

**BTN** 贝泰妮集团  
BOTANEE GROUP

Stock Code: 300957

# 2025 Sustainability & Environmental, Social and Governance (ESG) Report



**BTN**  
贝泰妮集团  
BOTANEE GROUP

Yunnan Botanee Bio-Technology Group Co. Ltd.

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## About This Report

This is the fifth sustainability report & environmental, social and governance (ESG) report released by Yunnan Botanee Bio-Technology Group Co. Ltd. (hereinafter referred to as "Botanee", "the Company" or "we"), which demonstrates our initiatives and performance in sustainability management in 2025.

### Reporting Boundary

The time frame of this report is from January 1, 2025 to December 31, 2025 (hereinafter referred to as the "current year" or "reporting period"). Some data outside of this frame (before 2025 and into 2026) have been included to provide readers with a broader perspective. Social data (such as employees, intellectual property rights, etc.) and financial data (such as revenue, tax payments, etc.) disclosed in this report cover Botanee, its wholly owned subsidiaries and its holding subsidiaries. Due to gradual improvements in environmental data collection mechanism, the scope of environmental data disclosed for the reporting period covers our office areas, warehouses, specialty stores, medical aesthetics centers, self-owned production bases, and the manufacturing bases of some of our core suppliers. For details, please refer to "Appendix 1: Table of Key Performance Indicators".

### Basis for Compilation

This report is compiled by referring to the *Rules Governing the Listing of Shares on the Shenzhen Stock Exchange (revised in January 2022)*, the *Self-Regulatory Guidelines No. 1 for Companies Listed on Shenzhen Stock Exchange—Standardized Operation of Companies Listed on the Main Board*, the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Reporting (For Trial Implementation)*, the *Self-Regulatory Guidelines No. 3 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange—Preparation of Sustainability Report*, the Global Reporting Initiative (GRI) Standards, the United Nations Sustainable Development Goals (SDGs) and more.

### Information Sources


Unless otherwise specified, the information and data cited in this report come from Botanee's official documents, statistical reports, financial reports and relevant public documents. Botanee promises there are no false records, misleading statements or major omissions in this report, and the Board of Directors is responsible for the authenticity and accuracy of the content herein. All amounts in this report are presented in Chinese Yuan (CNY).


### Access to the Report


The electronic version of this report is available on the official website of Botanee (<https://www.botanee.com.cn>), the Shenzhen Stock Exchange (<http://www.szse.cn>), or the CNINFO website ([www.cninfo.com.cn](http://www.cninfo.com.cn)).


This report is published in Chinese and English. Should there be any discrepancies between the two versions, the Chinese version shall prevail.

Stakeholders and the public's suggestions and comments on this report are much appreciated. For any inquiries or suggestions, please contact our Board Secretary's Office via the following means.

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## Message from the Chairman

Vigorous business expansion signals a positive trajectory, while powerful operational momentum fosters holistic renewal and continuous improvement.

In 2025, we advanced steadily with unwavering commitment to our original aspiration, upheld our mission amid changing times, and built momentum through quiet yet profound progress. Throughout the year, we pursued truth in research, built trust through our brand, and extended our reach through responsibility. With a sustainable pace, we forged a development path that balances resilience with warmth. We remained deeply committed to the field of skin health, upholding our original aspiration with craftsmanship and driving development through innovation, ensuring that every effort takes root in society and benefits people's well-being.

### Excellence in Governance, Commitment to Responsibility

We have embedded sustainable development into the very fabric of our corporate governance, making it a foundational logic of operations and a cornerstone of value. In 2025, we released our ESG report for the fifth consecutive year. We were included in the "Top 100 Best ESG Practices among China's Listed Companies" by Wind, received the highest "AAA" rating from Huazheng ESG, and have been awarded an "A" rating for information disclosure by the Shenzhen Stock Exchange for the third consecutive year, demonstrating verifiable governance capabilities in response to societal expectations.

We remain committed to our vision "to bring health and beauty to everyone", guided by five core pillars of integrity-led governance, ecological recycling, innovation-driven development, inclusiveness and diversity, and gratitude and compassion. We proactively align with the United Nations SDGs, continuously exploring pathways of contributing to social progress and well-being, and promoting synergy between economic performance and social value.

Thus, governance has been internalized into our policies and disciplines, enhancing trust and making long-term growth more attainable.

### R&D as the Foundation, Pursuing Excellence with Dedication

We fortify the scientific foundation of the "Green Valley of Beauty in China" through plant-based technologies. In 2025, the Botanee Yunnan Specialty Plant Extraction Laboratory established the CMA and CNAS certification platforms, completed archiving of 2,400 Yunnan specialty plant species, and built a globally accessible medicinal plant multi-omics database. The Group has filed 17 new cosmetic raw materials, 3 of which have been included in international ingredient directories, thereby accelerating the alignment of local resources with global standards. We push past boundaries through research, securing our scientific stronghold. Botanee has participated in the publication of 10 national standards and 78 group standards, and has been granted a cumulative total of 121 invention patents, covering distinctive ingredients, medical devices, evaluation methods, and formulation technologies. In addition, Botanee has published 653 papers in SCI-indexed and core journals, including as many as 160 academic papers in 2025 alone, comprising 115 SCI papers and 45 core journal papers, with a combined impact factor exceeding 695. We also led the publication of the *Scientific Guide to Anti-Aging for Sensitive Skin*.

Thus, our innovations have crystallized into a thorough system in which Chinese ingredients play a greater role.

Botanee's scientific achievements have set a new benchmark for efficacy-driven skincare. The *R&D and Industrialization of Domestic Efficacy Skincare Products* was included on the public shortlist for the Special Prize of the Yunnan Provincial Science and Technology Progress Award, while the *R&D and Industrialized Application of Winona Skincare Products for Sensitive Skin* won the First Prize of the Science and Technology Progress Award of the China National Light Industry Council.

### Green Ecology, Action Through Practice

We have established a green supply chain and energy-management system, doing so with respect to the full life cycle. As part of that effort, our central factory has completed a phased photovoltaic solar panel installation, and packaging for core products has been redesigned for the reduction and recyclability of materials. Similarly, the "Save the Earth: Recycle and Be Rewarded" program has been carried forth energetically. We have also measured ecological boundaries by conducting environmental risk assessments at key sites such as the Kunming Central Factory. This includes identifying endangered species, nationally protected wildlife and critical ecological zones in surrounding areas to ensure our operations remain free of ecological risks. In 2025, we recorded zero environmental violations, and our green operations enjoyed steady progress.

We have launched an initiative under the banner "Creating a Healthy Ecology, Embracing a Beautiful Future" to promote alignment between policies and practices. Meanwhile, through public campaigns such as the "City Insect Challenge" and "Blue UP" exhibitions, we have elevated awareness and respect for critical ecology. In the Haba Snow Mountains and the habitat of *Rhinopithecus bieti*, we have established 10.42 mu of ecological conservation plots, provided equipment and insurance for rangers, and applied callus culture and artificial propagation technologies to facilitate the nondestructive development of rare plant species.

Thus, green practices have been transformed into governance effectiveness, lightening our footprint and empowering a lasting symbiosis.

A spark can set off a blaze. The tide always rises, despite the vastness of the oceans. As we consider our mission for 2026, we will continue to build a multi-brand matrix for the creation of China's skin-health ecosystem and thereby introduce a new era of skin wellness. In accordance with our vision "to bring health and beauty to everyone" and our mission "to create China's skin health ecosystem", we will write a new chapter in the sustainable, innovative development of China's beauty industry while ensuring a greener, more inclusive future.

### Contributing to Social Progress and Well-being

We continue our long-term commitment to the promotion of health education and improve access to medical care. The "Winona Sunshine Program", which has been implemented for the 10th consecutive year, stands as a public-welfare model integrating "prevention, treatment and education". The program has served more than 5,000 individuals, published at least 1,400 articles for the popularization of science, and reached more than 180 million people.

At the same time, three dedicated funds led by the Botanee Charity Fund work in synergy. In Changning, Yunnan, we have established 10 "Hope Harbors" to support left-behind children in rural areas, sponsored 150 students from mountainous regions of Yunnan to complete their education, all of whom have been admitted to top-tier universities in the 2025 cohort. The Botanee scholarship program has cumulatively funded 3,610 medical talents. Moreover, we donate funds to promote the implementation of AI-assisted diagnostics for congenital heart disease and have provided free screenings to 4,070 children, demonstrating the strength and goodwill of our charitable support network.

Thus, goodwill has evolved into a coordinated mechanism, making health more accessible and lighting the way toward tomorrow.

Guo Zhenyu  
Chairman and President of Botanee  
April 2026

## Board Statement

The Board of Directors attaches great importance to sustainability management and has built an effective mechanism for this purpose in accordance with the *Code of Corporate Governance for Listed Companies* released by the China Securities Regulatory Commission. We exert continued efforts to improve our sustainability governance structure, enhance the Board of Directors' supervision and participation in sustainability-related topics, and actively integrate sustainability management into our decision-making and business practices to foster stable, long-term corporate development.

As the decision-making body for Botanee's operations, the Board of Directors assumes overall responsibility for the Company's ESG strategies and reporting. It authorizes the Strategy Committee to supervise and manage sustainability-related topics, with daily coordination carried out by the Board Secretary's Office.

The Board of Directors takes seriously the significant impact that ESG risks may have on the Company. It improves sustainability management on a regular basis through identifying ESG risks, analyzing macro policies and hot spots, and benchmarking with leading companies in the industry. Interviews, surveys, and expert assessments are performed to determine the materiality of ESG topics, thereby ranking their priority and clarifying the focuses of Botanee's sustainable development.

During the reporting period, the Board of Directors reviewed and recognized the materiality of ESG topics and the sustainability report for 2025. This report provides detailed disclosure of above mentioned ESG-related topics, which have been deliberated and approved by the Board of Directors on April 23, 2026.



## About Botanee

### Company Overview

Established in 2010, Botanee is a leading company in China's *Internet Plus* big health industry, dedicated to skin health. Integrating R&D, manufacturing, and marketing, the Company aims to build a sustainable ecosystem for skin health and advance the development of China's skin health sector. The Company was listed on the Shenzhen Stock Exchange's ChiNext Board on March 25, 2021, with a stock code of 300957.

Botanee has been identified as a national high-tech enterprise, and a national technology innovation demonstration enterprise. Our Research and Development Center forges ahead with innovation, implements the integration of industry, university, research and medical care. It integrates cutting-edge technologies from botany, biology, dermatology and more to probe into effective active ingredients in special plants in Yunnan and develop a range of patented technologies for next generation functional skincare products. Our brand Winona enjoys wide recognition from consumers and skincare professionals for the effectiveness and safety of its products. It applies a number of patented technologies, adopts mild, dermatologist-recommended formulations, and abides by Good Manufacturing Practices (GMP) widely recognized by the United States and the European Union.

Following the strategy of laying a solid foundation through offline pharmaceutical channels and achieving full online coverage, and by leveraging the Internet and new technologies such as AI, we have created a new retail full-touchpoint system and successfully realized cross-scenario online-merge-offline (OMO) marketing. This makes Botanee a leading company in China's big health industry in terms of *Internet Plus*.

With outstanding R&D capabilities and a differentiated operating mode, Botanee, driven by years of professional dedication to skincare, embraces the Internet with an open mindset, accumulates strength for a take-off, and strives to focus on creating a brand-new future for the skin health ecosystem.

### Corporate Culture



## Main Business and Brands

Botanee is committed to building a skin health ecosystem. Guided by a deep understanding of diverse skin concerns and original research into Yunnan's specialty plants, the Group has continued to deepen its presence in the functional skincare products sector. In recent years, it has successfully developed a diversified brand matrix led by Winona, its flagship brand dedicated to sensitive skin.

### Botanee Brand Matrix



Winona is a dermatological-grade skincare brand dedicated to sensitive skin. Rooted in dermatological science and driven by in-depth research into Yunnan's specialty plants, the brand is backed by evidence-based scientific research and guided by a commitment to skin health, offering professional, targeted, safe, and effective solutions for sensitive skin.



Building on the legacy of the parent brand "Winona", this professional baby and child skincare brand is developed in collaboration with pediatric dermatology experts, focusing on effective skincare for infants and children, specifically targeting the eczema segment. Based on dermatological expertise and clinical experience, it offers a medical-grade, simplified skincare solution with exclusive patented plant-based formulas for infants and young children's skin care.



Created for professional beauty, AOXMED focuses on skin rejuvenation, bridging medical aesthetics with home beauty. It offers highly effective and safe in-clinic device-based treatments combined with home-use medical-grade sequential skincare. At the same time, it promotes mindful youthfulness, advocating for the right philosophy to combat skin aging and achieve comprehensive anti-aging for both body and mind.



Triollar is a professional functional home beauty device brand delivering clinic-level efficacy. Committed to adapting advanced light-, energy- and electro-based aesthetic technologies for home use, it has created an integrated "device + skincare" at-home aesthetic solution that combines beauty devices with professional skincare efficacy, helping users enjoy clinic-level professional age-defying results at home through professional technology.



Beforteen collaborates with a team of dermatology experts to conduct case studies on over one million cases. Combining AI-assisted consultations, it provides a personalized, comprehensive acne treatment solution for users based on their different acne types, including "Food + Medicine + Makeup" in an innovative and integrated approach.



With 24 years of brand history, it is specifically designed for Chinese women. Pure & Mild carefully selects rare plants from around the world, combining cutting-edge skincare technology and active ingredients to offer gentle and long-lasting plant-based skincare solutions that bring youthful vitality to the skin. The core products of the "Pure & Mild" brand include toners, lotions, and face creams.



Focusing on the skin characteristics of Asian women, Za creates functional base makeup products, providing consumers with multi-functional, easy-to-use, and cost-effective makeup solutions. Positioned as an international multi-functional light makeup brand, it allows users to effortlessly enjoy a beautiful everyday look. The core products of the "Za" brand include primers, sunscreens, and compact powders, with the flagship product, the primer, being a bestseller internationally for 22 years.

## Powered by scientific innovation, bring health and beauty to everyone



## Milestones of the Year

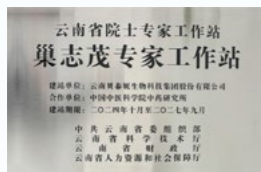
# 2

February

Botanee was selected for the first batch of the *China Famous Consumer Products List*.



Botanee held the Official Inauguration Ceremony for the "Yunnan Provincial Expert Workstation" of Botanee Group.



# 3

March

Botanee and Winona launched *The Sun Beneath the Snow Mountain*, a Women's Day poster campaign, and *Water, Pure Naxi*, a healing short film for International Women's Day.



Botanee's 2025 supplier conference was successfully held in Kunming, Yunnan, bringing supply chain partners together to build synergy and scale new heights in Yunnan.



# 4

April

Botanee showcased 11 self-developed plant-based ingredients at In-Cosmetics Global in Amsterdam, the Netherlands, a leading global event for innovation in cosmetic ingredients.



Winona pioneered a new era of anti-aging for sensitive skin, as the 6th Sensitive Skin Summit was successfully held in Shanghai.



# 5

May

From snow mountains to laboratories, Botanee charted a "Chinese Approach" to biodiversity conservation through its ESG practices.



Under the theme "No More Sensitivity, Come Meet Winona", the Winona "525 National Skin Care Day" campaign continued to support skin health across China.



Botanee attended the 2025 China Conference of Cosmetics Science and Technology, where multiple special reports showcased its achievements in driving a green beauty ecosystem through technological innovation.



# 6

June

Botanee and AOXMED appeared at the 2025 "Blue Up-Force of the Blue" offline salon, painting a new picture of biodiversity conservation.



Green Momentum at the China-South Asia Exposition! Botanee, together with its four major brands, made a vibrant appearance at the 9th China-South Asia Exposition, opening a new chapter in health and beauty.



After four years of dedicated support, every student in the second cohort of the Botanee Hope High School Class realized their dreams and embarked on a new journey.



# 7

July

Botanee received the highest rating of "AAA" from the CSI Index and "AA" certification from Wind.



Botanee was named one of the "Top 100 Benchmarks for Internationalization of Chinese Brands" at the inaugural World Brand Summit.



Botanee and Winona marked the China-Thailand Golden Jubilee with oriental botanical beauty, opening a new chapter in global expansion.



# 8

August

"Winona Smiles, Caring for Every Child"

Botanee's "Hope Haven" initiative lighted the path for children in mountainous areas.



The Fourth Meeting of the Academic Committee of the Botanee Yunnan Specialty Plant Extraction Laboratory was successfully held.



# 9

September

Botanee was named to the 2025 ESG Best Practices Top 100 from Wind, the Yinghua Awards A-share ESG Demonstration Case, and the Sustainable Development Best Practice Summary from the China Association for Public Companies.



Winona, the only Chinese brand invited, attended the inaugural Visible Light Photoprotection Consensus Conference (VLPC) hosted in Amsterdam, the Netherlands.



Botanee was named a Yicai "2025 Annual Case of Green Dot China" award winner in recognition of its systematic green design practices under the "Green Beauty, Sustainable Care" initiative.



# 9 September

Botanee won the *TMall Beauty Awards* time and again, demonstrating the strength of its multi-brand collaborative development and reaching a new level of growth.



Botanee was featured as a recommended case in mountain bioeconomy at the 4th Mountain Futures International Conference.



Botanee, together with its flagship brand Winona, participated in the 2025 CAFFCI Annual Meeting & Expo (CAME).



# 10 October

Botanee was named among the "Top 30 on the 2025 List of Brands with the Fastest Growth in Intangible Assets" and was honored as a "Most Respected Brand" in recognition of its overall outstanding performance.



Botanee was recognized as the "2025 Best Practice Case for Internal Control for Listed Companies".



Botanee was named the "2025 Responsible China ESG High-Quality Development and Innovation Demonstration Enterprise".



# 11 November

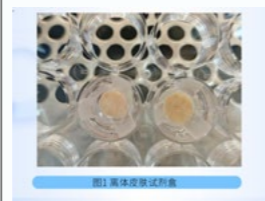
Winona and Winona Baby appeared at the 20th CDA National Congress of Cosmetic Dermatology.



