursing leave, and providing lactation rooms to protect the legal rights of female employees.



In 2024, the gender ratio among our employees was:

56:44

We will continue to maintain a balanced gender ratio in the future.

Case: Multicultural Celebration Activities at Malaysia Factory

In 2024, we hosted a series of multicultural celebration events at our Malaysia Factory to care for employees from diverse cultural backgrounds through vibrant festivals, fostering team cohesion and cultural inclusiveness.

- The Chinese Lunar New Year celebration began with a lion dance performance. Employees participated in the traditional Yee Sang toast ceremony, buffet lunch, cultural quiz on Chinese New Year, a challenge of picking beans with chopsticks, and mandarin orange peeling competition



Chinese New Year Celebration Activities

- During Hari Raya Aidilfitri, the Southeast Asia Headquarters prepared traditional Malay delicacies such as lemang, rendang, and kambing bakar. Interactive activities like games and a photo booth were set up to promote cross-team engagement.



Hari Raya Aidilfitri Celebration Activities

- The Deepavali celebration activities featured immersive cultural experiences, including Indian cuisine, henna painting, and rangoli sandpaper art creation, creating a festive atmosphere for employees.



Deepavali Celebration Activities

- At Christmas and New Year, we distributed the Vinda Gift Bag to employees as a token of recognition and gratitude for their dedication.



Christmas and New Year Appreciation

Case: Sexual Harassment Virtual Talk

Malaysia Factory hosted a themed virtual talk on sexual harassment prevention, inviting an Assistant Professor from the International Islamic University Malaysia and an HR Manager as guest speakers. The session offered expert insights into the characteristics of sexual harassment, clarified common misconceptions, and provided comprehensive guidance on professional interpersonal conduct and response strategies. This initiative supports our efforts to foster a safe and equitable working environment.



Virtual Talk on Sexual Harassment at Malaysia Factory

2024 Key Sustainable Development Performance Indicators

Indicator	Unit	China	North Asia	Southeast Asia
Total Number of Employees	persons	8,954	396	1,316
By Gender				
Male	persons	5,234	184	567
Female	persons	3,720	212	749
By Age				
Below 30	persons	1,391	63	290
30-50	persons	7,239	246	831
Over 50	persons	324	87	195
Total Number of Newly Hired Employees	persons	879	88	196
By Gender				
Male	persons	512	36	75
Female	persons	367	52	121
By Age				
Below 30	persons	419	38	74
30-50	persons	453	47	96
Over 50	persons	7	3	26

Employee Development

We continuously prioritize employee growth by enhancing development pathways and improving training systems, offering platforms to help employees advance their professional capabilities.

Building a Learning Organization

We are committed to cultivating a learning-oriented organization. At Zhejiang Factory, we pioneered a learning credit system and developed both online and offline platforms to encourage active learning. Employees can dynamically accumulate personal learning credits by actively participating in online courses, offline training workshops, knowledge sharing, and hands-on practice. These credits not only validate their learning achievements but can also be redeemed for goods or company-provided benefits, further boosting learning motivation.

Capacity Building

Our training programs are tailored to different employee levels and development stages, addressing diverse growth needs. We have established a multi-level training system that includes internal company/departmental training, OJT mentor-apprentice training, exchanges with and learning from affiliated enterprises, as well as best practice sharing. Employees can choose from professional, management, workplace, and interest-based courses through our online learning platform for personalized development. To nurture future leaders, the Human Resources Center has launched dedicated training programs such as the Green Forest Programme, the Blue Ocean Programme, and the Starry Sea Programme.

Following our *Training Management System*, we regularly assess training needs, define clear objectives, implement training projects efficiently, and scientifically evaluate training effectiveness to ensure systematic, targeted, and effective learning. We also actively support external training, professional certifications, and further academic study, providing partial subsidies.



In 2024,
25 employees
obtained technical
qualification
certifications.

Case: Layered Talent Cultivation for Multi-Dimensional Growth

At Vinda, talent development has always been fundamental to our business growth. In 2024, we designed a range of tiered training programs tailored to the development needs of various employee levels. The Green Forest Programme for front-line managers delivered 18 training sessions, nurturing 446 reserve supervisors. The Blue Ocean Programme for core management provided two training sessions to help 82 reserve managers broaden their managerial perspectives. The Starry Sea Programme for future executives conducted an intensive session to cultivate strategic thinking in 34 senior reserve managers. Led by experienced internal mentors, these programmes combine online and offline learning, practical assignments, and comprehensive evaluations to systematically strengthen management capabilities, empowering every Vinda employee to thrive on their personal growth trajectory.



Vinda's Employee Training Session

Career Development

At Vinda, we consistently uphold the principles of fairness and equity in talent development. In strict accordance with the *Vinda Cadre Management Measures*, we conduct comprehensive annual evaluations of all internal talents at the supervisor level and above. Through a systematic talent review mechanism, we accurately identify high-potential individuals and continuously optimize our succession planning. Tailored development paths are designed based on organizational needs to ensure alignment between talent development and business growth. We have implemented a structured talent development program to support each employee's career progression. Within the framework of the Talent Management Cycle (TMC) system, we cultivate successors for key positions. This strategic approach to talent development aligns with the RGE's philosophy of diversified leadership succession and reflects our unique corporate culture and values regarding talent.

For the cultivation of professional and technical talents, Vinda has innovatively introduced a dual-career development path. Based on the *Qualification Certification and Assessment Management Regulations*, we conduct annual assessments of professional competencies, providing technical talents with clear guidance and room for growth. This enables every employee to continuously refine their expertise along a career path that suits them.

Occupational Health and Safety

Ensuring the health and safety of our employees and third-party personnel at all operational sites is a top priority for Vinda. We adhere to strict safety standards throughout our production and operations, with a commitment to achieving "zero accidents".

Workplace Safety Management System

We strictly comply with all relevant laws and regulations on workplace safety and have established a standardized and systematic internal policy framework. This includes key policies such as the *Workplace Safety Supervision and Inspection System* and the *Workplace Safety Red Line Management System*, ensuring all safety practices are guided by clear and enforceable regulations. Based on these systems, we have enhanced our safety management structure by establishing dedicated EHS departments at each production factory. These departments oversee day-to-day safety management on-site, ensuring the effective implementation of safety measures. By the end of 2024, Vinda's North Factory, Liaoning Factory, Malaysia Factory, Taiwan Factory, and Vinda Personal Care (China) Limited had all obtained ISO 45001 Occupational Health and Safety Certification.

Accident risk control remains at the core of our safety management. We have developed internal policies such as the *Hazard Identification, Risk Assessment and Determining Control*, and we conduct regular and dynamic evaluations of occupational health and safety risks. Risk information is promptly updated following any changes in processes, equipment, or related operations to ensure risk control measures remain accurate and relevant and prevent potential risks. We have also implemented a routine safety inspection system. By preparing periodic safety production reports, we conduct in-depth analysis of safety trends to inform decision-making. Furthermore, monthly EHS meetings are held, during which each factory shares updates on its EHS management practices, promoting experience-sharing and collaborative improvements across the organization.

Fostering a Safety Culture

We regularly organize themed campaigns such as "Workplace Safety Month" and "Vinda Workplace Safety and Hygiene Day" to systematically build awareness of safety practices. In 2024, we invited external experts to conduct specialized health and safety training sessions for safety personnel, supervisors, and team leaders. The sessions covered the importance, methods, procedures, and key points of practical operation of hazard source identification and risk assessment to enhance the team's safety management expertise and fortify our organizational safety defenses.



In 2024, we conducted a total of
3,370 safety-focused training
sessions and held **440** emergency
drills.

Case: All Regions Actively Organized Safety Training and Competition Activities

We continue to enhance employee safety awareness and risk prevention capabilities through multi-dimensional and multi-tiered safety education programs.

- In the Chinese Mainland, we hosted fire safety activities, organized voluntary firefighter training, conducted fire safety skill competitions, practical safety assessments, and online safety knowledge quizzes. These interactive activities have improved employees' safety skills and awareness while promoting company-wide engagement in safety management and better shaping our safety culture.
- In Malaysia, we delivered comprehensive professional training courses covering safe chemical handling, fire drills, working at heights, and road safety. Through immersive simulations, such as drunk driving and fatigued operation, we comprehensively improved employees' hazard recognition and health protection awareness, effectively strengthening workplace health and safety management.



Fire Safety Skills Competition at Sichuan Factory during Fire Safety Promotion Month



Safety and Health Day Activities at Malaysia Factory

- In Taiwan, China, we organized professional occupational health certification training, regularly held occupational hazard prevention courses, and used case studies to educate employees on hazard prevention and operational safety. A dedicated workplace safety column was introduced to enhance internal awareness. New employees received foundational health and safety training, while CPR+AED first aid training and hands-on emergency drills were conducted to elevate overall emergency response capabilities.