Botanee retained the Shenzhen Stock Exchange's A rating for information disclosure for the third consecutive time, setting a new benchmark for high-quality development through outstanding corporate governance.



Botanee introduced ex vivo skin models to enable more precise evaluation of cosmetic products.



Botanee received Dual Best Practice Awards from the China Association for Public Companies and was selected as a model case in the Huaxia ESG program.



# 12 December

Botanee received the 2024 "Golden Information Disclosure Award" from the China Securities Journal, the 2025 "SSE Eagle • Gold Quality" ESG Award from the Shanghai Securities News, and the 2025 "Strategic Philanthropy Model" Award for China Corporate Social Responsibility from Yicai.



## Data Highlights 2025

Operations		
In 2025, Botanee achieved total revenue of CNY <b>5,358.6388</b> million.	In 2025, the net profit attributable to shareholders of the parent company reached CNY <b>505.7197</b> million.	Total tax payments amounted to CNY <b>605.7087</b> million.
In 2025, R&D investment reached CNY <b>252.3866</b> million, accounting for <b>4.71%</b> of the total revenue.	<b>No.1</b> Ranked first in sales of dermatological skincare products in China. From 2017 to 2025, we were the only domestic brand to be ranked among the TOP 10 in the Tmall "Double 11" beauty and skincare category for nine consecutive years.	
<b>46.00+</b> million Total registered members across all online platforms	<b>35.9%</b> Repurchase rate across all online platforms (Winona, Winona Baby)	
Environment		
<b>2.68</b> tCO <sub>2</sub> e / CNY million 2025 greenhouse gas (GHG) emission intensity (calculated by revenue)	<b>0.79</b> tce / CNY million 2025 comprehensive energy consumption intensity (calculated by revenue)	<b>0.027</b> thousand m <sup>3</sup> / CNY million 2025 water consumption intensity (calculated by revenue)
<b>2.19</b> tons / CNY million 2025 packaging material usage intensity (calculated by revenue)	<b>3.17</b> million empty bottles recycled in total Total of <b>2.66</b> million participants	
Society		
Cumulative patents: <b>350</b> items Consumer satisfaction: <b>94.68</b> points	In 2025, the company continued to donate CNY <b>13.678</b> million (value of cash and in-kind donations) to public welfare, supporting <b>31</b> public welfare projects, with a cumulative total of nearly <b>310,000</b> direct beneficiaries.	
<b>3,574</b> employees Total workforce of the Group in 2025	<b>356,888</b> hours Total training duration	Female management staff as a percentage of total management: <b>56%</b>
Ethnic minority employees in the Group account for approximately <b>8.8%</b> of the total workforce.	The Group had <b>413</b> R&D personnel in 2025	Accounting for <b>11.6%</b> of the total workforce

## External Recognition

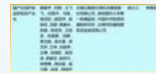
# Honor

## Major Honors



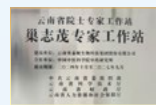
**First batch of the China Famous Consumer Products List**

Ministry of Industry and Information Technology



**Special Prize of 2025 Yunnan Provincial Science and Technology Progress Award (Publicity List)**

Yunnan Provincial Science and Technology Department



**Official Inauguration Ceremony for the Yunnan Provincial Expert Workstation**

Committee Organization Department of the Yunnan Provincial Committee of the Communist Party of China  
Yunnan Province Science and Technology Department  
Yunnan Provincial Department of Finance  
Department of Human Resources and Social Security of Yunnan Province



**Top 100 Private Enterprises, Top 20 in Innovation, Top 20 in Employment Contribution and Top 20 in Manufacturing in Yunnan Province**

Yunnan Provincial Federation of Industry and Commerce



**Special Contribution Award of the 6th Yunnan Red Cross Public Welfare Project Competition**

Red Cross Society of China Yunnan Branch



**List of Cultivation Objects for National Intellectual Property Demonstration Enterprises**

National Intellectual Property Administration



**2025 Best Practice Case for Sustainable Development  
2025 Best Practice Case for Board of Directors  
2025 Best Practice Case for Internal Control for Listed Companies**

China Association for Public Companies



**"A" rating from the Shenzhen Stock Exchange for information disclosure for three consecutive years**

Shenzhen Stock Exchange



**"Gold Information Disclosure Award" for Listed Companies of the Year 2024**

China Securities Journal



**2025 "SSE Eagle · Gold Quality" ESG Award**

Shanghai Securities News



**2025 Huaxia ESG Dandelion Model Case**

China Times



**2025 China Listed Companies Yinghua Awards - A-share ESG Demonstration Case**

China Fund News



**"Most Respected Brands" - 2025 Top 30 Brands by Intangible Asset Growth**

CCTV-1 *The Growing of the Great Brand*



**2025 Forbes China Beauty Industry 100 Excellent Brands**

Forbes China



**Top 100 Chinese Brands for Internationalization**

International Academy of Brand Science



**2025 Top 100 Best ESG Practices among China's Listed Companies and "AA" rating**

Wind ESG



**2025 A-Share Listed Companies ESG Excellence Performance Top 100 and "AAA" rating**

Sino-Securities Index



**2025 People's Corporate Social Responsibility Case**

people.cn



**First Prize of the 2025 Science and Technology Progress Award**

**Top 10 in the Cosmetics Industry from the China National Light Industry Council**

**Top 100 Enterprises in Science and Technology**

China National Light Industry Council



**2025 Top 50 Cosmetic Enterprises**

China Association of Fragrance, Flavor and Cosmetic Industries



**Green Point China 2025 Annual Case**

**2025 "Strategic Philanthropy Model" Award for China Corporate Social Responsibility**

Yicai



**2025 Public Welfare Tribute Awards: Annual Impact Cases**

The Beijing News



**2025 Responsible China ESG Annual Ceremony - High-Quality Development and Innovation Demonstration Enterprise**

Southern Metropolis Daily

# 2025

Spotlight

## From *Prinsepia utilis* Royle to the "Green Valley of Beauty in China"

### —Botanee's Mountain Bioeconomy Model and Sustainable Development Path

Amid global consensus on "inclusive bioeconomy" and "carbon peaking and carbon neutrality" goals, Botanee has leveraged the biodiversity of Yunnan, the "botanical kingdom", to build a sustainable model integrating "research, conservation and industrialization" rooted in *Prinsepia utilis* Royle. The Company launched the "Creating a Healthy Ecology, Embracing a Beautiful Future" biodiversity conservation initiative, and has gradually forged an ESG path from the development of single plant resources to the implementation of the strategy of "Green Valley of Beauty in China". Through long-term dedication and full value chain coordination, the Company has achieved symbiosis between the ecological preservation of mountain areas and economic value. By empowering local development and cultural heritage through industrial strength, it has become a benchmark for ESG practices in China's beauty industry.



## The Adversity-Defying Growth of *Prinsepia utilis* Royle

### —A Paradigm for the Sustainable Development of Mountain Resources

Botanee's mountain economy initiative began with the conservation-driven development of *Prinsepia utilis* Royle, a plant unique to the plateau of Haba Snow Mountain. Revered for centuries by ethnic groups such as the Naxi and Zang peoples, *Prinsepia utilis* Royle thrives in harsh alpine climates. Its seeds contain over 70% unsaturated fatty acids, offering exceptional antioxidant and skin-repair properties. It is both a symbol of ecological resilience and a vital link between mountain resources and industrial value.

### Dual-track Approach at Haba Snow Mountain: Conservation and Development

In the "Three Parallel Rivers of Yunnan Protected Areas" UNESCO World Heritage Site, Haba Snow Mountain in Shangri-La, Botanee implements a multi-dimensional conservation plan. By the end of 2023, the *Prinsepia utilis* Royle research and cultivation base was completed. The site focuses on germplasm research and optimization of the core raw material, *Prinsepia utilis* Royle, and studies the cultivation of other unique plant resources. This marks a shift from extractive resource development to a synergistic model of "simulated wild cultivation—ecological restoration—endangered species protection".



Ecological restoration project on the western slope of Haba Snow Mountain



- 1 Simultaneous ecological restoration and cultivation
- 2 Rescue protection of endangered species
- 3 Efficient resource utilization

In 2024, we officially launched the ecological restoration project on the western slope of Haba Snow Mountain, establishing a 17.1-mu restoration zone. Through scientific methods, we preserved soil and water, conserved water sources, built protective fences, and replanted native plants such as *Hippophae rhamnoides* subsp. *yunnanensis*, *Piptanthus concolor*, *Picea brachytyla* var. *complanata*, and *Rhododendron*. Simultaneously, simulated wild cultivation of *Prinsepia utilis* Royle was carried out in strict accordance with natural laws, with zero use of pesticides, chemical fertilizers, or other environmentally harmful materials. Monoculture practices that could disrupt the mountain ecosystem were avoided, and a designated ecological buffer zone was created to provide habitats for rare species and minimize human disturbance, supporting the ecosystem's self-repair and balance.

In 2025, we newly established 10.42 mu of ecological conservation demonstration plots in the Hutiao Gorge area, providing a model case for regional ecological restoration.

In 2025, we introduced artificially propagated seedlings of over 20 rare plateau plant species from the Shangri-La Alpine Botanical Garden, including *Meconopsis racemosa*, *Calanthe discolor* Lindl., *Rosa praelucens* Byhouwer, *Crataegus chungtienensis*, and *Paeonia delavayi*, to Haba Snow Mountain for in-situ conservation and pilot cultivation. During this process, experts from the Shangri-La Alpine Botanical Garden provided systematic training on field planting and management of rare plateau plant species to support the conservation. Our efforts in propagating and cultivating *Paeonia delavayi* (a national second-class protected plant) have led to the registration of a new cosmetic ingredient. We have established 10 germplasm resource nurseries across different ecological zones and promoted 100 mu of high-quality cultivation to further realize the applied transformation of this botanical resource.

Through green production techniques, we converted raw materials like glucans and natural plant oils into high-quality products. Using subcritical low-temperature fluid extraction technology, we fully utilize the value of the *Prinsepia utilis* Royle. After oil extraction, the remaining seed meal is repurposed as a polysaccharide extraction material. On top of *Prinsepia utilis* Royle oil (the primary ingredient), we have developed two advanced ingredients, *Prinsepia utilis* Royle flavonoids (anti-aging) and polysaccharides (core repairing agent). These polysaccharides, with over 30% total content, have demonstrated strong soothing and repairing capabilities and have been successfully applied in the second generation of Winona Sensitiveness Relieving Moisturizing Tolerance-Extreme Cream. In 2025, for the first time, we transformed *Prinsepia utilis* oil into a natural solid emulsifier with both emulsifying and antioxidant properties using a green fermentation technology. This innovation has paved the way for mild, green emulsifying technologies and set an industry benchmark for efficient natural resource utilization.



Western Slope Ecological Restoration Project, Haba Snow Mountain



## Empower Chinese Ingredients with Science and Technology

—From Mountain Resources to High-Value Industries

While *Prinsepia utilis* Royle marks the "Natural starting point" of Botanee's mountain economy, science and technology serve as the core drivers for translating ecological value into industrial output. By establishing a global R&D network and standardized systems, Botanee is transforming Yunnan's specialty plant resources into internationally competitive "Chinese green ingredients", laying a strong technological foundation for the "Green Valley of Beauty in China".

### Innovation in Green Ingredients Driven by Science Research

#### 1 Cutting-edge botanical research

Our R&D team has conducted systematic research on symbiotic microorganisms associated with rare alpine plants in Yunnan. We isolated and purified microbial strains from rare plants adapted to extreme environments. By leveraging these unique strains, we developed plant bidirectional fermentation systems or single-strain fermentation products to enhance extraction efficiency and uncover new microbial bioactives. In 2025, our plateau microbial library expanded to 520 strains. We established three related technical standards and obtained two patents, advancing the innovative use and sustainable development of microbial resources, and exploring the possibilities for large-scale product application.

#### 2 Breakthroughs in new ingredient application

Supported by our CMA- and CNAS-certified Yunnan Specialty Plant Extraction Laboratory, we successfully registered a total of 17 new cosmetic ingredients as of December 2025, three of which were listed in international ingredient directories. Specifically, the *Sophora davidii* seed extract is an anti-aging active derived through subcritical water extraction and multi-stage purification. This green process reduced the use of organic solvents while enhancing active compound content. In 2025, we successfully filed a new ingredient, *Pleione bulbocodioides* stem extract, derived from a rare orchid species unique to China. The ingredient is traceable to a local artificial cultivation base in Yunnan, where standardized large-scale planting is achieved through advanced tissue culture and simulated wild cultivation, ensuring a stable and sustainable supply.

#### 3 Long-term industrialization layout

We have maintained long-term cooperation with renowned universities including East China Normal University and China Pharmaceutical University to promote industry-university-research collaborative development. By the end of 2025, the Yunnan Specialty Plant Extraction Laboratory has fully established a dual-certified platform accredited by CMA and CNAS. It has completed research on 2,400 Yunnan specialty plant species, preparation of 26,939 plant extract components, chemical basis research on 74 Yunnan medicinal plants, and 168,148 pharmacological activity screenings. Yunnan Agricultural University, a co-construction institution of the laboratory, has supported Botanee in the planning of the *Prinsepia utilis* Royle base at Haba Snow Mountain and the implementation of plant introduction and domestication. The laboratory has also established a globally open medicinal plant multi-omics database.

#### 4 International R&D and standard-setting leadership

We built a multinational R&D network spanning China, France, and Japan. Over the past two years, we submitted multiple academic papers to the IFSCC Congress; participated in the Visible Light Protection Consensus Conference (VLPCC) and contributed a Chinese solution to global photoprotection; attended the 4th World Skin Summit (WSS) to actively integrate localized practical cases into the global dialogue on health equity; was invited to participate in the 20th Annual Meeting of the Chinese Dermatologist Association & National Congress of Cosmetic Dermatology (CDA) and presented advanced research findings from "sensitivity" to "Sensitivity PLUS"; cumulatively participated in the release of 10 national standards and 78 group standards, among which, in 2025, 4 national standards including *Determination of Antioxidant Activity of Plant Extracts - Thin Layer Chromatography* and 10 group standards including *Human Test Method for Skin Firming Efficacy of Cosmetics* and *Guidelines for Sustainable Recyclable Design of Cosmetic Packaging* were released, advancing the transition of mountain-derived botanical ingredients from experience-based application to science-based validation.



Plant specimen wall inside the Yunnan Specialty Plant Extraction Laboratory



## Safeguard Mountain Ecosystems

### —A Multi-dimensional Approach to Biodiversity Conservation

Mountains serve as critical barriers for global biodiversity. We have integrated biodiversity conservation into the core of our ESG strategy. Through the triad of “monitoring, science popularization, and co-governance”, we fortified the ecological security of Southwest China’s mountain regions. These efforts align with the “30 by 30” target of the *Kunming-Montreal Global Biodiversity Framework* and involve deep cooperation with local communities to ensure that the benefits of the mountain ecological economy are equitably shared, realizing a virtuous cycle of “ecology–community–industry”.



## Toward the “Green Valley of Beauty in China”

### —Replicability and Globalization of the Mountain Economy Model

From the single-point development of *Prinsepia utilis* Royle to the industrialization of multiple plant resources, and from localized practices in Haba Snow Mountain to a “Chinese benchmark” for the global mountain economy, Botanee is advancing the strategy of “Green Valley of Beauty in China” with ESG practices at its core. Centered in Yunnan and extending along the Belt and Road and to mountain regions in the Global South, we are building a complete industrial ecosystem encompassing plant resource conservation, scientific research, green manufacturing, and brand export.



## From Site-specific Conservation to Systemic Societal Stewardship

### 1 Development of a professional patrol system

As part of the public welfare initiative series “Protecting Biodiversity and Building a Beautiful Ecological Homeland”, Botanee has continued to enhance infrastructure in the conservation zone, donate supporting facilities such as “Hope Toilets”, and provide ranger teams with essential gear and subsidies. Capacity-building training has been conducted in areas such as germplasm collection and ecological monitoring. Rangers received cold-weather gear, hiking boots, and accident insurance. In August 2025, Botanee launched the “Young Guardians of the Mountains” crowdfunding campaign on the Douyin charity platform, sharing the stories of youth rangers through short videos to rally public support. These efforts provided material and professional development support for alpine rangers and helped build a “company + government + community” co-governance patrol model.

### 2 Scientific monitoring and science education

Botanee donated to the Yunnan Youth Development Foundation to support the construction of the Haba Snow Mountain Science Popularization Exhibition Hall, themed “Protecting the Alpine Ecosystem, Inheriting Natural Legacy”. Using physical specimens, digital panels, and immersive environments, the exhibition showcases the vertical ecological diversity of Haba Snow Mountain, the region’s endangered biodiversity, and key conservation achievements since the establishment of the conservation zone. In partnership with Baishuitai Primary School, we launched an ecological science education initiative titled “A Pact Among Young Snow Mountain Guardians: Nature Preservation Program”, a gamified biodiversity conservation awareness curriculum for students.

### 3 Industrial transformation and economic empowerment

In 2023, training programs on beekeeping and Chinese herbal medicine cultivation were introduced into the Lijiang Xinzhu Botanical Reserve, enabling over 200 households to transition to alternative livelihoods. The idle village activity room at Lashihai, Lijiang, was transformed into an eco-cultural museum, showcasing rare plant specimens and the ecological traditions of the Naxi people.

To achieve low-carbon coordination across the entire value chain, Botanee has proposed a “closed-loop green system” throughout operations. Green design principles are embedded in the full lifecycle of products from promoting refillable products to packaging innovation and green supply chain development, with low-carbon goals integrated at every stage. Our central factory has already implemented photovoltaic power generation, and the “Save the Earth: Recycle and Be Rewarded” initiative encourages consumers to participate in circular packaging reuse. Upstream, we have replaced 96% of raw materials with RSPO-certified alternatives, significantly enhancing traceability and sustainability across the supply chain, and forming a united ecological effort from the consumer end to the supply chain end.