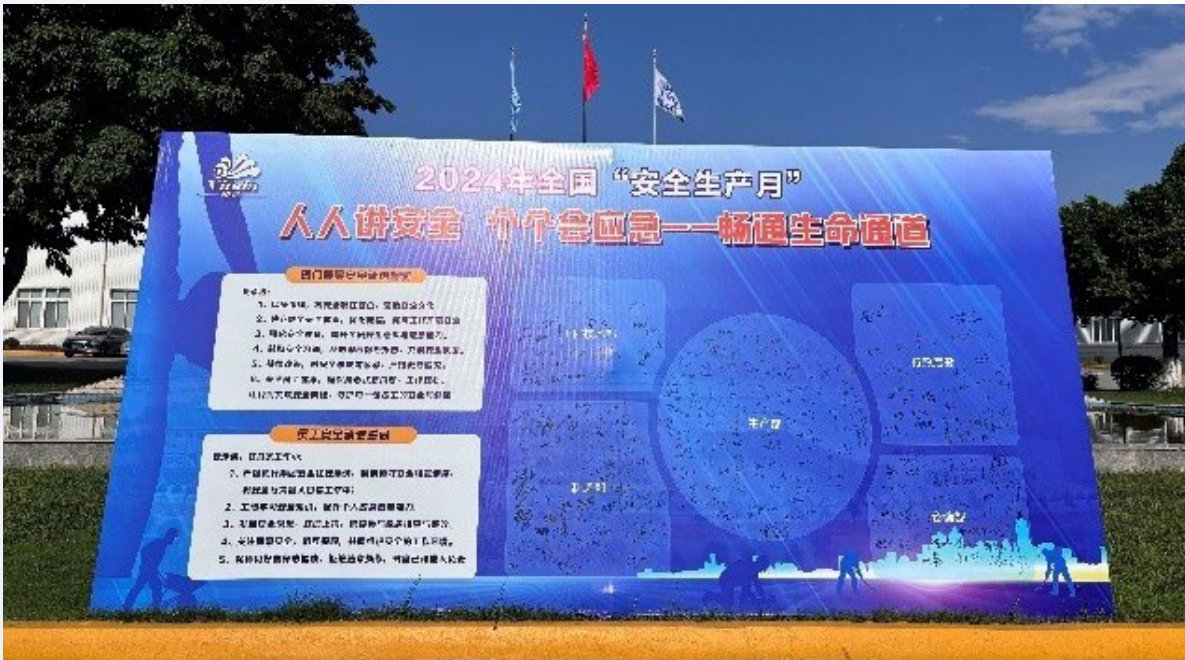


First Aid Training at Taiwan Factory



Case: Workplace Safety Month Activities

We launched a series of activities during the Workplace Safety Month to deepen awareness of occupational health and safety and raise the bottom-line awareness of all employees regarding safe production. Activities included setting up a "Safety Commitment" culture wall and organizing a themed micro-video contest.



Workplace Safety Month Activities at Sichuan Factory



Case: Diversified Emergency Drill Activities

We have established a systematic emergency drill mechanism. By conducting multi-scenario drills such as fire evacuations and chemical spill responses, we have comprehensively enhanced employees' risk identification abilities, emergency response skills, and safety awareness, thereby continuously strengthening our overall emergency management capabilities.



Fire Drill at Malaysia Factory



Fire Evacuation Drill during Fire Safety Month at North Factory



Emergency Drill at Taiwan Factory

Key Sustainable Development Performance Indicators

Indicator	Unit	China	North Asia	Southeast Asia
Workplace Safety Training	hours	125,508	1,557	5,826
Number of Work-related Fatalities	persons	0	0	0
Rate of Fatalities as a Result of Work-related Injury (Per 100 Workers)	/	0	0	0

Inclusive Development

Vinda has always embraced a strong sense of corporate social responsibility and adhered to the principle of “From the Community, For the Community”. We actively contribute to society through concrete actions. Over the years, we have been committed to community welfare, especially in providing meaningful support to vulnerable groups. Through initiatives led by the Vinda Volunteer Team and the Vinda Charity Foundation, we have continuously engaged in public welfare efforts in areas such as education support, elderly care, and aid for the sick and underprivileged, contributing to society through sustained efforts and professional services.

Care for Development

In 2024, Vinda continued to advance its community welfare projects, focusing on the care and support of disadvantaged groups such as children in distress, the elderly, and people with disabilities.

Caring for Children in Difficulties

In Xinhui District, Jiangmen City, we launched a service project targeting left-behind and disadvantaged children and their families. Centered on their specific needs, the project aimed to build a comprehensive support system for child protection and healthy development by establishing a long-term mechanism, delivering targeted services, creating diverse service platforms, and reinforcing safety networks.

To ensure professionalism of the guarantee project, we formed a cross-disciplinary team comprising members from the local Women’s Federation, Disabled Persons’ Federation, child supervisors, social workers, and psychologists of Xinhui District. We visited the households of children in difficulties to assess their living conditions, physical and mental well-being, and specific needs. Individual case follow-ups were conducted for children with special needs. Through record creation, home visits, case follow-ups, and volunteer services, we provided targeted support for children in difficulties.

To mobilize broader community support, we launched three platforms: “Excellence+” Renovation, “Love+” Dream Fulfillment, and “Charity+” Market. The “Love+” Dream Fulfillment platform has delivered approximately RMB 10,670 worth of donated items to 49 children. The “Charity+” Market platform raised public awareness through service promotions and interactive games. “Excellence+” Renovation platform partnered with external resources to assess and register home improvement needs, completing “Micro-Renovations” for 11 children.

To ensure service sustainability, we built a collaborative network of “professional social workers + child supervisors + child directors + community volunteers”. Social workers coordinated with child supervisors and directors from 11 towns and subdistricts via a dedicated communication group. The “Firefly Volunteer Services Team” expanded to 139 members and provided academic tutoring to 18 children, becoming an effective extension of the project’s support network.



By the end of 2024, we had established records and conducted regular visits for **1,118** children and provided case management services for **45** children.



Caring for the Elderly

In response to the aging population and growing community-based eldercare needs, Vinda continues to uphold its corporate social responsibility by providing eldercare and meal services tailored to the daily needs of the elderly, leveraging its strengths as a company. Among them, there were 2,099 meal deliveries and 331 home visits; the home care service covered 36 centenarians, special hardship cases, and low-income semi-self-care elders, with a total of 42 people served, 385 social worker services, 950 housekeeping services, 155 medical visits, and 307 demand-supply services. These comprehensive services effectively addressed the everyday living and meal challenges of the elderly and contributed to the development of an age-friendly society.