Botanee at the IV Mountain Futures

Botanee’s mountain economy model has gained international recognition. As a representative case from the Southwest Mountain Region—one of the five global mountain bioeconomy hotspots—we shared our conservation-through-development practices with delegates from over 30 countries at the IV Mountain Futures. Our specialty plant industry chain added over CNY 10 billion in new value in 2024, and our outcomes have been incorporated into the case collection of the *Global Mountain Bioeconomy Framework* action guidelines.



Young Guardians of the Mountains



Digital panels in the Haba Snow Mountain Science Popularization Exhibition Hall



Haba Snow Mountain Science Popularization Exhibition Hall funded by Botanee



From the *Prinsepia utilis* Royle of Haba Snow Mountain to the vision of the “Green Valley of Beauty in China”, Botanee’s ESG journey affirms the value of long-termism—when enterprises treat mountain plants as living communities rather than extractable resources, and view community development as strategic partnerships rather than peripheral support, ecological protection and economic growth no longer stand in opposition. Looking ahead, Botanee will continue to bridge science and ecology, grounded in ecological integrity and rooted in community engagement. We aim to expand the model of “Green Valley of Beauty in China” from Yunnan to the world, contributing more Eastern wisdom to global sustainable mountain development.

在山地 WITH BOTANEE 与 贝泰妮

遇见未来 Encountering the future

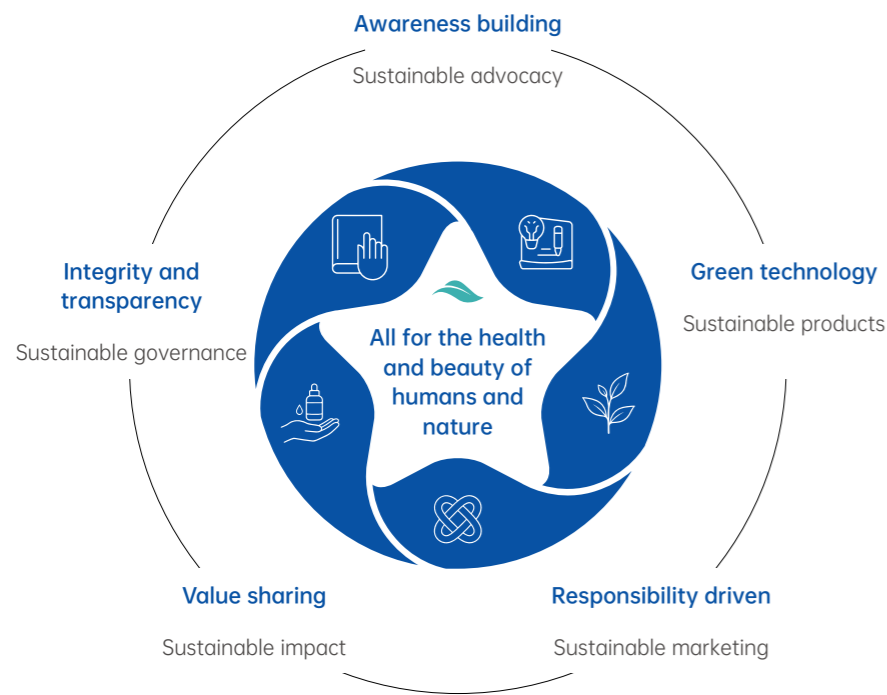
Scan the QR code to watch Meeting the Future with Botanee in the Mountains.

**BTN** 贝泰妮集团 BOTANEE GROUP

# Sustainability Management

Guided by the vision "to bring health and beauty to everyone", we incorporate sustainability into our business philosophy. We strive to create an honest and trustworthy business ecosystem, explore technology-enabled skincare, build a diverse and inclusive workplace, prioritize talent development, and take practical actions to promote biodiversity conservation and rural revitalization. Solid efforts are exerted to strike a balance between economic value and social value.

## Philosophy and Strategic Direction of Sustainability Development



## Sustainability Strategy and Management Goals

Guided by the vision of "all for the health and beauty of people and nature", the Company has established a comprehensive sustainability system based on five strategic pillars: "Upholding Integrity: Consolidate a Stable Governance Base", "Ecological Recycling: Preserving the Beauty of Nature", "Driven by Technological Innovation: Building a Health Ecosystem", "Inclusion and Harmony: Advancing Together", and "Gratitude and Goodness: Boosting a Culture of Health and Goodwill". In alignment with key ESG topics in the industry and the United Nations SDGs, the Company has formulated its strategic initiatives and management goals for sustainability for 2030.



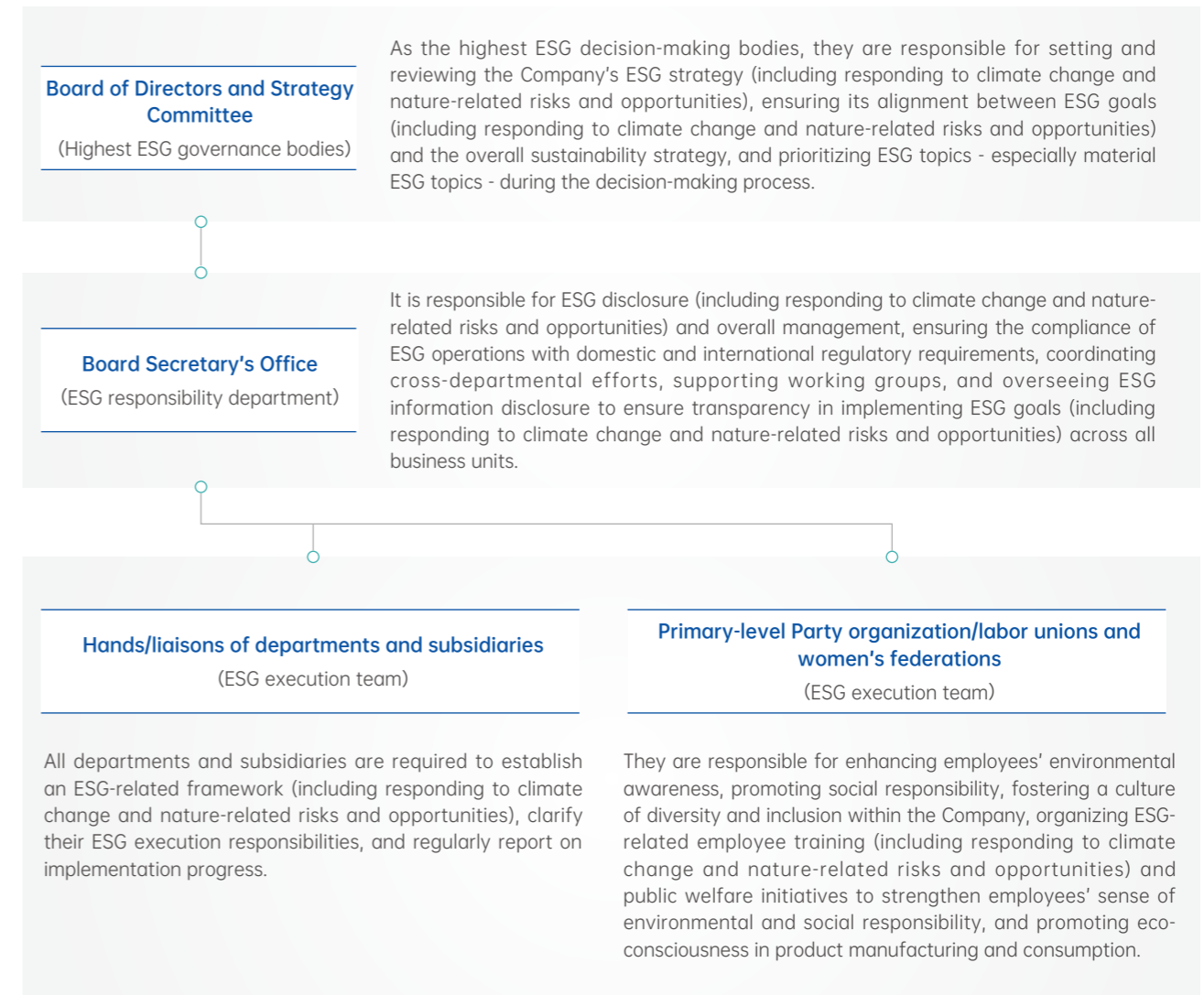
Pillar	Strategic measures and management goals	Material topics	SDGs
<b>Philosophy</b> Upholding Integrity Consolidate a Stable Governance Base	1. Establish a robust and effective sustainability governance framework, supported by comprehensive management systems, and embed sustainability principles into corporate decision-making to ensure the effective implementation of the Company's sustainability strategy.  2. Integrate ESG risk management into the overall risk management framework, and identify, manage, and mitigate various ESG risks.  3. Build a responsible supply chain, requiring suppliers to sign the <i>Supplier Code of Business Ethics</i> and adhere to regulations regarding human rights, business ethics, environmental, and social responsibilities.	<ul style="list-style-type: none"> <li>Corporate Governance</li> <li>Sustainability Management</li> <li>Risk Management and Internal Control</li> <li>Fair Business Environment</li> <li>Information Security and Privacy Protection</li> <li>Supply Chain Management</li> </ul>	
	4. Establish a carbon inventory management system and gradually build a product carbon footprint assessment platform; encourage key suppliers to provide detailed carbon emission data and continuously reduce the product's environmental footprint throughout its entire life cycle.  5. Significantly increase the use of clean energy in production and transportation by installing distributed photovoltaic power generation units at central factories and increasing the proportion of new energy vehicles in logistics.  6. Establish an innovation mechanism for green packaging and design, promote product packaging reduction, plastic reduction, and the use of recyclable materials; replace plastic packaging with eco-friendly and recyclable materials such as glass and PCR, while also increasing the use of alternative packaging and bottle recycling.  7. Support sustainable forest management, with the goal of achieving a 98% application rate for FSC-certified paper products by the end of 2030.  8. Ensure that over 85% of plastic packaging is reusable or recyclable by the end of 2030.  9. Implement green packaging design by adjusting printing processes, promoting the use of watermarks instead of offset printing, and using eco-friendly inks such as water-based and soy-based inks to reduce VOC emissions and minimize environmental impact.  10. Increase the proportion of sustainable ingredients in products, continue prioritizing the purchase of sustainable palm oil, and encourage upstream raw material suppliers to obtain certification from the Roundtable on Sustainable Palm Oil (RSPO).  11. Develop a biodiversity protection plan, aligning with the <i>Kunming-Montreal Global Biodiversity Framework</i> to carry out biodiversity protection; conduct comprehensive biodiversity risk and opportunity assessments for production and operational sites as well as products, achieving scientific protection of mountain resources and collaborative development of the specialty plant industry before 2030.	<ul style="list-style-type: none"> <li>Green Packaging</li> <li>Low Carbon Products</li> <li>Green Procurement</li> <li>Green Operations</li> <li>Addressing Climate Change</li> <li>Biodiversity</li> </ul>	       
	Ecological Recycling Preserving the Beauty of Nature		

All for the health and beauty of humans and nature

Pillar	Strategic measures and management goals	Material topics	SDGs
<b>Philosophy</b> Driven by Technological Innovation Building a Health Ecosystem	12. Focus on research and development innovation as the core driver and competitive advantage, continually increasing investment in R&D, cultivating scientific talent, and building innovation platforms.	<ul style="list-style-type: none"> <li>Focus on Research and Development</li> <li>Product Quality</li> <li>Safe Chemicals and Transparent Formulations</li> <li>Customer Service</li> <li>Skin Health Ecosystem Creation</li> </ul>	  
	13. Strengthen fundamental research and independent R&D of functional cosmetic plant ingredients, creating a standard sample system for Yunnan-specific plant ingredients used in functional cosmetics.		
	14. Enhance chemical safety management by simplifying formulations and maximizing the use of the natural properties of plant ingredients; reduce the addition of unnecessary chemical raw materials and eliminate ingredients that pose risks to human health and ecological health.		
<b>Philosophy</b> Inclusion and Harmony Advancing Together	15. Increase product ingredient transparency by establishing a <i>Botanee Concerned Cosmetic Ingredient List</i> for all products, and continuously engage in various forms of consumer education to ensure consumers fully understand the product ingredients and their potential effects.		
	16. Foster a diverse, equitable, and inclusive work environment, and build a comprehensive talent development and training system to ensure every employee is respected, empowered, and provided with the opportunity to reach their full potential	<ul style="list-style-type: none"> <li>Employee Rights and Care</li> <li>Employee Training and Development</li> <li>Employee Safety and Health</li> </ul>	  
	17. Actively assume social responsibility, with cumulative public welfare investment exceeding CNY 100 million from 2021 to 2030, volunteer service hours totaling over 10,000 hours, and a cumulative number of direct beneficiaries reaching 1 million people.	<ul style="list-style-type: none"> <li>Health Accessibility</li> <li>Public Welfare</li> </ul>	    
<b>Philosophy</b> Gratitude and Goodness Boosting a Culture of Health and Goodwill	18. Driven by the mission "to create China's skin health ecosystem," continuously invest in health accessibility public welfare projects, supporting more people in need to achieve health and beauty.		
	19. Fund and initiate a biodiversity collaboration action plan, continuously supporting the construction of the biodiversity protection ecosystem, the integration and localization of biodiversity information disclosure standards, social research and communication on biodiversity protection, and frontier exploration actions for biodiversity conservation.		
	20. Take the inheritance of cultural diversity as an important social responsibility of Botanee, strengthen the promotion of Yunnan's intangible cultural heritage (ICH) by creating sustainable marketing scenarios, and bring Yunnan's ICH to the world stage; establish multiple public welfare projects to build bridges for the inheritance of ICH, expand the group of ICH inheritors, and protect and pass on the beauty of cultural diversity.		

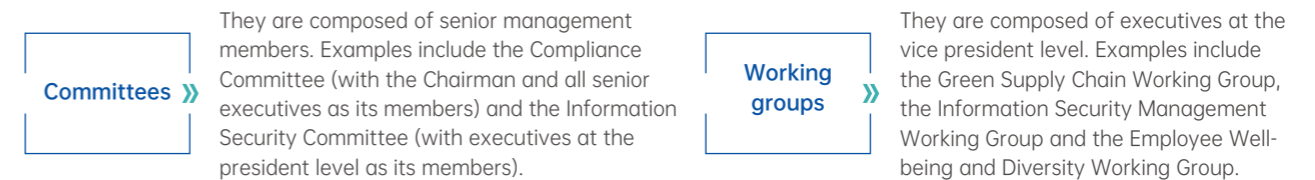
## Sustainability Governance Structure

### Overall Structure



### Cross-Departmental Working Mechanism

To ensure efficient collaboration, we have established cross-departmental working groups for key ESG topics. These groups integrate expertise and resources from various departments to promote information sharing and coordinated action, enabling a more holistic approach to complex, cross-functional challenges. We have a two-tier cross-departmental mechanism consisting of committees and working groups.



## Stakeholder Engagement

Botanee offers diverse mechanisms for communication with stakeholders, maintains close contact with them, and actively communicates with them through various channels and methods including daily communication, meetings, regular information disclosure, etc.

Stakeholders	Expectations and demands	Botanee's responses
 <p>Employees</p>	<ul style="list-style-type: none"> <li>• Remuneration and welfare</li> <li>• Health and safety</li> <li>• Communication and feedback channels</li> <li>• Fair promotion and development opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Medical insurance, holiday gifts and benefits</li> <li>• Labor union establishment and activities</li> <li>• Comprehensive training system and career development platform</li> <li>• Regular health check-ups, safety and first aid training</li> <li>• Diverse employee activities and expanded employee communication channels</li> </ul>
 <p>Consumers/ customers</p>	<ul style="list-style-type: none"> <li>• Safe and healthy products</li> <li>• Customer satisfaction</li> <li>• Responsible marketing</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure the stability of product supply and product quality</li> <li>• Strengthen product quality management and continuously optimize products</li> <li>• Conduct customer satisfaction survey</li> </ul>
 <p>Suppliers</p>	<ul style="list-style-type: none"> <li>• Transparency</li> <li>• Foster a green supply chain</li> </ul>	<ul style="list-style-type: none"> <li>• Sign regulated contracts and implement them with integrity</li> <li>• Adopt open procurement processes and improve supplier management</li> <li>• Enhance business exchanges and cooperation for common development</li> </ul>
 <p>Regulatory authorities</p>	<ul style="list-style-type: none"> <li>• Legitimate and compliant operations</li> <li>• Law-abiding tax payment</li> <li>• Contributions to the economy</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen compliance management in operations</li> <li>• Hire local talents to promote local employment</li> <li>• Accept supervision and assessment</li> <li>• Promote high-quality development of regional economy</li> </ul>
 <p>Partners</p>	<ul style="list-style-type: none"> <li>• Keeping promises</li> <li>• Transparency</li> <li>• Promoting industry development</li> </ul>	<ul style="list-style-type: none"> <li>• Reject unfair business practices and vicious competition</li> <li>• Exchange experience to promote common development</li> <li>• Seek technological innovations and develop industry standards</li> </ul>
 <p>Investors</p>	<ul style="list-style-type: none"> <li>• Sound corporate governance</li> <li>• Returns and growth</li> <li>• Risk control</li> </ul>	<ul style="list-style-type: none"> <li>• Improve corporate competitiveness and profitability</li> <li>• Promote green supply chain and biodiversity conservation</li> <li>• Continuously create returns for shareholders</li> <li>• Disclose information in a timely manner and carry out investor communications activities</li> </ul>
 <p>Charitable organizations and communities</p>	<ul style="list-style-type: none"> <li>• Support for social development</li> <li>• Care for vulnerable groups</li> <li>• Rural revitalization</li> <li>• Talent nurturing</li> </ul>	<ul style="list-style-type: none"> <li>• Focus on community development and actively organize activities</li> <li>• Carry forward local specialty culture</li> <li>• Donate money and provide volunteer services</li> <li>• Hire local talents and increase local procurement</li> </ul>

## Materiality Assessment

We conduct regular multidimensional reviews of material ESG topics based on our business development, industry characteristics, compliance requirements, investor concerns, related international standards, stakeholder concerns and so on. In 2025, we maintained close communication with stakeholders through various channels (such as interviews, questionnaires, and meetings). With the assistance of ESG consultants, we systematically assessed and reviewed the impact materiality and financial materiality of sustainability topics for the year to provide a reference for ESG management and information disclosure.

### Steps for materiality analysis

#### Assessment process

01



**Step 1: Identified material topics and created a material topic library**

Based on the relevant disclosure standards for listed companies, the Company further combined policy trend analysis, corporate development analysis, capital market analysis, and peer benchmarking analysis to identify additional specific topics, thereby establishing a material topic library.

-  **Analyzed policy trends:** We closely followed national macro policies, studied national and provincial policies and regulations, and analyzed sustainability trends in the cosmetics industry.
-  **Analyzed company development:** Based on the Company's mission, vision and business development, we comprehensively examined material ESG topics and updated them to ensure they reflect our strategic goals and adapt to market changes and business needs.
-  **Analyzed disclosure standards:** We referred to a range of standards such as the GRI Standards, the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*, the *Self-Regulatory Guidance No. 3 for Companies Listed on Shenzhen Stock Exchange—Preparation of Sustainability Report (2026 Revised Version)*, the *International Sustainability Standards Board's (ISSB) IFRS S2 Climate-related Disclosure (IFRS S2)*, and the *Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS-ESG5.0)* to ensure compliance with the latest sustainability management standards and requirements for information disclosure.
-  **Analyzed capital markets:** We collected ESG rating and index evaluation requirements in capital markets (e.g., CSA), and updated material topic library related to enterprise rating.
-  **Conducted benchmarking analysis:** We benchmarked against excellent domestic and international peers' disclosures on sustainable development to identify key material topics in the cosmetics industry and methods of stakeholder engagement.

**Definition of time horizons:**

Short term (within 1 year): Focus on topics that immediately impact the Company's operations and stakeholders.

Medium term (1–5 years): Address topics aligned with the Company's strategic goals and medium-term planning.

Long term (over 5 years): Concentrate on topics that have a profound influence on the Company's long-term sustainable development and industry trends.

**Alignment with strategy:**

Short-term topics are closely integrated with the Company's annual operational plans and financial targets, ensuring prompt responses to market dynamics and stakeholder needs.

Medium-term topics correspond to the Company's 3–5 year strategic roadmaps and capital allocation plans, supporting business expansion and the advancement of sustainability capabilities.

Long-term topics are aligned with the Company's long-term vision and evolving industry trends, securing its competitiveness and leadership position in the future.

# 02

## Step 2: Stakeholder engagement



Based on the analysis dimensions mentioned above, we identified 20 material topics that had substantive impacts on Botanee, including 5 environmental topics, 11 social topics, and 4 governance topics. Through daily communication with stakeholders, we conducted interviews, meetings, or conference calls to understand core topics of concern to stakeholders, and facilitate the assessment and review of material topics for the year. We invited internal and external stakeholders to evaluate the importance of different sustainability topics from their perspectives through an online questionnaire and express their opinions on Botanee's current sustainable development strategy, performance, reporting methods, and disclosure quality.

Our stakeholder survey for 2025 covered Botanee's directors, senior managers, key management personnel, employees, consumers/customers, distributors, investors, suppliers, and respondents from media, government and regulatory authorities, charitable organizations, and local communities. Since 2024, we have invited internal stakeholders to conduct a qualitative assessment of financial materiality.

# 03

## Step 3: Analysis and review of topics with impact materiality and financial materiality



Based a comprehensive analysis and consideration of feedback from various stakeholders, we set reasonable thresholds to determine the materiality levels of topics, identify material topics, and develop a materiality matrix.



Taking into account opinions from the management and stakeholder requirements, we ranked the materiality of identified ESG topics. The dimensions considered include the nature of the topic's impact (positive or negative), and opinions on whether the impact has occurred (actual or potential) or other relevant aspects.



We identified five topics with financial materiality to the Company. They are not only relevant to the Company's ESG practices but are also linked to its long-term financial health and market competitiveness.

# 04

## Step 4: Response and disclosure of material topics



For material topics, we formulated and implemented action plans, presented them to the Board of Directors and the Strategy Committee for review and confirmation, and provided key responses and disclosures in our reports.

2025 Materiality Matrix of Botanee



### Topics with both financial materiality and impact materiality

- Product Quality
- Customer Service
- Focus on Research and Development
- Biodiversity
- Green Packaging
- Addressing Climate Change

### Topics with financial materiality only

- Safe Chemicals and Transparent Formulations
- Green Procurement

These topics will be disclosed in line with financial materiality requirements and under the framework of "Governance – Strategy – Management of Impacts, Risks and Opportunities – Metrics and Goals".

### Topics with impact materiality only

- Corporate Governance
- Employee Rights and Care
- Skin Health Ecosystem Creation
- Employee Training and Development
- Low Carbon Products
- Risk Management and Internal Control
- Employee Safety and Health
- Green Operations
- Fair Business Environment
- Health Accessibility
- Sustainability Management
- Public Welfare



# Upholding Integrity: Consolidate a Stable Governance Base

- ◎ Corporate Governance
- ◎ Fair Business Environment
- ◎ Supply Chain Management
- ◎ Risk Management and Internal Control
- ◎ Information Security and Privacy Protection



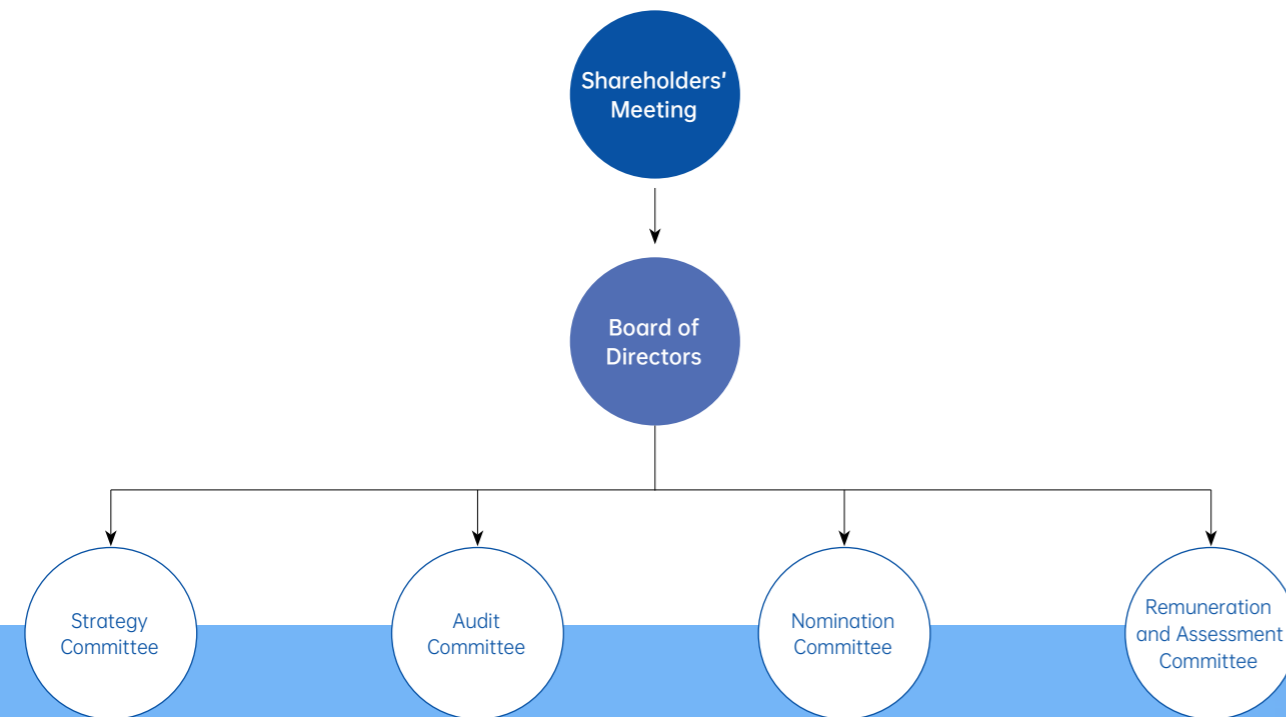
Botanee adheres to the core values of integrity and pragmatism, and uses them as behavioral norms for management. We require all employees to uphold fundamental standards of integrity, establish a solid compliance foundation for sustainable development, and work with partners to create a compliant and trustworthy business environment. Together, we boost a fair, just, honest, and transparent business ecosystem to safeguard sustainable corporate development.

# Corporate Governance

Following the goal of ensuring sustainable and healthy development of the Company, Botanee has developed a professional, regulated, and transparent governance structure that provides organizational support for the development of the Company through mutual supervision and restraint among investors, the Board of Directors, and managers.

## Governance

We strictly comply with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, the *Rules Governing the Listing of Shares on the ChiNext Market of Shenzhen Stock Exchange*, as well as relevant regulations issued by the China Securities Regulatory Commission and other regulatory authorities, and efficiently implement our *Articles of Association* and related internal governance policies. Based on our actual business operations, we have established a sound and well-defined corporate governance structure, with clear delineation of responsibilities and authorities across decision-making, execution, and oversight functions.



**Shareholders' Meeting**

The Shareholders' Meeting exercises decision-making rights on major issues such as the Company's operating policies, fundraising, investment, and profit distribution in accordance with laws and regulations including the *Company Law of the People's Republic of China*, the *Articles of Association*, and the *Rules of Procedure for Shareholders' Meeting*.

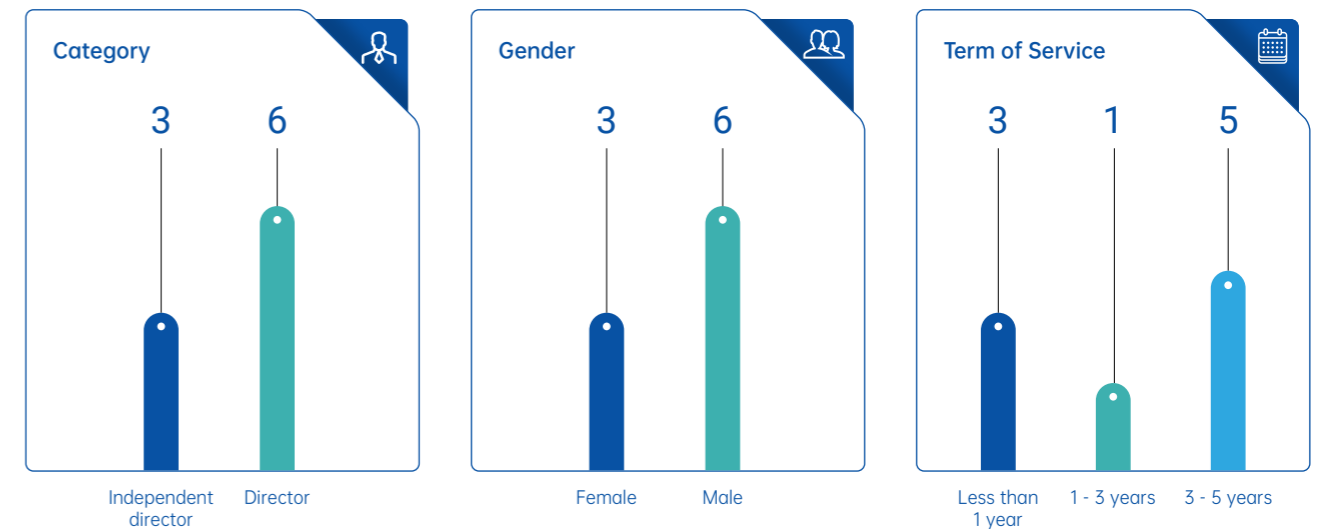
**Board of Directors**

The Board of Directors operates in strict accordance with the *Company Law of the People's Republic of China*, the *Articles of Association*, and the *Rules of Procedure for the Board of Directors*. It exercises management rights and is accountable to the Shareholders' Meeting. There are four specialized committees under it, namely, the Strategy Committee, the Remuneration and Assessment Committee, the Nomination Committee, and the Audit Committee. Our independent directors strictly adhere to the *Working System for Independent Directors* to safeguard the overall interests of the Company. They possess adequate access to information regarding material matters and are empowered to fulfill their duties independently and objectively.

## Strategy

### Diversity of the Board of Directors

When selecting director candidates, the Nomination Committee takes into consideration many factors, including but not limited to gender, professional background, industry experience, and term of service in light of Botanee's business model and specific needs. By the end of the Reporting Period, the Board of Directors comprised nine directors—six non-independent directors (including two female directors) and three independent directors (including one female director), with female directors accounting for over 33% of the Board. These female directors brought professional expertise in consumer marketing, research into the development of biological resources, and financial risk control, thereby breaking the traditional gender homogeneity and introducing diverse perspectives and nuanced insights across topics such as product development, user insight, social responsibility, and risk management.



In terms of diversity, the Board members come from various professional backgrounds, including the Company's core business sectors, finance, and legal affairs. The independent directors of the Company include a financial expert, a legal expert, and a management expert, forming a professional triad of "financial compliance — legal foundation — holistic perspective".



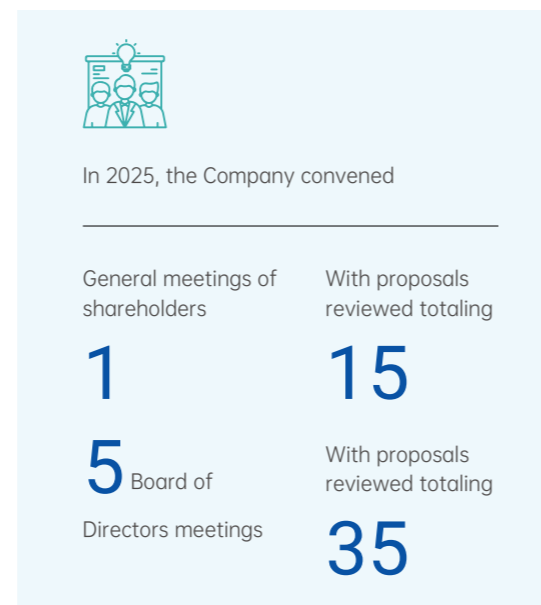
## Board performance appraisal

The Company has established a compensation system that integrates performance appraisal and incentive mechanisms. The appraisal criteria and compensation for directors and senior management members follow the *Rules of Procedure of the Remuneration and Assessment Committee*. The Remuneration and Assessment Committee convenes at least once a year. The third Remuneration and Assessment Committee consists of three members, two of whom are independent directors. The committee performs its duties strictly in accordance with the *Articles of Association* and the scope of responsibilities defined in the *Rules of Procedure of the Remuneration and Assessment Committee*, without interference from other departments or individuals, and promptly revises relevant policies in accordance with the latest laws and regulations. In addition, the Company has established a *Working System for Independent Directors* and requires independent directors to submit annual performance reports.

## Board training and ESG awareness

The Company has continued to strengthen the ESG governance capabilities of the Board by regularly organizing ESG-specific training sessions. These sessions focus on emerging ESG trends, updated exchange regulations, in-depth analysis of ESG-related laws and regulations, and key governance topics in ESG.

In 2025, the Company organized five educational initiatives for directors and senior executives. Relevant content includes legal and regulatory training, quarterly communications via email on share transaction reporting and insider trading prevention, and reviews of the Company's policies to reinforce their familiarity with regulatory frameworks, applicable laws, exchange rules, and the Articles of Association. Notably, in December 2025, in response to updates to laws and regulations, including the *Company Law of the People's Republic of China (revised in 2024)* and the *Code of Corporate Governance for Listed Companies (revised in 2025)*, the Company, in collaboration with its sponsor institution, provided timely training for directors, senior executives, and internal audit personnel to stay aligned with the latest regulatory instructions. Additionally, the Company holds at least one Strategy Committee meeting annually to review ESG or climate-related matters.







Board Training Session

## Information disclosure

Botanee is committed to the core principles of true, accurate, complete, timely, and compliant information disclosure. We strictly adhere to disclosure obligations and safeguard the legitimate rights and interests of all shareholders, ensuring that investors, particularly minority investors, can fully exercise their rights to information access, asset returns, participation in major decisions, and selection of managers. All corporate announcements and disclosure documents are published through designated media platforms in strict compliance with regulatory requirements.

The Company has established a "four-dimensional integrated" system to ensure disclosure quality, and has received an "A" rating from the Shenzhen Stock Exchange for information disclosure for three consecutive years. The Company also places great importance on synchronized domestic and international information disclosure. Although our primary market is currently domestic, we have established a robust cross-market disclosure contingency plan, laying the groundwork for future internationalization strategies.

 <h3>Policy assurance</h3> <p>We have improved the approval procedure for information disclosure and formulated policies such as the <i>Information Disclosure Management Policy</i> and the <i>Material Information Internal Reporting Policy</i> to ensure the accuracy and timeliness of information disclosure.</p>	 <h3>Personnel assurance</h3> <p>We regularly organize training sessions for our teams on regulatory policies issued by the China Securities Regulatory Commission, stock exchanges, and intermediaries to stay updated on the latest regulations and enhance professional competencies.</p>
 <h3>Content assurance</h3> <p>Beyond mandatory disclosures, we actively expand the scope of voluntary disclosures to maximize information effectiveness and showcase the Company's investment value.</p>	 <h3>Technical assurance</h3> <p>We maintain disclosure and authorization ledgers and have developed an information disclosure early-warning system using digital tools to ensure that all preparations are completed before disclosure deadlines.</p>



## Investor relations

The Company has developed a comprehensive investor relations management system. Upholding principles of fairness, transparency, and equity, we maintain multi-channel communication with investors, continuously improving the transparency and standardization of corporate governance practices. We actively listen to and incorporate investor feedback, striving to build a two-way, constructive engagement mechanism with the capital markets.

In terms of investor relations management, the Company has launched a "three-dimensional engagement" model.

### Channel innovation

In addition to our official website and investor relations WeChat official account, in 2025, we expanded our digital service channels by launching the Botanee Investor Relations mini program on WeChat, offering investors more convenient and diversified access to information. We proactively use desktop and mobile platforms to release updates, ensuring real-time communication with retail investors.