Inclusive Communities

Communities are our partners in shared prosperity. Building inclusive, compassionate, and mutually supportive community ecosystems lies at the heart of our corporate social responsibility and contributes to the UN SDGs. Through actions such as creating equal training and employment opportunities for persons with disabilities and helping employees address childcare challenges, we continuously foster a warm, mutually supportive, diverse, and inclusive community environment.

Caring for People with Disabilities

In the “Unleashing Potential, Fulfilling Dreams” support project for persons with disabilities, we are committed to building a development pathway from potential discovery to social integration. Centered on empowerment, the project featured the establishment of an assisted employment training base: a creative ceramic workshop.

In the workshop, we implemented the “tiered capacity building” and “cultivating skilled personnel” plans. Through structured training and hands-on guidance, participants enhance their skills and self-confidence. Additionally, with the support of “public education courses” and “integrated support from various sectors of society”, we have built a comprehensive, multi-layered inclusion service system to promote social integration of people with disabilities.

By collaborating with multiple partners, we successfully organized five inclusive workshops and awareness events, as well as nine interactive experience sessions. A total of 1,062 individuals participated, providing persons with disabilities opportunities to express themselves and engage with others, encouraging broader social understanding and support. As a result of the program, 14 individuals with disabilities participated in job training experiences, accumulating 1,245 hours of training. Eight capable individuals achieved integrated employment.

Key Performance



In 2024, the Vinda Charity Foundation provided financial assistance to **47** underprivileged students, with a total donation of RMB **241,500**. The Foundation also supported approximately

83,000 meal sessions for elderly individuals in need, with a total funding of RMB **414,300**.



During the 2024 Chinese New Year warmth delivery activities, we offered holiday support to **459** households with elderly individuals aged 75 and above who live alone and receive subsistence allowances or are in extreme hardship, as well as **111** households with children in need. The donations amounted to RMB **99,100** and RMB **239,600**, respectively.



Easing the Burden of Child Care

Raising children has become a common challenge for working families. At Vinda, we recognize the growing demand among employees for knowledge on parenting and family education. Through a series of lectures and activities, we help employees enhance parent-child communication, foster healthy family relationships, and create a warm and harmonious home environment, ultimately improving employee well-being and promoting a family-friendly workplace culture.

To address the difficulty of child care during school holidays, Sunflower Social Work Centre¹² collaborated with the Company’s labor union to implement the “A Reassuring Summer, A Warm Winter” holiday child care program. By offering summer camps and winter/summer holiday care classes, the program benefited 101 employees’ children in 2024, significantly relieving family caregiving pressures and achieving better work-life balance. The Vinda child care class for employees’ children was awarded the title of a “Loving Children Care Class by the Guangdong Federation of Trade Unions.”

Focusing on Mental Health

Our “Reassuring Station” project addresses the psychological health needs of women, children, and families. Through five key measures, “establishing bases, improving mechanisms, mobilizing synergy, leveraging platforms, and innovating services”, the project provides mental health support such as counseling, emotional relief, and family relationship guidance. Over the past year, the project received 82 visits and hosted 19 service events, including individual counseling sessions, case tutoring, mental health lectures, themed salons, and mutual support groups. By offering diverse and enriching interventions, we helped participants enhance emotional management skills, improve communication methods, and promote physical and mental well-being.

Key Performance



The Vinda Volunteer Services Team was honored as a “**Guangdong Province Best Volunteer Service Organization**”.



Malaysian Factory donated **32** packages of feminine care products to professional organizations and provided young women with knowledge sessions on feminine care awareness and self-health management, promoting better self-care practices among women.

¹² Sunflower Social Work Centre refers to the Jiangmen Xinhui District Sunflower Social Work Center for Integrated Services, initiated by the CPC Vinda Committee and incubated by the Vinda Volunteer Team.

04

Ensuring Integrity with Collaboration

The cornerstone of long-term corporate resilience lies in continuously strengthening a robust governance system. We firmly believe that only through sound institutional safeguards and transparent operational practices can we lay a solid foundation of trust, build enduring resilience, ensure sustained value creation, and maintain lasting competitiveness in an increasingly complex and dynamic environment.

Sound Governance

66



Sound Governance

Vinda adheres strictly to business ethics and prudent management principles, regulating our operations with high standards to demonstrate its positive impact on stakeholders. We are committed to avoiding unethical conduct such as corruption, data breaches, and intellectual property violations, thereby providing a solid foundation for sustainable operation and development.

Business Ethics

Vinda consistently upholds “the highest standards of ethical conduct”. We strictly comply with domestic and international laws and regulations related to business ethics, as well as internal codes such as the *RGE Global Code of Conduct* and *Code of Conduct*. We firmly prohibit all forms of unfair competition, fraud, and money laundering to foster a clean, upright environment, support healthy corporate development, and maintain a fair and just market order. We have implemented multiple preventive measures to eliminate corruption and bribery, aiming to build a transparent and integrity-driven workplace.

Anti-Corruption and Fraud Prevention Measures



Anti-Bribery Agreement Signing

All Vinda representatives responsible for signing external contracts must either sign a standalone anti-bribery agreement or ensure that the key contents of the *Anti-Commercial Bribery Agreement* are included in the contract terms.



Internal Audit

The internal audit department considers the potential risk of fraud and corruption in its annual internal audit program and protects against risks, including fraud and corruption, by assessing and improving internal controls.