### Content innovation

We periodically invite investors to visit our laboratories, factories, and R&D centers to showcase our contributions to R&D investment, green production, and sustainable development. These differentiated roadshows have effectively reshaped investors' traditional perceptions of the cosmetics industry and earned high recognition for the Company's business achievements.

### Service innovation

We implement differentiated communication strategies tailored to different investor types:

- For institutional investors, we regularly host online/offline performance presentations, offering direct engagement with senior management. We also actively participate in investment strategy conferences organized by domestic and international securities firms, providing in-depth industry insights and strategic analysis.
- For minority investors, a dedicated person is responsible for investor communication, ensuring timely responses on platforms such as Shenzhen Stock Exchange Interactive Easy platform (irm.cninfo.com.cn), investor hotline, and email, answering their common questions, reflecting the Company's high regard and timely response to investors.

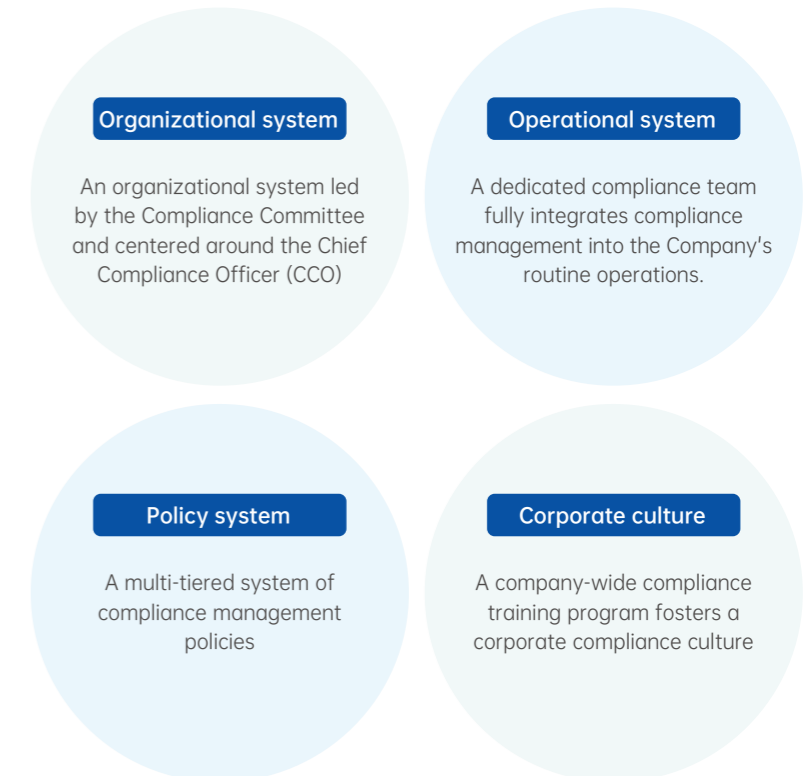
# Risk Management and Internal Control

## Compliance Management

### Governance

Botanee remains firmly committed to compliant operations, and has developed a comprehensive compliance management system supported by four pillars: organizational structure, policy system, operational system, and corporate culture.

### Compliance Management System



Integrity Management System Certificate

**Information Disclosure on irm.cninfo.com.cn**

In 2025, the Company received 178 investor inquiries via Shenzhen Stock Exchange Interactive Easy platform (irm.cninfo.com.cn) of the Shenzhen Stock Exchange, and designated a dedicated team for investor communications, responding to 139 queries throughout the year. These practices demonstrate our strong commitment to timely and effective engagement with investors.

**Investor Relations Interaction Channels**

Throughout the year, Botanee's WeChat official account for investor relations published 23 articles, providing investors with more accessible and diversified channels for information access.

Digital mini program: The mini program covers multiple core scenarios with real-time updates and integration of announcements, earnings reports, stock data, ESG, research insights, and capital flows. Data visualization tools help strengthen trust between the Company and capital markets.

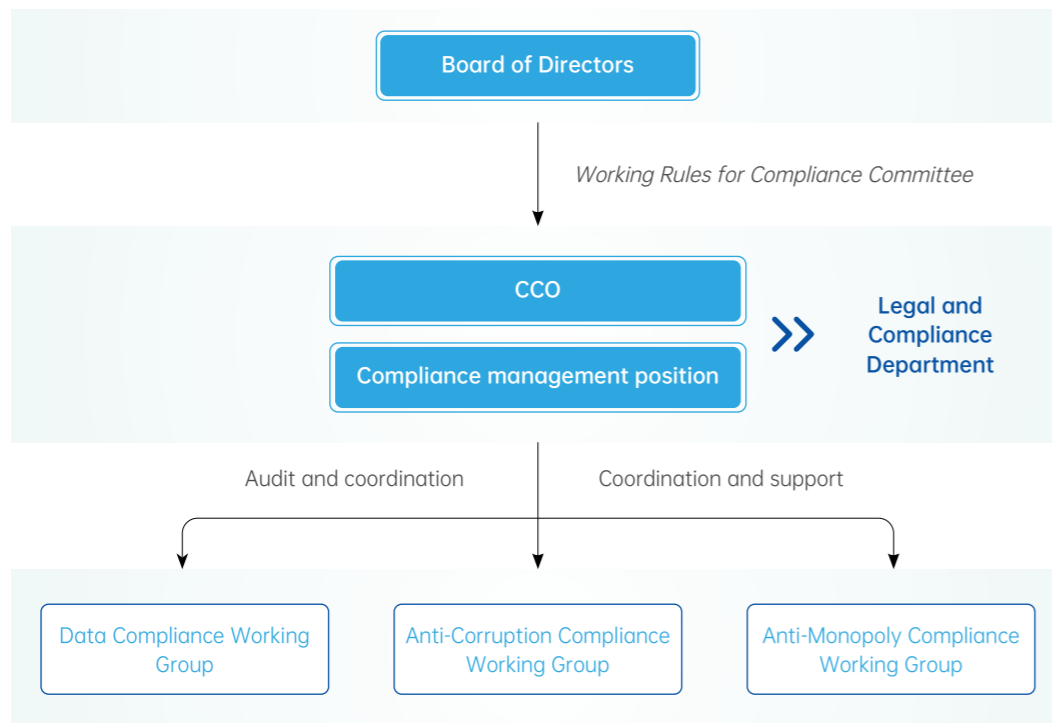
**Investor Relations Activities**

Institutional roadshows: The Company participated in 109 brokerage-hosted and reverse roadshows and 16 domestic and international investment strategy conferences, engaging with 357 financial institutions and generating 63 research reports by securities firms.

Capital market activities: The Company organized 4 capital market events, including 3 online performance presentations and 1 "Investors into Listed Companies" event.



To refine the compliance risk management system, Botanee has established a three-tier compliance governance structure involving the decision-making, management, and execution levels. The Compliance Committee serves as the highest management body and coordinates with departments of legal, compliance, finance, audit, human resources, technology, quality & safety, and operations management to form a holistic mechanism covering risk identification, early warning, assessment, and resolution.



## Strategy

Botanee strictly complies with regulatory policies such as the *Guidelines of Shenzhen Stock Exchange on Internal Control by Listed Companies*, the *Guidelines on Internal Control Evaluations by Enterprises*, and the *Guidelines on Internal Control Audits by Enterprises*, and has developed an internal compliance management system covering the *Compliance Charter*, the *Employee Code of Compliant Conduct*, the *Anti-Commercial Bribery Policy*, and other policies and procedural documents. We have developed specific compliance guidelines for scenarios such as gifts and entertainment, routine visits, and event organization and sponsorships, and strictly perform activity approval and compliance inspection.

In 2025, the Company enhanced the data compliance and personal information protection framework. A preliminary compliance mechanism was established, including a refined data asset map. We comprehensively reviewed the quantity, usage scenarios, storage, and protection mechanisms for personal data collected across all entities of the Group. For key scenarios such as data collection, data procurement, outsourced processing, and data breach, we developed corresponding compliance measures and control targets, including drafting privacy policies, signing data protection agreements with third parties, designing and verifying user authorization and notification content, and conducting breach prevention and emergency responses.

We launched multiple reporting channels, including Feishu Multidimensional Tables, "Compliance Xiaowei", and hotlines/emails for the Audit Department and the Legal and Compliance Department. All reports and complaints are forwarded to responsible departments to ensure timely handling and feedback. To strengthen compliance awareness across all levels, the CCO regularly organizes compliance education sessions for executives, managers, and all employees, along with mandatory compliance exams at the business unit level. In 2025, to ensure that all employees understand, remain attentive to, and agree to follow the Company's compliance requirements, we organized our first-ever Group-wide signing of the *Annual Commitment Letter to Compliance for Employees of Botanee*, covering nearly 3,300 employees, including senior executives.

**BTN 贝泰妮集团 BOTANEE GROUP**

**强内控·促合规·守廉洁**

**全员意识**

人人都是“内控官” 日日共守“廉洁关”  
内控合规“重如山” 人人尽责“来分担”

**审计使命**

做业务信赖的增值伙伴  
以专业守护风险，以服务创造价值

**合规愿景**

兼顾业务效率和合规管控  
打造双向信任型的合规组织

您的意见很重要!

- 我们鼓励全体员工积极参与监督和检举，如发现违规行为或需提出内控建议，请飞书扫码；
- 对于涉及舞弊的信息，我们将全程保密并及时响应处理
- 审计邮箱: sj@botanee.com
- 合规邮箱: compliance@botanee.com

——贝泰妮集团审计部、法务部联合宣

## Internal Control Compliance Training at the Central Factory

On August 12, 2025, the Company held its first internal control and compliance culture event at the central factory under the theme "Strengthen Internal Control, Promote Compliance, and Uphold Integrity". Through a multi-format approach, including speeches by senior executives, policy interpretation, case studies, and interactive activities, we promoted the Group's internal control and compliance culture, with a focus on four key areas, namely work safety management, product quality and safety, trade secret protection, and anti-corruption risk control. The event emphasized the importance of preventive, effective, and participatory control, and clarified the red lines of compliance. Employees were guided on how to implement internal controls within key business processes such as procurement, contract management, production, and quality assurance, thus strengthening their awareness of internal control and compliance.



## Internal Control

### Strategy

The Audit Department leads Botanee's internal control work and reports to the Audit Committee. For internal control oversight, the Audit Department published a standard risk checklist via the Feishu knowledge base for employee access at any time. Contact points are assigned for each system module, providing employees with Feishu, phone, and email support channels.

Our internal control system incorporates ESG risk management into the broader enterprise risk management framework, enhancing corporate resilience. We continue to optimize system and procedure controls, particularly within the supply chain. Through special initiatives such as the SDAY Project and our proprietary patented Xinglian system, we have implemented cost-efficiency projects and optimized business models to enhance the agile supply chain.

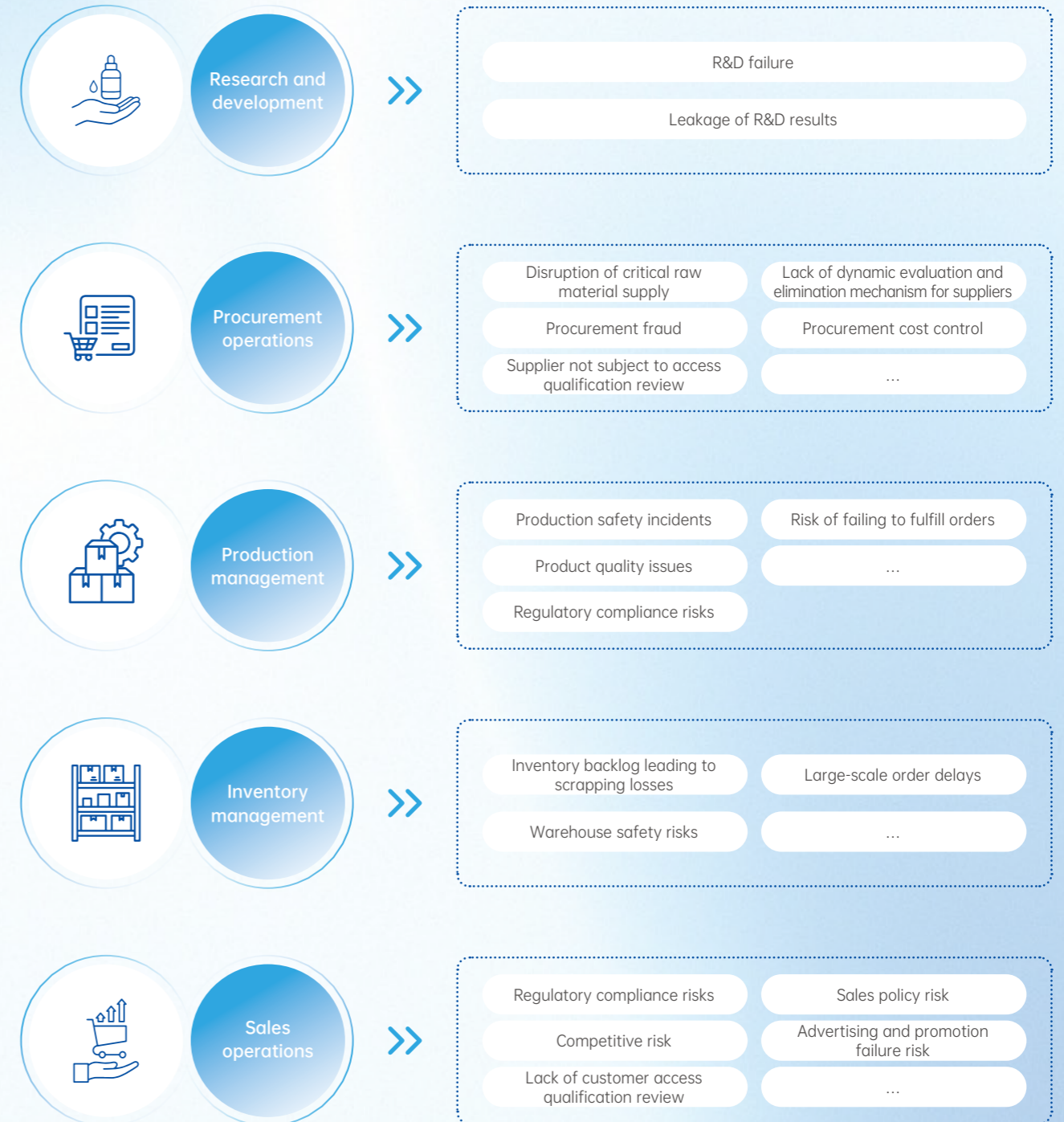
In 2025, the Company conducted one annual internal control assessment, three quarterly self-assessments, and seven special audit projects, covering all branches, subsidiaries and business segments across the Group. Self-assessment results revealed no major or significant risks. All identified general risks were remedied and tracked to ensure effective risk mitigation. In 2025, the Company raised its target for remediation completion of internal control deficiencies and beat the target within the assessment period.



### ESG risk management

Botanee places great importance on the potential impacts of ESG-related risks and actively advances ESG risk management initiatives. ESG risk identification, assessment, and control have been fully integrated into the Company's overall risk management framework. By leveraging industry-specific characteristics and a risk library, we streamlined key environmental, social, and governance risks in core operational processes, involved business segments and potential impacts, and implemented systemic risk identification and specialized management. We developed control objectives and took corresponding mitigation measures. For detailed analysis and management strategies related to specific ESG risks, please refer to the relevant sections of this report.

### Examples of Key Risks in Selected Business Segments



# Fair Business Environment

## Governance

Botanee adheres to the principles of fairness, integrity, and legality in all business operations, maintaining a zero-tolerance policy toward any form of corruption or fraud. The Company upholds a non-negotiable red line, prohibiting any employee, subcontractor, supplier, or temporary worker acting on behalf of Botanee from engaging in corrupt practices. To this end, the Board of Directors has reviewed and formally approved the *Botanee Anti-Commercial Bribery Management Policy* and passed a resolution to establish a Compliance Committee. As the highest management body for compliance approved by the Board of Directors, the Compliance Committee is responsible for overseeing, managing, and reviewing the Group's compliance risks, formulating compliance management plans, and organizing and formulating a series of compliance policies and standards for the Group. The Audit Department and the Legal and Compliance Department are responsible for undertaking anti-corruption education, consulting and inspections, as well as handling and investigating all reports and complaints.

In the areas of anti-monopoly and anti-unfair competition, Botanee fully complies with the *Anti-Monopoly Law* and the *Law Against Unfair Competition of the People's Republic of China*, and has established dynamic management procedures and mechanisms.

### Anti-monopoly and Anti-unfair Competition Management Mechanism

Policy basis	Management responsibility	Operational safeguards	Policy communication
The Group's <i>Compliance Charter</i> and <i>Employee Code of Compliant Conduct</i> explicitly prohibit monopoly agreements and other forms of unfair competition.	The Compliance Committee authorizes the Legal and Compliance Department to take the lead in assigning a dedicated compliance officer to manage consultation, approval, and training related to anti-monopoly matters.	A consultation and approval mechanism has been established through the OA and contract review systems to ensure 100% compliance review coverage for key actions such as channel policies, promotional schemes, and supplier notification letters.	The compliance officer shares key updates with management via quarterly compliance newsletters and policy bulletins, including developments in competitor enforcement and judicial precedents.

## Strategy

The Company has implemented a comprehensive internal management system and regularly conducts internal and external audits to rigorously control business compliance and risks. We require all supply chain partners to adhere to ethical business standards and comply with anti-monopoly laws and regulations to uphold fair market competition. In critical areas such as taxation, information security, and intellectual property protection, we strictly follow all laws, regulations, and regulatory requirements to ensure full compliance across business activities.

## Business ethics

The Company adheres to the principle of "combining punishment with prevention, with prevention as the main focus", and has formulated and disclosed dedicated policies, including the *Botanee Anti-Corruption System*, the *Botanee Improper Conduct Identification Guidelines*, the *Botanee Employee Conflict of Interest Management System*, and the *Botanee Anti-Commercial Bribery Management Policy*. The *Employee Handbook* also outlines disciplinary actions and procedures for employees who violate policies.