Investigation and Penalty of Fraud Cases

Upon investigation and resolution of any fraud case, the Human Resources Department will issue an internal notice at an appropriate level based on the severity of the case.



Pre-employment Screening for Key Personnel

Before hiring or promoting individuals to positions requiring a high level of trust, we consider conducting background checks or integrity due diligence.

Whistleblowing Management

We have established a sound whistleblowing mechanism to encourage internal and external stakeholders to report suspected unethical conduct and unfair treatment to Vinda’s internal audit or relevant departments. For internal personnel, the relevant departments refer to their immediate supervisors, higher-level managers, or the Human Resources Department. For external stakeholders, the relevant departments refer to their business contact departments at Vinda or the superior departments of such contacts. If the whistleblower deems it inappropriate to report to the aforementioned departments, they may choose to report directly to Vinda’s Internal Audit Department.

If the reported issue does not involve fraud or serious violations, it will be assessed and investigated by the relevant departments. Reports involving fraud or serious violations will be uniformly handled by the Internal Audit Department for assessment and investigation. The contact details of the Internal Audit Department are as follows:



Email: neikong@vinda.com



Address: Internal Audit Department, Vinda Group, No. 65 Donghou Road, Xinhui District, Jiangmen City, Guangdong Province, China



Tel.: +86-750-6168204

We attach great importance to protecting whistleblowers’ privacy by enforcing strict confidentiality standards and implementing a full-process confidentiality management system. All information provided by whistleblowers is classified as confidential and is strictly limited to authorized personnel involved in the investigation and resolution. Disclosure will only be made according to judicial procedures or criminal investigation requirements. We uphold a dual accountability mechanism for retaliatory actions against whistleblowers or malicious fabrication of false reports. Once verified, disciplinary procedures will be initiated, and those involved will face severe penalties, including possible termination of employment.

2024 Key Sustainable Development Performance Indicators

Indicator	Unit	Vinda
Number of internal audit projects	/	47
Number of business units covered by audits	/	28
Proportion of business units covered by audits	%	75

Data Security and Information Protection

Amid deepening digital transformation and the rapid growth of e-commerce, data asset protection has become a core management element for enterprises to safeguard their commercial reputation and build a compliant operating framework. We place customer privacy protection at the forefront of our operations and strictly comply with data security regulations across our operating regions. By developing a multi-layered defense architecture, we continuously optimize our information security management system.

We have established a standardized data processing framework, whereby only necessary personal information is collected, processed, and stored within the scope of service functionality and legitimate business purposes. We are committed to safeguarding this information from unauthorized use or disclosure. All user data, including sensitive information generated from e-commerce activities, is protected through encryption technologies during both storage and transmission, ensuring control and transparency throughout the data flow process.



Data Security and Protection Methods

- Protection through firewalls, anti-virus walls, and web application firewalls;
- Antivirus software and security patch updates;
- Multi-layered email gateway protection;
- Deployment of advanced threat management systems for the detection and prevention of security threats;
- Ensuring personal data is processed only with proper consent;
- Collection and use of personal data strictly for legitimate business purposes;
- Prohibition of sharing Vinda's or third parties' personal information and data with any unit or individual not having a legitimate business need.

Intellectual Property Protection

As a vital strategic asset, intellectual property not only provides legal protection for innovation outcomes but also serves as a cornerstone for maintaining market competitiveness and driving sustainable innovation. We place great importance on protecting our own research and development achievements, while also respecting the intellectual property rights of others. To this end, we have established a comprehensive set of intellectual property management policies, including the *Trademark and Product-related Patent Management System* and the *Patent Management System for Scientific and Technological Innovation*, which provide clear guidance and standardized procedures for intellectual property protection.



We have set up a dedicated Intellectual Property Management Department with clearly defined responsibilities and have implemented a transparent mechanism for intellectual property ownership and benefit distribution, ensuring the orderly execution of intellectual property management tasks. In response to infringement, we adopt different approaches based on the circumstances, including legal action and administrative complaints against suspected infringers, to resolutely safeguard our intellectual property and protect our legitimate rights and interests.

Appendix

Appendix I: Table of Key Sustainable Development Performance Indicators

Environmental

Indicators	Unit	2024	2023	2022
Air emissions				
NOx	tons	110.85	143.43	203.20
SO ₂	tons	55.30	51.79	56.36
Particulate Matter	tons	4.64	/	/
Greenhouse gas emissions				
Direct emissions (Scope 1)	tCO ₂ e	421,589	423,560	435,052
Energy indirect emissions (Scope 2 – market-based)	tCO ₂ e	759,905	/	/
Energy indirect emissions (Scope 2 – location-based)	tCO ₂ e	792,039	837,595	785,003
Total emissions (market-based)	tCO ₂ e	1,181,495	/	/
Total emissions (location-based)	tCO ₂ e	1,213,628	1,261,155	1,220,055
Waste discharge				
Solid waste	tons	108,923.65	89,151.55	86,158.49
Non-hazardous waste	tons	113,005.18	94,051.15	91,861.40
Hazardous waste	tons	288.40	231.37	215.20
Energy use				
Electricity	kWh	937,082,486.83	981,335,767.00	928,607,145.00
Coal	tons	180,774.88	183,714.00	178,786.00
Natural gas	m ³	29,748,788.01	32,998,562.82	31,157,575.46
Purchased steam	tons	923,108.40	884,132.00	844,528.00
Diesel (stationary sources)	tons	14.67	15.15	15.24
Diesel (mobile sources)	tons	98.23	92.88	96.86
Gasoline (mobile sources)	tons	28.34	57.19	47.76
Liquefied petroleum gas (stationary sources)	tons	31.63	29.96	35.75
Total photovoltaic power consumption	kWh	35,011,988.00	19,651,639.00	16,397,870.00

Indicators	Unit	2024	2023	2022
Water consumption				
Tap water withdrawal	m ³	9,257,674.20	9,668,826.00	9,729,768.00
Underground water withdrawal	m ³	875,175.00	946,079.00	945,756.00
Surface water withdrawal	m ³	1,558,139.40	1,396,354.00	1,206,586.00
Total water withdrawal	m ³	11,690,988.60	12,011,259.00	11,882,110.00
Water consumption intensity ¹²	tons/ton of paper	8.47	9.27	9.77
Consumption of packaging materials for finished products				
Paper - total consumption volume	tons	121,043.22	123,357.00	108,204.00
Plastic - total consumption volume	tons	39,344.20	36,556.00	32,085.00

Social

Indicator	Unit	2024	2023	2022
Employees				
Number of employees	persons	10,666	11,465	12,112
By gender				
Male	persons	5,985	6,562	6,852
Female	persons	4,681	4,903	5,260
By age				
Below 30	persons	1,744	2,230	2,719
30-50	persons	8,316	8,596	8,792
Over 50	persons	606	639	601
By region				
Mainland China	persons	8,954	9,674	10,157
North Asia	persons	396	385	376
Southeast Asia	persons	1,316	1,406	1,579

¹²Water use intensity data includes household paper manufacturing only.

Indicator	Unit	2024	2023	2022
By employee category				
Senior executives	persons	86	90	91
Middle managers	persons	2,262	2,022	2,019
General staff	persons	8,318	9,353	10,002
By position				
Production	persons	6,229	7,034	7,429
Sales and marketing	persons	3,340	3,388	3,559
Others	persons	1,097	1,043	1,124
By length of service				
≤ 2 Years	persons	1,631	2,353	3,140
2 - 5 Years	persons	2,955	2,983	2,899
6 - 9 Years	persons	2,179	2,278	2,508
≥ 10 Year	persons	3,901	3,851	3,565
Employee turnover rate				
By gender				
Male	/	12.3%	19.0%	17.1%
Female	/	16.4%	16.9%	13.5%
By age				
Below 30	/	17.2%	27.5%	22.8%
30-50	/	14.8%	14.0%	12.2%
Over 50	/	18.3%	26.9%	19.6%
By region				
Mainland China	/	15.2%	17.7%	14.4%
North Asia	/	20.6%	18.2%	19.0%
Southeast Asia	/	13.1%	20.7%	21.8%

Indicator	Unit	2024	2023	2022
Workplace safety training				
Training hours by region				
Mainland China	hours	125,508	49,736	23,685
Chinese Taiwan	hours	1,557	847	464
Malaysia	hours	5,826	3,409	4,467
Training participants by region				
Chinese Mainland	persons	5,891	5,825	5,710
Chinese Taiwan	persons	190	190	106
Malaysia	persons	136	1,872	1,462
Total trained employees				
Total trained employees	persons	10,107	10,051	10,856
By gender				
Male	persons	5,751	5,915	5,980
Female	persons	4,356	4,136	4,876
By region				
Mainland China	persons	9,345	9,374	9,134
North Asia	persons	250	246	251
Southeast Asia	persons	512	431	1,471
By employee category				
Senior executives	persons	74	84	28
Middle managers	persons	2,078	2,022	1,468
General staff	persons	7,955	7,945	9,360
Training hours				
Total training hours	hours	169,838	161,323	163,192
Average training hours/employee	hours	15.9	14.1	13.5
By gender				
Male	hours	16.1	15.7	15.1
Female	hours	15.7	11.9	11.3

Indicator	Unit	2024	2023	2022
By employee category				
Senior executives	hours	15.6	10.0	4.3
Middle managers	hours	16.3	14.5	11.5
General staff	hours	15.8	14.0	14
Work-related accidents				
Lost-time accident (LTA)	cases	22	22	28
Lost-day from accident (DLA)	days	2,079	1,546	2,378
LTA by region				
Mainland China	cases	22	17	23
Chinese Taiwan	cases	0	1	1
Malaysia	cases	0	4	4
DLA by region				
Mainland China	days	2,079	1,311	2,213
Chinese Taiwan	days	0	33	30
Malaysia	days	0	202	135
Work-related fatalities				
Number of work-related fatalities	person(s)	0	1	1
Rate of fatalities as a result of work-related injury (per 100 workers)	/	0	0.0087	0.0083
Supplier management				
Number of active material suppliers				
Mainland China and Hong Kong	/	451	414	406
Malaysia	/	31	30	39
Chinese Taiwan	/	23	32	33
Other Asian regions	/	17	26	30