The Company's Audit Department conducts a special audit at least once every three years across all business lines and subsidiaries, with a focus on auditing the implementation of ethical business standards and the effectiveness of internal anti-corruption mechanisms, covering key areas such as anti-corruption and conflict of interest to proactively identify potential compliance risks and ensure ethical practices are effectively enforced.

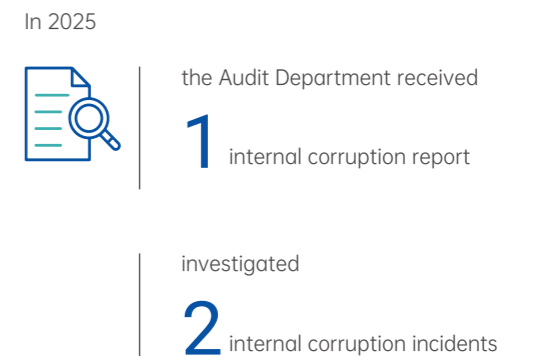
At least once annually, the Company organizes anti-fraud awareness campaigns and internal control training for all employees. The Audit Department also promotes these efforts through posters, email notifications, and other channels to continuously enhance employee awareness of professional ethics. In 2025, the Company achieved 100% coverage of business ethics training for all staff categories (including full-time, part-time, and dispatched workers) through various initiatives, including special training sessions, signing of conflict-of-interest declarations, and anti-corruption commitment letters.



According to the *Botanee Improper Conduct Complaint Management Operating Procedures*, the Company provides multiple reporting channels, including the Audit Department and the Legal and Compliance Department, hotlines, email, and "Compliance Xiaowei", all publicly listed on the Company's official website, supplier website, and *Employee Handbook*. We strictly protect whistleblower confidentiality and prohibit any form of retaliation, thereby safeguarding the legal rights and interests of whistleblowers. In 2025, the Audit Department and the Legal and Compliance Department jointly launched a new channel for internal control suggestions and misconduct reporting via Feishu QR codes and cloud-based forms, encouraging all employees to participate in supervision and building a fair, transparent, and efficient line of defense for internal control to support the Company's healthy development.

### International Anti-Corruption Day Campaign

On December 9, 2025, the Company marked International Anti-Corruption Day by emailing all employees a reaffirmation of Botanee's core value of "Integrity and Pragmatism", emphasizing strict accountability for actions that harm the Company's interests and promoting anti-fraud reporting channels.



### Gift-giving regulations

Botanee requires that employees, in the performance of their duties, refrain from giving or accepting cash, valuable gifts, or other interactions of interest with other employees, partner companies, or suppliers that could potentially compromise their impartial judgment. If a representative of a business partner expresses an intention to offer cash, valuable gifts, or any other form of benefit to an employee or their relatives, the employee shall politely decline and promptly report the matter in accordance with the Company's regulations.

The Company has formulated the *Botanee Compliance Policy for Employees on Providing Gifts, Entertainment, and Business Travel* for all employees. This policy clarifies the compliance requirements for employees when providing business entertainment to commercial partners during daily business activities. The Company requires that the value of any gift or business entertainment provided be within a reasonable limit and shall not be perceived by third parties as, or reasonably suspected of, seeking special treatment or attempting to gain undue advantages.

### Regulations on commercial sponsorship

Before initiating any commercial sponsorship activity, we require that such activities be guided by our strategy and business development objectives, ensuring full compliance with laws and regulations. The following situations are prohibited when conducting sponsorship activities:

- The sponsored party does not possess qualified legal entity status or necessary business licenses, or has a history of multiple administrative penalties or negative media coverage;
- Providing commercial sponsorship to government agencies or to commercial partners during a sensitive business period;
- Providing sponsorship without a contractual basis, or including commercial conditions unrelated to the sponsorship activity in the agreement, or attempting to tie the sponsorship to commercial interests;
- Diverting the use of sponsorship funds or assets, or using them to purchase items unrelated to the sponsorship activity;
- Making sponsorship payments through irregular methods, or making payments to a third party under the guise of sponsorship without the actual occurrence of a corresponding sponsorship activity.

### Handling of violations

The Company has the authority to impose corresponding disciplinary actions, in accordance with its policies, on employees who are confirmed to have committed commercial bribery or other disciplinary violations, as well as on those who fail to cooperate with investigations, conceal or cover up misconduct, or deliberately withhold truthful information. In cases involving serious circumstances or severe consequences, in addition to disciplinary actions under the policy and other internal policies, the Company reserves the right to terminate employment and pursue further legal liability. If the conduct constitutes a crime, the Company has the right to refer the matter to judicial authorities for handling in accordance with the law.

## Intellectual property

As a high-tech and R&D-driven enterprise, we deeply recognize the strategic importance of intellectual property to long-term development. We have established supporting systems such as the *Commercial Secret Management Policy* and the *Intellectual Property Protection Management Policy* to provide institutional safeguards for intellectual property management. Botanee was identified by the China National Intellectual Property Administration (CNIPA) as a "Cultivation Object for National Intellectual Property Powerhouse Construction Demonstration (2025-2027)".

The Company has obtained certification under the Intellectual Property Management System (GB/T29490-2023), covering the entire process of R&D, production, and sales of cosmetics and medical devices (wound dressings). In patent management, we focus on two core dimensions of preventing infringement of others' intellectual property and protecting our own efforts in patents. Through collaboration with professional external institutions, we have pursued legal action against unfair competition and infringement of our rights. Meanwhile, we also conduct regular training on intellectual property protection and patent management to raise employee awareness and elevate our overall intellectual property governance.



## Tax compliance

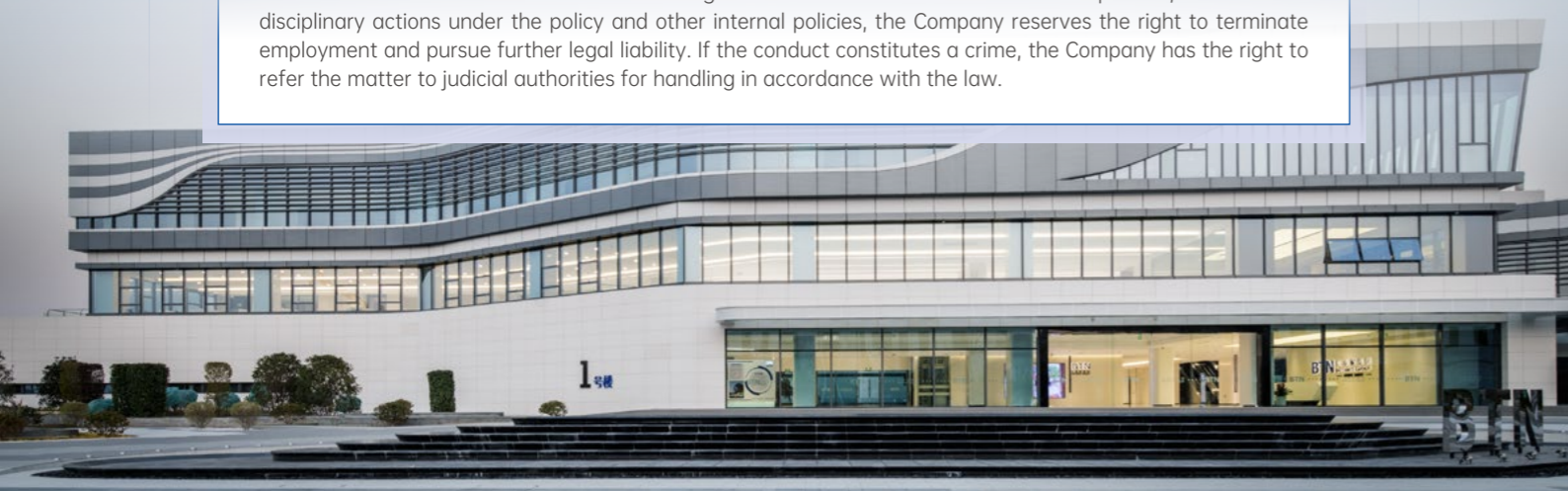
Botanee is committed to fulfilling tax obligations with integrity and compliance with applicable tax laws and regulations in all jurisdictions where we operate, performing duties and exercising rights as a taxpayer in accordance with the law. We adhere to internationally coordinated measures to eliminate tax avoidance and do not use shell entities lacking commercial substance, secret jurisdictions or "tax havens" to evade tax obligations or shift profits. The Board of Directors oversees and provides guidance on Botanee's tax management affairs, ensuring our compliance with tax laws and regulations and the implementation of our principles of integrity and compliance.

Botanee has established a tax compliance management system covering all business scenarios, enabling comprehensive tax risk control. According to the *Botanee Financial Management and Accounting Manual*, the Company strictly regulates the handling procedures for tax-related matters and continuously improves the efficiency and quality of tax management. Additionally, the Company engages professional tax advisors and intermediaries for specialized support and regularly organizes training and knowledge-sharing sessions to enhance the tax team's expertise and capabilities.

The Company has integrated with the "Natural System" platform of the State Taxation Administration, actively responding to the policy requirements of deepening the reform of tax collection and administration. Leveraging a direct system-to-system connection between tax authorities and enterprises, this platform provides companies with standardized, digital tax-related services and support. To date, the Company has successfully completed the system integration of the output tax module, achieving fully automated invoice issuance. The input tax module has completed sandbox testing and is proceeding with deployment as scheduled. Looking ahead, the Company will continue to expand application scenarios for the "Natural System" platform, aiming to achieve full automation of tax filing across all categories and further enhance the digital and intelligent management of tax affairs.



In 2025, we did **not** incur any tax-related penalties.

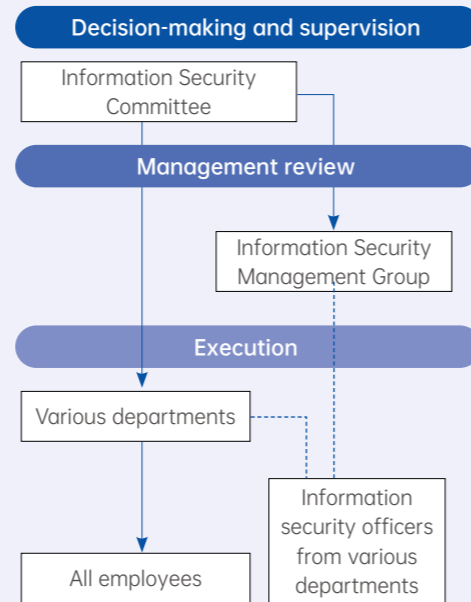


# Information Security and Privacy Protection

Botanee strictly complies with the *Data Security Law of the People's Republic of China*, the *Cybersecurity Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, and other national laws and regulations, as well as internal management policies, to safeguard network and data security.

## Governance

<b>Decision-making level</b> Information Security Committee	Comprised of the President, General Manager of the Digital Technology Center, and heads of relevant departments; responsible for oversight and overall leadership of the Group's information security.
<b>Management level</b> Information Security Management Team	Comprised of members from the Digital Technology Center and the Information Security Management Team; operate under the direct leadership of the Information Security Committee to coordinate, implement, and supervise routine information security efforts.
<b>Execution level</b> all departments and employees	A Data Security Group, composed of information security personnel from the Information Security Department, Audit Department, Human Resources Department, and Legal and Compliance Department, collaborates with relevant departments and employees to implement all information security measures.



## Strategy

To solidify the foundation of information security management and ensure standardized implementation, Botanee has formulated policies including the *Botanee Information Security Management Policy* and the *Data Security Management Specifications*. These policies regulate information security and privacy management procedures, security incident handling and response mechanisms, internal and external audits, and other aspects of data security management, providing a solid foundation for effective information security efforts. Building on our multi-level information security management architecture, our privacy policy system has been embedded into the Group's risk and compliance management framework to ensure effective privacy protection across all business processes.

For performance assessment, the Information Security Group under the Digital Technology Center conducts security tests on application systems. Depending on the severity of identified vulnerabilities, application owners are required to implement timely remediation. Failure to remediate or delays in doing so will result in a deduction of performance scores for the responsible application owner.

We have established strict information security protocols, assigning responsibilities to each employee. All employees must adhere to security guidelines and avoid violating red-line rules. Any breach will be dealt with according to the Company's regulations and investigated jointly by the business department, Digital Technology Center, Audit Department, and Legal and Compliance Department. Legal issues will be handled by the Legal and Compliance Department. We also conduct regular internal inspections to continuously optimize our information security infrastructure, ensuring data integrity and safety, and enabling real-time monitoring and response to potential security threats.

The Company has also established stringent information security requirements for business partners. We assess the information security performance of our supply chain by integrating information security as a scoring item during the supplier admission process. Before any system goes live, it must pass a security inspection. After launch, critical systems undergo periodic security testing. In addition, suppliers can only access systems through a secure bastion host following approval.

# Management of Impacts, Risks and Opportunities

The Company has successfully completed the National Information Security Level 3 certification, covering platforms such as online sales, member centers, counter malls, the official website, Qiumi Mall, and the Huifu Internet Hospital. We strictly regulate the management of personal information for consumers and potential consumers acquired through online channels. By employing technical measures such as sensitive data encryption and desensitization, we manage information storage and processing. Concurrently, we implement data classification and grading controls for information within existing applications, thereby establishing and implementing multi-layered and comprehensive protective measures. For routine operations in 2025, we optimized information security management by enhancing DLP alert handling, anomaly detection in network traffic, cloud security center alerts, and annual application security test coverage. For security product deployment, we expanded system capabilities by launching new projects for research, classification and grading of important departmental data, and completing host account cleanup on the cloud, API vulnerability remediation, and port scanning rectification.

The Company has established a robust emergency response mechanism to address incidents such as data breaches, damage and loss. Once such an incident occurs, the information security team initiates a preliminary investigation and reports findings to the Data Security Group and the Information Security Officer. The emergency response procedure will then be formally initiated via email, followed by collaborative efforts from members of the Data Security Group in conjunction with relevant business departments to advance the response measures.

We continue to enhance employee awareness through regular reminders via internal communication tools and phishing simulation emails to test and strengthen information security awareness. In 2025, we conducted online information security training for all employees, including interns and outsourced personnel, achieving 100% training coverage. Additionally, all new hires are required to complete and pass information security training before officially starting work.

## Metrics and Goals

Long-term objectives	Progress in 2025
<ul style="list-style-type: none"> <li>Zero major security incidents or consumer privacy breaches throughout the year</li> <li>100% coverage of the annual security test and 100% vulnerability resolution for key application systems</li> <li>Completion of data research and classification in key business departments, with clear classification lists and controls</li> <li>100% coverage of information security training for all employees and other staff categories (e.g., interns, outsourced staff)</li> </ul>	<p><b>Achieved</b></p>

# Supply Chain Management Governance

We recognize that supply chain transformation in the beauty industry has evolved into a systematic effort integrating technological innovation, ecological reconstruction, and value co-creation. Botanee strictly complies with relevant national and industry laws and regulations, and has established a comprehensive supply chain management mechanism covering supplier admission, evaluation, monitoring, and exit. In collaboration with industry partners, we launched a supply chain high-quality co-development initiative, aiming to build a secure, transparent, green, and resilient supply chain that delivers safe, sustainable, high-quality products for consumers, create a sustainable business ecosystem and guide the industry toward positive and ethical development.



Signing of the Supply Chain High-Quality Co-development Initiative with All Direct Procurement Suppliers at the Supplier Conference in 2025

## Strategy

### Integrity management

The Company formulated and disclosed the *Botanee Code of Conduct for Business Partners* to reinforce ethical and compliance management among commercial partners. During the reporting period, all business partners signed the *Business Ethics Code of Conduct* prior to cooperation. The Company conducted independent anti-corruption compliance assessments for all suppliers to ensure continued adherence to ethical standards. Moreover, the Company included integrity-related provisions in all procurement contracts signed with direct suppliers and conducts a 100% anti-monopoly compliance review of all newly signed contracts each year.

In 2025, the Audit Department conducted supplier audits, covering construction, media, and promotional material vendors. The audits employed interviews, document reviews, and financial indicator analysis to assess risks related to internal control, procurement cost management, and integrity management. On December 9, 2025 (International Anti-Corruption Day), the Company communicated its policies on integrity control and anti-corruption to suppliers via email and the supplier relationship management (SRM) system.

### Supplier audit

To strengthen supply chain compliance, the Company implemented a tiered and classified supplier management system, and incorporated ESG-related criteria as bonus items in supplier site audits. This approach encourages suppliers to progressively align with higher standards, ensures accountability for the authenticity and validity of the materials submitted concerning product quality and safety assessments for supplied products, and guarantees the provision of high-quality compliant materials and finished goods.

#### Sample ESG Assessment Bonus Items for Suppliers


- Use energy-saving and emissions-reducing equipment
- Implement sustainable projects such as biodegradable materials and waste-to-resource initiatives
- Participate in ESG ratings
- Proactively set and achieve carbon reduction or clean energy targets
- Obtain certification under social responsibility frameworks including EcoVadis
- Uphold employee diversity (e.g., individuals with disabilities, ethnic minorities, etc.)

To promptly and effectively identify and assess supplier risks, the Company's SRM system includes risk monitoring functions. It tracks events such as major operational changes, regulatory penalties, and litigation risks, triggering on-site audits upon detection of risk factors. To mitigate major risks, we have developed alternative supplier plans for high-volume and scarce suppliers to ensure supply stability.


The Company applies a differentiated supplier evaluation mechanism by supplier category. The evaluation dimensions include quality, delivery, cost, compliance, and ESG performance. While the evaluation approach and core metrics remain consistent, audit frequencies and reward mechanisms for top performers are adjusted by supplier type:

- Category I manufacturers** - Audited every two years; for outstanding performers, the cooperation may be extended by one year.
- Category II manufacturers** - Audited every three years; for outstanding performers, the cooperation may be extended by one year.

In 2025, the Company onboarded 10 new suppliers. ESG on-site audits were completed for eight new manufacturers, excluding two raw material traders not subject to ESG clauses.