Indicator	Unit	2024	2023	2022
Supplier management				
Number of active material suppliers				
Europe	/	7	16	12
North/South America	/	9	7	8
Total	/	538	525	528
Number of chemical suppliers				
Mainland China and Hong Kong	/	63	58	58
Malaysia	/	37	33	33
Chinese Taiwan	/	4	13	12
Other Asian regions	/	6	7	7
Europe	/	2	2	2
North/South America	/	0	0	0
Total	/	112	113	112
Intellectual property				
Total number of patents	/	488	468	395
Total number of trademarks	/	1,310	1,344	1,107
Total registered intellectual property	/	1,646	1,872	1,502
Anti-corruption training				
Participants by employee category				
Middle managers	persons	744	1,791	1,431
General staff	persons	5,021	7,637	7,997
Hours by employee category				
Middle Managers	hours	516.31	2,801.19	2,099.00
General staff	hours	3,822.97	7,886.15	14,725.00
Volunteer service hours				
Total volunteer service hours	hours	7,838	5,834	3,944

Appendix II: GRI Content Index

Disclosures	Section of The Report	
GRI 2: General Disclosures	2-1 Organizational details	About Vinda
	2-2 Entities included in the organization’s sustainability reporting	About The Report
	2-3 Reporting period, frequency and contact point	About The Report
	2-5 External assurance	Appendix III: Independent Assurance Statement
	2-6 Activities, value chain and other business relationships	About Vinda
	2-7 Employees	Putting People First for Inclusion
	2-8 Workers who are not employees	Putting People First for Inclusion
	2-16 Communication of critical concerns	Sustainability at Vinda
	2-22 Statement on sustainable development strategy	Sustainability at Vinda
	2-29 Approach to stakeholder engagement	Sustainability at Vinda
GRI 3: Material Topics	3-1 Process to determine material topics	Sustainability at Vinda
	3-2 List of material topics	Sustainability at Vinda
	3-3 Management of material topics	Sustainability at Vinda
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	Ensuring Integrity with Collaboration
	205-2 Communication and training about anti-corruption policies and procedures	Ensuring Integrity with Collaboration
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ensuring Integrity with Collaboration
GRI 301: Materials	301-1 Materials used by weight or volume	Table of Key Sustainable Development Performance Indicators
	302-1 Energy consumption within the organization	Living in Harmony with Nature Table of Key Sustainable Development Performance Indicators
GRI 302: Energy	302-3 Energy intensity	Living in Harmony with Nature
	302-4 Reduction of energy consumption	Living in Harmony with Nature
	302-5 Reductions in energy requirements of products and services	Living in Harmony with Nature
	303-1 Interactions with water as a shared resource	Living in Harmony with Nature
	303-2 Management of water discharge-related impacts	Living in Harmony with Nature
GRI 303: Water	303-3 Water withdrawal	Living in Harmony with Nature

Disclosures		Section of The Report
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Living in Harmony with Nature
	304-2 Significant impacts of activities, products and services on biodiversity	Living in Harmony with Nature
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Living in Harmony with Nature
	305-2 Energy indirect (Scope 2) GHG emissions	Living in Harmony with Nature
	305-5 Reduction of GHG emissions	Living in Harmony with Nature
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Living in Harmony with Nature
GRI 306: Effluents and Waste	306-1 Waste generation and significant waste-related impacts	Living in Harmony with Nature
	306-2 Management of significant waste-related impacts	Living in Harmony with Nature
	306-3 Waste generated	Living in Harmony with Nature
	306-4 Waste diverted from disposal	Living in Harmony with Nature
	306-5 Waste directed to disposal	Living in Harmony with Nature
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	Pursuing Shared Success through Synergy
GRI 401: Employment	401-1 New employee hires and employee turnover	Putting People First for Inclusion
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Putting People First for Inclusion
	401-3 Parental leave	Putting People First for Inclusion
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	Putting People First for Inclusion
	403-2 Hazard identification, risk assessment, and incident investigation	Putting People First for Inclusion
	403-3 Occupational health services	Putting People First for Inclusion
	403-4 Worker participation, consultation, and communication on occupational health and safety	Putting People First for Inclusion
	403-5 Worker training on occupational health and safety	Putting People First for Inclusion
	403-6 Promotion of worker health	Putting People First for Inclusion
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Putting People First for Inclusion
	403-8 Workers covered by an occupational health and safety management system	Putting People First for Inclusion
	403-9 Work-related injuries	Putting People First for Inclusion
	403-10 Work-related ill health	Putting People First for Inclusion

Disclosures		Section of The Report
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Putting People First for Inclusion
	404-2 Programs for upgrading employee skills and transition assistance programs	Putting People First for Inclusion
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Putting People First for Inclusion
GRI 406: Non-discrimination		No incidents of discrimination occurred during the reporting period
	406-1 Incidents of discrimination and corrective actions taken	
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	N/A
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	N/A
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Putting People First for Inclusion
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Pursuing Shared Success through Synergy
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	Pursuing Shared Success through Synergy
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	Pursuing Shared Success through Synergy
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A

Appendix III: Independent Assurance Statement



INDEPENDENT ASSURANCE STATEMENT



Bureau Veritas Certification

Objectives of Work

Bureau Veritas Certification (Beijing) Co., LTD ("BUREAU VERITAS") has been engaged by Vinda Group (hereafter referred to as "Vinda") to conduct an independent Assurance of its 2024 Sustainability Report (the "Report"). This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the report are the sole responsibility of the management of Vinda. Our sole responsibility was to provide independent assurance on the accuracy of information included.

Scope of work

The assurance process was conducted in line with the requirements of the Assurance Standard AA1000AS (V3) Type 2 assurance. The scope of work included:

- Data and information included in the Report for the reporting period 1 January – 31 December 2024;
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported;
- Evaluation of the Report against the main principles of the AA1000 Assurance Principles and AA1000 Assurance Standards
 - Inclusivity
 - Materiality
 - Responsiveness
 - Impact
- Evaluation of the Report against the principles of Materiality, Accuracy, Completeness, Balance, Clarity and Comparability, as defined in the GRI Sustainability Reporting Guidelines;

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements (expressions of opinion, belief, aim or future intention by Vinda) and statements of future commitment;
- Financial data and information that has been audited by a third party.

The levels of AA1000 assurance are as follows:

Report Section	Level of Assurance
Organization Governance	Moderate
Product Responsibility	Moderate
Environmental Responsibility	Moderate
Employee Responsibility	Moderate
Social Responsibility	Moderate

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INDEPENDENT ASSURANCE STATEMENT



Bureau Veritas Certification

Level of assurance: Reasonable Assurance

Assurance standard

1. AA 1000 AP (2018) & AA 1000 AS (V3)
2. International Standard for Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE 3000 (Revised)"), developed by the International Auditing and Assurance Standards Board;
3. GRI Sustainability Reporting Standards, published by the Global Reporting Initiative

Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

1. Interviews with relevant personnel of Vinda;
2. Review of documentary evidence produced by Vinda;
3. Audit of performance data, tracing and checking the sample data according to the sampling principle;
4. Site visits to Vinda headquarter (located at No. 65, Donghou Road, Xinhui District, Jiangmen City, Guangdong Province, China), Xinhui Branch (located at Sibeliyangsha, Xinjiangcun, Sanjiang town, Xinhui District, Jiangmen City, Guangdong Province, China) and Jiangmen Branch (located at Yingbin Avenue, Shuangshui town, Xinhui District, Jiangmen City, Guangdong Province, China);
5. Review of Vinda data and information systems for collection, aggregation, analysis and review;
6. Review of stakeholder engagement activities of Vinda by review the outcomes and approaches used by Vinda;

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Non-financial Reports, based on current best practice in independent assurance. The work was planned and carried out to and concluded based on reasonable, rather than absolute assurance, as determined by Bureau Veritas.

Assurance Conclusion

On the basis of our methodology and the activities described above, it is our opinion that:

- The information and data included in the Report are accurate, reliable and free from material mistake or misstatement;
- The Report provides a fair representation of Vinda's activities over the reporting period;
- The information is presented in a clear, understandable and accessible manner, and allows readers to form a balanced opinion over Vinda's performance and status during the reporting period;
- Vinda has established appropriate systems for the collection, aggregation and analysis of relevant information;
- Vinda has processes in place for consulting and engaging with its key stakeholders in a structured and systematic manner;
- The Report properly reflects the organisation's alignment to and implementation of the AA1000AS (V3) principles of Inclusivity, Materiality, Responsiveness and Impact in its operations. Further detail is provided below;

Alignment with the principles of AA1000AS (V3)

Inclusivity

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Bureau Veritas Certification

Vinda has processes in place for engaging with a range of key stakeholders including clients, suppliers, investors, government officials, representatives from a range of NGO's and industry associations and has undertaken a number of formal stakeholder engagement activities covering a range of topics such as Organization Governance, Product Responsibility, Environmental Responsibility, Employee Responsibility, Social Responsibility and so on.

Materiality

The Report addresses the range of environmental, social and economic issues of concern that Vinda has identified as being of highest material importance. The identification of material issues has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns. The material issues disclosed in the report and the relevant data and information are of Materiality.

Responsiveness

Vinda is responding to those issues it has identified as material and demonstrates this in its policies, objectives, indicators and performance targets. The reported information can be used by the organisation and its stakeholders as a reasonable basis for their opinions and decision-making.

Impact

Vinda takes responsibility for the governance, environmental, and social issues involved in its operational activities, as well as the positive and negative impacts it brings. The company conducts appropriate quantitative monitoring and evaluation of the impacts of these material issues, and based on the results of performance monitoring, adopts relevant continuous improvement measures.

Based on the work conducted, we recommend Vinda to consider the following:

It is recommended that the report incorporate more in-depth case studies on material topics to bolster its overall comprehensiveness, thereby better demonstrating the organization's ESG governance practices.

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in Quality, Environmental and Occupational Health and Safety, Social Responsibility with more than 190 years history in providing independent assurance services. Members of the assurance team have no interests or conflicts of relationship with Vinda. We have conducted this Assurance independently and impartially. Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities.



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Director of Greater China Region
Bureau Veritas Certification (Beijing) Co., LTD
2025.07.26

Wendy Zhao
Assurance Team Leader
Bureau Veritas Certification (Beijing) Co., L
2025.07.26