Key performance indicators



In 2025, no suppliers were identified with major negative ESG risks, and no partnerships were terminated due to significant ESG-related incidents.

### Supplier elimination and exit


The Company has established a stringent supplier elimination mechanism to ensure a healthy and sustainable supply chain. Under the "one-vote veto" rule, suppliers with quality or ethical risks are flagged. Senior management members of underperforming suppliers are required to attend remediation meetings, develop detailed remediation plans for demerits, and submit a formal remediation plan. For example, in the first quarter of 2025, a supplier was penalized for failing to respond promptly to an abnormal event. The supplier developed a remediation plan including management updates, integrating response time into performance reviews, and personnel backups, with a clear closure timeline.

#### Conditions for Elimination and Exit


- Two consecutive quarterly performance failures trigger elimination procedures;
- Failure to pass two consecutive annual audits automatically initiates the exit procedure;
- Suppliers designated as "eliminated" in the supplier system are removed following approval from the procurement, quality, and supervising leaders.

### Localized procurement

The Company actively promotes localization by prioritizing high-quality local suppliers to enhance supply chain resilience and responsiveness. We increased the localization of sunscreen agents. Currently, 58.82% of sunscreen ingredients are domestically sourced, accounting for 79.6% of total sunscreen procurement volume.



Key performance indicators



By the end of the reporting period,

localized procurement accounted for

**53.8%** by supplier count

**58.1%** by procurement value



# Ecological Recycling: Preserving the Beauty of Nature

- ⊙ Green Packaging
- ⊙ Green Procurement
- ⊙ Addressing Climate Change
- ⊙ Low Carbon Products
- ⊙ Green Operations
- ⊙ Biodiversity



Botanee is committed to building a green, low-carbon, and eco-friendly enterprise image. We consider material topics such as green supply chain, environmental management compliance, biodiversity conservation, and addressing climate change as core elements of our sustainable development. In practice, we continuously improve our environmental management system, enhance energy efficiency, reduce pollution emissions, and promote green circular development in the upstream and downstream industrial chain to contribute to the harmonious coexistence of our planet.

# Green Packaging

## Governance

The sustainability and environmental impact of packaging materials are a focus of society's concern. Botanee integrates green and sustainable packaging into product packaging design, and actively adopts environmentally friendly packaging materials. Through packaging reduction, plastic reduction and recycling, we aim to achieve green minimalist packaging design and minimize our environmental impact. To enhance the focus and effectiveness of green packaging initiatives, we established a packaging management function under the Green Supply Chain Working Group to coordinate the execution of our green packaging strategy and strengthen sustainable management at the design stage.

## Strategy

Botanee is committed to being a pioneer in achieving "carbon peaking and carbon neutrality" in both physical and Internet + industries, contributing to the environmental well-being of humanity. We introduced green packaging concepts at the design stage, formulating the "LRDRR" green packaging strategy. This encompasses material selection, structural design, and manufacturing processes to enable reuse and reduction across more product categories.



In 2025, Botanee led the release of the *Cosmetics Packaging Development Guide of Sustainable and Recyclable Design*, a group standard promoting lifecycle green design principles, enhancing packaging recyclability and renewability, and driving the industry's shift toward sustainable and circular packaging.

## Management of Impacts, Risks and Opportunities

### Less: Simpler materials

Through green design innovations, we reduced packaging complexity and material consumption, balancing environmental sustainability, functionality, and aesthetics:

#### Printing process upgrade

In 2025, some Winona and Winona Baby products adopted molding processes to replace traditional secondary spray coating, significantly reducing the use of organic solvents and emission of waste materials.



Winona series products using molding spray processes

#### Simplified color design

Packaging for hose-type facial cleanser products now adopts three-color printing instead of four-color printing, which effectively reduces VOC emissions.

#### Eco-friendly inks

We promote water-based ink printing for logistics packaging to replace traditional offset printing. Additionally, we increase the application of eco-friendly inks such as soybean ink in the printing process of new decorative cartons to improve the environmental friendliness of packaging.

## Reduce: Reduce packaging material consumption

By optimizing structural design, production processes, and space efficiency, we reduced per-unit packaging material consumption and maximized resource efficiency:

### Paperless operations

Except for medical devices, all product lines have adopted electronic instructions, reducing paper usage and supporting forest resource conservation. Additionally, warehouse paper receipts were significantly reduced, saving approximately 2.106 million sheets, equivalent to about 7.17 tons of carbon emissions avoided.

### Optimized transport packaging dimensions

We improve the matching degree between transportation packaging and product packaging, reduce the use of transportation packaging, and lower material waste and transportation carbon emissions.

### Green packaging model upgrade

In 2025, we replaced pearl bubble bags for samples and gifts with more size-appropriate "No. 0 boxes", effectively addressing over-packaging. As of December 2025, 2.53 million No. 0 boxes have been put into use. Compared to the original box type, each box reduces paper usage by approximately 0.0315 square meters, saving a total of approximately 79,695 square meters of paper. Reducing packaging volume directly improved vehicle capacity utilization and load efficiency, lowering carbon emissions per shipped parcel.

### Label improvement project

In 2025, our Qingpu factory implemented label improvements for barrier essence samples, switching from double-sided to single-sided labels. A total of 17.3705 million bare units were produced throughout the year, further reducing label material consumption.



### Inner Box Removal Plan

In 2025, we continued the inner box removal plan, covering about 21,957,500 items, successfully reducing the use of approximately 3,548,400 inner boxes, saving 721,400 square meters of paper, and reducing the use of transport packaging materials by 368.55 tons. This reduces environmental burden while improving logistics efficiency. Specifically, for 63 stock keeping units (SKUs) of the AOXMED series and 7 SKUs of single-sheet mask products, we saved 358 tons of inner box materials.



Full inner box removal across the AOXMED series

### Lightweight Cap Design

In 2025, we launched a lightweight cap redesign for 12 SKUs of AOXMED brand creams in 60 g, 30 g, and 15 g sizes. The original cap design with embedded iron weights was replaced with single-material caps, reducing cap weight by 55.87%, 55.70%, and 67.53% for each size, respectively, lowering material consumption and product carbon footprint.



Lightweight Cap Design for AOXMED Creams

### Degradable: Use degradable materials

To mitigate environmental pollution caused by unrecyclable packaging, we introduced biodegradable materials such as 100% compostable molded pulp to replace traditional plastic cushioning. We also upgraded product manufacturing processes and printing technologies to reduce plastic usage. In 2025, the core product of Winona, 311 Barrier Repairing Single-Pulse Essence, replaced foam inlays with molded pulp, reducing EVA plastic usage by approximately 137 m<sup>3</sup>.



Packaging upgrade for Winona 311 Barrier Repairing Single-Pulse Essence

### Full Utilization of Prinsepia utilis Royle to Build a Closed-Loop Ecosystem

In 2025, Botanee introduced a bio-based, eco-friendly packaging system using Prinsepia utilis Royle as the core raw material, establishing a cradle-to-cradle circular model. The initiative overcame traditional limits of plant resource use by embracing "whole-fruit utilization", recovering fruit residues and peels to maximize resource value. After modern processing, the Prinsepia utilis residues after oil extraction are reused and converted into raffia, a natural and degradable packaging filling material, replacing traditional foamed plastics. It is widely used in gift box filling and decoration, combining environmental protection and aesthetic functions. Through a symbiotic chain of "nature-cultivation-extraction-residue-papermaking-return to nature", we have established a new upstream-downstream circular resource model to support sustainable resource use.



From Prinsepia utilis Royle to raffia application

### Renew: Use renewable materials

We actively promote the use of renewable materials in packaging, including FSC-certified paper, PCW (post-consumer waste) paper, and PCR materials. White board paper with lower carbon footprints and recyclability replaces traditional silver board laminated packaging to reduce product carbon emissions. Glass bottles replace plastic to reduce environmental impact. In terms of craftsmanship, we adopt transfer aluminum technology to replace traditional film coating, making the packaging easier to recycle and process. We also conduct a detailed inventory of product packaging types to accurately identify and promote improvements in packaging sustainability, and fulfill our commitment to supporting sustainable forest management.

In 2025, we deepened green packaging practices through process and material upgrades, eco-material applications, and packaging reduction, promoting material circularity and reducing the environmental footprint of product packaging.



Improvement measures	Unit	2024	2025
Technology and material optimization (debonding of gloss coating on inner boxes)	10,000 pieces	1,184.7	513.5
Use of water-based inks (transport packaging)	10,000 pieces	200.6	224.2
Application of soy ink to outer packaging (decorative cartons)	10,000 pieces	5,579.7	6,854.5
Consumption of FSC-certified paper (decorative cartons)	10,000 pieces	5,627.3	6,945.2
Consumption of PCW paper	ton	3.12	11.47
Consumption of PCR materials	ton	1.3	1.52
Consumption of heat transfer silver cards	ton	3.5	3.59
Paper savings from instruction leaflet reduction	10,000 pieces	8,683.0	7,292.4
Removal of inner boxes in product cartons	ton	30	368



By the end of the Reporting Period, we had replaced **51,513,600** plastic bottles with glass packaging, significantly reducing plastic's environmental impact. PCW paper consumption increased **268%** year-on-year, and the proportion of renewable materials applied has also grown.



## Recycle: Promote recycling and circulation

### "Save the Earth: Recycle and Be Rewarded" Program

We launched the "Save the Earth: Recycle and Be Rewarded" program, building an integrated online and offline recycling platform to promote resource circularity and reduce environmental impact through innovative approaches. In 2025, we expanded the program to include all Winona full-sized product empties.



#### Online

Consumers can easily place orders through the "Winona Save the Earth: Recycle and Be Rewarded" WeChat mini program, schedule courier pick-up, and track the recycling progress in real time. In 2025, the number of users participating in the recycling mini program increased 1.5 times compared to the previous year, expanding the reach and impact of our environmental efforts.



#### Offline

We set up recycling stations in numerous department store counters and partnered OTC pharmacies nationwide, with dedicated beauty advisors assisting consumers throughout the process. All partner pharmacies joined the "Save the Earth: Recycle and Be Rewarded" program, covering 140,000 pharmacy outlets across 30 provinces and cities.

We introduced recycling incentives: returning one empty earns a sample set; returning two earns an in-store redemption of Winona Sunblock Milk in 15 g and a reward badge. Accumulated badges can be exchanged for products or coupons. In 2025, the program recycled a total of 3.17 million empty bottles, with 2.66 million participants. We also printed recycling and biodegradability labels on shopping bags to encourage the use of reusable bags.



### Logistics Packaging Reuse

We actively promote the reuse of delivery cartons. Leveraging our self-operated logistics system, we implemented a two-way reuse mechanism for used cartons, covering both outbound deliveries and internal transfers to reduce packaging waste and promote resource recycling. We also expanded the use of automated sorting equipment to improve reverse logistics efficiency, enhancing accuracy and reducing labor-related errors. In 2025, our logistics carton recycling program covered all three self-operated warehouses nationwide. Through "warehouse-wide coverage" and the "two-way reuse" model, we reused 124,006 old cartons, up 24% from 2024, further improving resource recycling efficiency.

## Metrics and Goals



### Our goals

- By the end of 2030, increase FSC-certified paper usage to over 98% for all new products.
- By the end of 2030, ensure more than 85% of plastic packaging can be reused or recycled.
- Evaluate and improve non-recyclable materials and explore alternative options.
- Ensure 100% of new products reflect environmental friendliness and advocate for the social benefits of biodiversity through products and corporate platforms.

# Low Carbon Products

## Governance

Since 2022, we have officially established a carbon inventory management system and planned a phased approach to carbon accounting, mapping product carbon emissions throughout their entire lifecycle, from raw material sourcing and manufacturing to transportation, use, and final disposal. Our goal is to identify and explore emission reduction potential at each stage of the product lifecycle ("from cradle to grave"), optimize manufacturing, transportation, and recycling processes, and effectively reduce our products' carbon footprint. During the Reporting Period, the Company continued to advance low-carbon operations by optimizing the energy structure through carbon accounting and expanding the use of green electricity. At the same time, it improved the packaging recycling system and enhanced recycling efficiency, effectively reducing the carbon footprint of products throughout their lifecycle. These efforts embody the Company's commitment to green development and contribute to the sustainable development of the industry.

## Strategy

Botanee adheres to low-carbon development and actively responds to China's call to achieve "carbon peaking and carbon neutrality" goals. During the Reporting Period, we collaborated with the government to co-develop the Shanghai Green and Low-Carbon Supply Chain Public Service Platform. We uploaded our annual product carbon footprint data, enabling dynamic, transparent online carbon data management. We conducted systematic carbon footprint assessment and optimization across product categories, and encouraged core suppliers to provide detailed emission data, supporting low-carbon transformation throughout the supply chain.

## Carbon Footprint Verification for Best-selling Products

Botanee has planned to conduct a comprehensive carbon footprint assessment of its product lines and has already completed the carbon footprint assessment of its two best-selling products - Winona Sensitiveness Relieving Moisturizing Tolerance-Extreme Cream (TOP1) and Winona Sunblock Milk (TOP2). In 2025, we conducted the third carbon footprint verification for our core product, Winona Sunblock Milk (TOP2). The assessment followed ISO 14067, ISO 14040, and ISO 14044 standards, covering key carbon emission stages such as raw material acquisition, usage, production, and transportation, ensuring precision and credibility in the product carbon footprint verification.

According to the report, the carbon footprint of each 50g Winona Sunblock Milk was 1.32 kgCO<sub>2</sub>e.



# Green Procurement

## Governance

Botanee integrates environmental principles into the full lifecycle of procurement and established a Green Supply Chain Working Group to develop a sustainable green supply chain system. The group includes members from procurement, packaging, production, and logistics departments, focusing on raw material traceability, eco-friendly material sourcing, green logistics optimization, carbon emission accounting, and target setting. Through cross-departmental collaboration, the green procurement strategy is effectively implemented across operations.

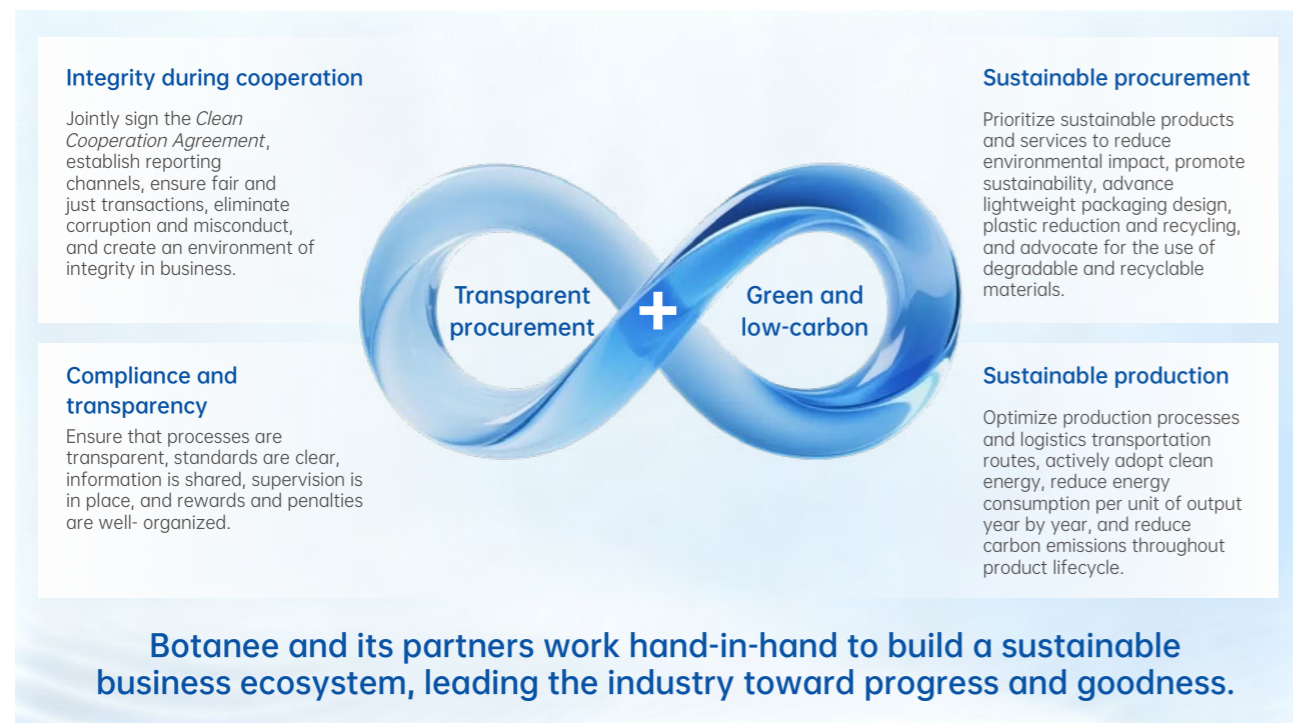
The Company also reinforces supplier environmental performance management through supplier profiling, background investigation during onboarding, and dynamic performance assessment, solidifying the foundation for green supply chain governance.

## Strategy

Botanee actively advances green procurement practices by making environmental performance a key supplier admission and assessment criterion, giving priority to suppliers with strong credentials in environmental certification, carbon footprint management, and resource use efficiency. We have incorporated a differentiated scoring mechanism into supplier performance assessments, with bonus items tailored to raw materials, packaging, and ODM suppliers, such as RSPO certification and proactive carbon reduction or clean energy use goals. ESG awards have been established to incentivize environmental responsibility.

Each year, we host a supplier conference to communicate our supply chain management policies, build consensus on sustainability, and guide suppliers to make continuous improvements in sustainable packaging, energy efficiency, clean energy application, and full-lifecycle carbon reduction. To enhance product transparency, we continue to iterate our procurement information platform, promoting paperless, digital procedures that improve procurement efficiency and ensure traceability.

### High-Quality Co-development Initiative



## Management of Impacts, Risks and Opportunities

We prioritize the environmental attributes of raw materials and actively promote sustainable palm oil sourcing and use. We obtained Roundtable on Sustainable Palm Oil (RSPO) membership (Supply Chain Certification) and adopted a "Mass Balance" supply chain model.

We also encourage suppliers to obtain RSPO certification. Manufacturers are required to provide RSPO certification, while traders should provide RSPO trade licenses. Monthly verification and documentation are conducted via the RSPO official website. We track the procurement of RSPO-certified raw materials through our ERP system across the entire procurement process covering purchase orders, delivery notes and goods receipts to ensure compliance with certification requirements, and promote sustainable procurement practices. Moving forward, we will continue to prioritize the procurement of sustainable palm oil and increase the proportion of sustainable raw materials in our products. We will further deepen our practices in green raw material procurement.

## Metrics and Goals



### Our goals

Keep prioritizing the procurement of sustainable palm oil and increase the proportion of sustainable raw materials in our products.



### Progress in 2025

- At the beginning of 2025, **34** direct or indirect suppliers obtained RSPO certification or RSPO trade licenses. During the Reporting Period, an additional **9** suppliers completed certification or licensing;
- RSPO-certified raw materials accounted for **58%** of all palm oil-derived raw material categories, and **74%** by weight;
- In 2025, **100%** of newly introduced raw materials were RSPO-certified, and the RSPO replacement rate for existing raw materials reached **96%**.

# Green Operations

## Governance

Guided by the principle that "lucid waters and lush mountains are invaluable assets", Botanee has built and continues to optimize an environmental management system based on ISO 14001. This system spans product design, packaging, logistics, warehousing, production, and operations, and systematically promotes energy conservation and emissions reduction, efficient resource use, pollution prevention and control, and waste management, demonstrating the Company's environmental responsibility through concrete actions, integrating environmental management into routine operations and ensuring its long-term effectiveness.

## Strategy

We fully implement environmental compliance requirements, strictly obey relevant national and local environmental laws such as the *Environmental Protection Law of the People's Republic of China* and the *Energy Conservation Law of the People's Republic of China*, and manage emissions, waste, and energy use in a regulated manner following management policies such as the *Compilation of Environmental Management Laws and Regulations, Environmental Safety Objectives, Indicators, and Control Plan*, the *Identification and Evaluation of Environmental Factors*, the *Regulations on the Management of Hazardous Chemical Waste*, the *Office Management System* and the *ESG Management Policy of Kunming Winona Skincare Co., Ltd.* We have outlined green office requirements, and encourage employees to save electricity, practice paperless office, engage in waste sorting, and use office equipment and air conditioning responsibly to minimize resource waste and improve environmental efficiency.

## Energy Management

Guided by the core principle of "regulated management, clean production, energy conservation, and green development", Botanee has established an energy management system and obtained ISO 50001 certification, committed to improving resource and enhancing energy use efficiency. We have also set clear energy consumption targets and regularly assess achievement progress. Additionally, we conduct energy audits and management reviews each year, and publish an *Energy Audit Report* to analyze our energy performance and ensure effective energy targets implementation across all departments.



ISO 14001 Environmental Management System Certificate



ISO 50001 Energy Management System Certificate

## Green Production

At our factories, we implemented energy-saving retrofits on cooling towers by installing water temperature sensors. These enable the staged operation of tower fans based on actual cooling demand, improving energy efficiency. We also routinely inspect fan coils and heat exchangers on air-cooled chillers, removing debris to enhance heat exchange performance.

## Green Electricity System at Green Factories

The distributed rooftop photovoltaic (PV) power project at Botanee's central factory officially commenced operations on June 1, 2024. The project operates by using self-generated electricity and feeding surplus power into the grid. Leveraging Kunming's abundant solar resources, and utilizing approximately 8,000 m<sup>2</sup> of roof space on the central factory's office building, production building and logistics center, a rooftop distributed photovoltaic power station with an installed capacity of about 1.2 MW was set up to meet the production and office needs of the central factory. In 2025, the project generated 1,590,100 kWh of electricity for in-house use, averaging 132,500 kWh per month. This significantly increased the share of clean energy and reduced carbon emissions in production, contributing to high-quality green development.

Additionally, our Qingpu factory plans to launch a rooftop PV project in early 2026 with an annual capacity of 1.10 million kWh, expected to meet 15% of the site's electricity needs.



## Green Transportation and Warehousing

Botanee is actively building a green logistics system. In warehouses, a meticulous electricity usage policy mandating lights off when vacated is strictly enforced. In 2025, we restructured our warehousing network by consolidating third-party warehouses into three core self-operated hubs for centralized management. At our Huzhou warehouse, we implemented reflective aluminum film insulation to physically reduce indoor temperatures during summer, lowering air conditioning energy loads and achieving green energy savings.

In 2025, we embedded green requirements into carrier management, specifying in contracts a preference for new energy vehicles to accelerate low-carbon logistics transformation. Through initiatives like new energy vehicle (NEV) delivery, railway transport substitution, and green packaging, we significantly reduced transportation-related carbon emissions by a total of 365.38 tCO<sub>2</sub>e, equivalent to planting 10,150 trees, turning off air conditioners for 535,315 hours, or 579,967 trips with shared bike rides.

Emission reduction measures	Carbon emission reduction (kgCO <sub>2</sub> e)	Shipment volume (in pieces)
NEVs	48,133.92	12,124,566
Railway transport	316,050.64	460,988
Green packaging	1,194.42	37,740

## Green Store Operations

During the operation of counters and stores, we optimized lighting and air conditioning systems to reduce energy consumption and carbon emissions in store operations. Stores replace traditional lighting with LED energy-saving lamps to save energy and extend their service life. We also install smart temperature control systems that automatically adjust in-store temperatures based on foot traffic and external temperature to effectively reduce air conditioning energy consumption.



### Our energy consumption goals

Energy consumption goal for Qingpu factory: The energy consumption at the Qingpu factory in 2026 will be reduced by 2% based on the 2025 benchmark.

## Water Resource Management

We strictly comply with laws and regulations related to water resource use and have implemented a series of management measures to improve water efficiency. In 2025, the Company received no penalties for violations related to water resource use.

We installed rainwater collection and utilization systems to align with the sponge city construction requirements.

We established a greywater reuse system that collects condensate from production processes for landscape irrigation and cleaning.

We installed water-saving devices (such as low-flow faucets and toilets), displayed water-saving signage, and conducted regular inspections of pipes and equipment to prevent leaks and water waste.

# 贝泰妮集团

# BOTANEE GROUP

Key performance indicators

In 2025, our Huzhou warehouse implemented improved water use practices and promoted water recycling, significantly reducing total water consumption by **1,805.29** tons year-on-year.

## Green and Low-Carbon Office

We are committed to creating an environmentally friendly, efficient, and sustainable workspace. A series of energy conservation and environmentally friendly measures and practices have been implemented in our office area, offline stores and medical aesthetics centers to reduce our environmental impacts and improve resource efficiency in our everyday operations.

### Energy efficiency management and improvement

We carry out energy-saving renovations or upgrades for high-energy-consuming equipment, prioritizing the use of energy-efficient devices and appliances, such as energy-saving LED lighting and high-efficiency air conditioners, to reduce operational carbon footprints. We have established an energy usage monitoring mechanism, regularly recording and analyzing energy consumption data to identify and improve areas of energy waste. In counters and medical aesthetics centers, unnecessary electrical devices are promptly turned off during non-business hours to avoid standby power consumption.

### Waste recycling and utilization

In our store operations, we strictly follow medical and domestic waste classification requirements. At our medical aesthetics center, we maintain ledgers and conduct regular training on waste classification. In office areas, we promote waste recycling and reuse. Paper recycling stations are set up on every floor, encouraging employees to reuse paper for double-sided printing. Battery recycling bins are also available to ensure proper disposal.

### Green office environment

We use natural light in factories and office buildings to reduce energy consumption, and increase plants in the office to beautify the workspace and improve indoor air quality.

### Daily environmental awareness campaign

In order to improve employees' environmental awareness, we post energy conservation and environmental protection posters in the office area of the headquarters, and offer regular environmental awareness training for employees in offline stores and medical aesthetics centers to boost environmental protection. Also, we encourage employees to propose energy-saving suggestions.

### Paperless office

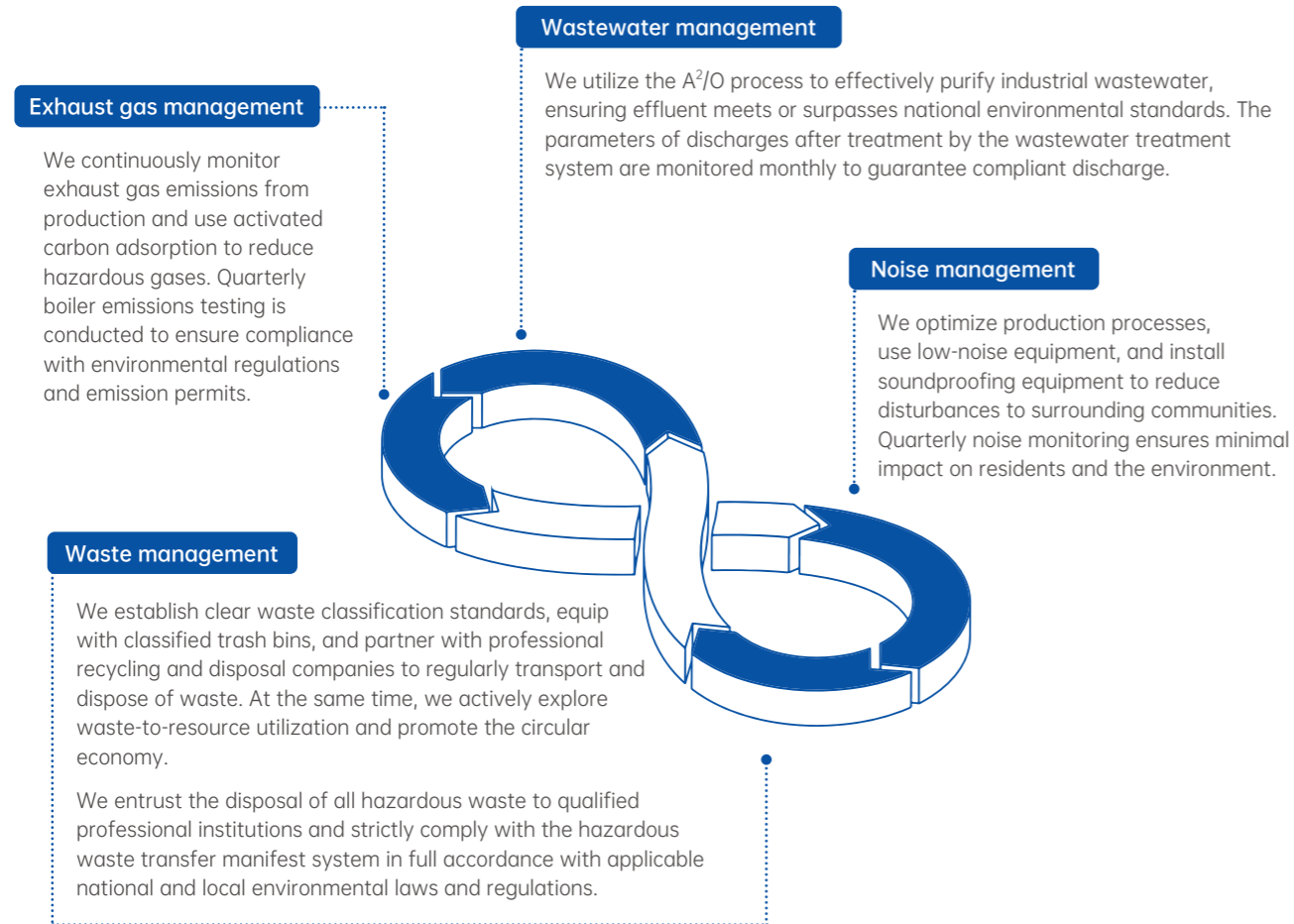
To reduce paper consumption, we encourage employees to use electronic documents and emails, and have realized paperless administrative workflow.

### Green and low-carbon travel

We encourage employees to use public transportation for commuting, and offer shuttle bus services. Besides, we promote video conferencing to reduce business travel and lower carbon emissions.

## Compliant Discharge of Pollutants

To promote green operations, we enforce strict environmental management and emission control standards. We have issued dedicated regulations, such as the *Regulations on Waste Disposal Management*, the *Regulations on Air Pollution Control* and the *Regulations on Wastewater Discharge Management*, to clarify requirements for various emissions and waste. We set clear emission reduction targets for our factories and engage professional environmental testing agencies to conduct regular monitoring of wastewater, exhaust gas, waste, and noise. This ensures that the Group's pollutant discharge and treatment during the Reporting Period comply with applicable national, local, and/or industry standards in the locations where we operate. During the year, Botanee was not subject to any material administrative penalties or criminal liability arising from pollutant emissions.



In 2025, we conducted waste discharge and disposal training sessions for all employees to strengthen environmental awareness and operational compliance.

 <b>Waste management goals</b>	 <b>Progress in 2025</b>
<ul style="list-style-type: none"> <li>• Achieve 100% compliance in noise, wastewater, and exhaust gas emissions</li> <li>• 100% proper disposal rate of solid waste through improved waste classification</li> <li>• Zero major environmental pollution incidents</li> </ul>	<h2>Achieved</h2>



## Addressing Climate Change

Climate change poses potential risks to global socio-economic development and may threaten corporate operational stability and asset security. To actively address these challenges, based on the recommendations from the *Self-Regulatory Guidelines No. 3 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange—Preparation of Sustainability Report* and the International Sustainability Standards Board's (ISSB) *IFRS S2 Climate-related Disclosure*, we identified, prioritized, and responded to climate-related risks and opportunities impacting our operations, and disclosed information under four core categories, including governance, strategy, risk management, and metrics & goals, thereby enhancing climate resilience, transparency, investor confidence, and market recognition.

### Governance

Botanee incorporates climate-related risks and opportunities into its ESG management framework, with the Board of Directors and the Strategy Committee serving as the highest ESG governance bodies. The Board of Directors holds ultimate oversight over ESG matters, including those related to climate change. Under the guidance of the Strategy Committee, the Board Secretary's Office serves as the ESG responsibility department, responsible for organizing and managing ESG-related work across departments and subsidiaries. The Company's EHS department manages performance indicators to ensure climate-related risks and opportunities are effectively identified, assessed, and managed. We also established a dedicated green supply chain management body to improve energy and resource use efficiency.

### Strategy

We recognize that climate-related risks and opportunities may have varying impacts on our business in both the short and long term. We follow the climate-related risk classification of the Task Force on Climate-related Financial Disclosures (TCFD). Through internal and external research, benchmarking, and expert consultation, we identify and prioritize potential risks at the operational level and formulate corresponding measures. Climate-related risks are categorized into physical risks and transition risks. Physical risks include acute risks related to extreme weather events and chronic risks associated with temperature rise. Transition risks refer to changes in policy, regulation, technology, and market trends related to the shift toward a low-carbon economy.

In 2025, taking into account our business plans, climate-related targets and strategies, and regulatory requirements, and referring to the Shared Socioeconomic Pathways (SSPs) from the IPCC Sixth Assessment Report, we selected representative temperature rise scenarios to conduct a new round of identification and scenario analysis of climate-related risks and opportunities, including seven physical risks, four transition risks, and three climate-related opportunities. We evaluated these elements based on likelihood, impact, adaptability, and resilience, ranked the risks identified, determined priority actions for short-, medium-, and long-term adaptation or mitigation strategies, and adjusted business models, thereby enhancing our capacity to manage climate-related risks.

Category	Scenario/Scope	Scenario/Scope description
Climate scenario	IPCC SSP 1-2.6: Sustainability Pathway (Mitigation Scenario)	Driven by increasing efforts to achieve development goals, society gradually transitions toward sustainable social and economic pathways. Global consumption is oriented toward low energy and resource intensity. Economic growth remains modest. The projected temperature rise between 2080 and 2100 is approximately 1.8°C.
	IPCC SSP 2-4.5: Middle of the Road (Intermediate Scenario)	Global progress toward sustainable development goals is slow. Social, economic, and technological trends largely follow historical patterns. Although some regions of the world show progress, environmental systems continue to degrade. Energy and resource intensity decline globally, with an estimated temperature rise of 2.7°C between 2080 and 2100.
	IPCC SSP 5-8.5: Fossil-fueled Development (No Mitigation Scenario)	By 2075, CO <sub>2</sub> emissions double, widening economic disparities and social inequality. Conversely, investment in climate adaptation and border control technologies decreases. As an extreme case, global temperatures are projected to rise by 4.4°C between 2080 and 2100.
Time frame	Short term	2025-2030
	Medium term	2030-2035
	Long term	2035-2060
Value chain impact scope	Upstream of the value chain	Raw material procurement
	Own operations	Product R&D, production operations, warehousing, and logistics
	Downstream of the value chain	Brand management, consumer use, and recycling



Type	Category	Event	SSP1-2.6			SSP2-4.5			SSP5-8.5		
			Short term	Medium term	Long term	Short term	Medium term	Long term	Short term	Medium term	Long term
Physical risks	Acute risks	Extreme rainfall									
		Fluvial flooding									
		Heavy rain-induced flooding									
		Heatwave									
	Chronic risks	Storms									
Sea level rise											
		Heat stress									

Low risk
  Medium risk
  High risk

According to the analysis of physical risk severity, the primary physical risks faced by Botanee are heatwave, heat stress, extreme rainfall, and heavy rain-induced flooding.

Type	Category	Event	Short term	Medium term	Long term
Transition risks	Policy and legal risks	Plastic restriction risks			
	Technical risks	Rising costs of low-carbon technology development			
	Market risks	Higher raw material costs			
Shift in consumer preferences					
Opportunities	Resource efficiency	Packaging recycling and reuse			
	Energy sources	Use of low-carbon energy			
	Market	Brand value enhancement			

Low risk
  Medium risk
  High risk
  Low opportunity
  Medium opportunity
  High opportunity

According to the impact analysis of transition risks and opportunities, Botanee's main transition risks include plastic regulation risk and rising costs of low-carbon technology development, while main opportunities include packaging recycling and reuse and the use of low-carbon energy.

## Management of Impacts, Risks and Opportunities

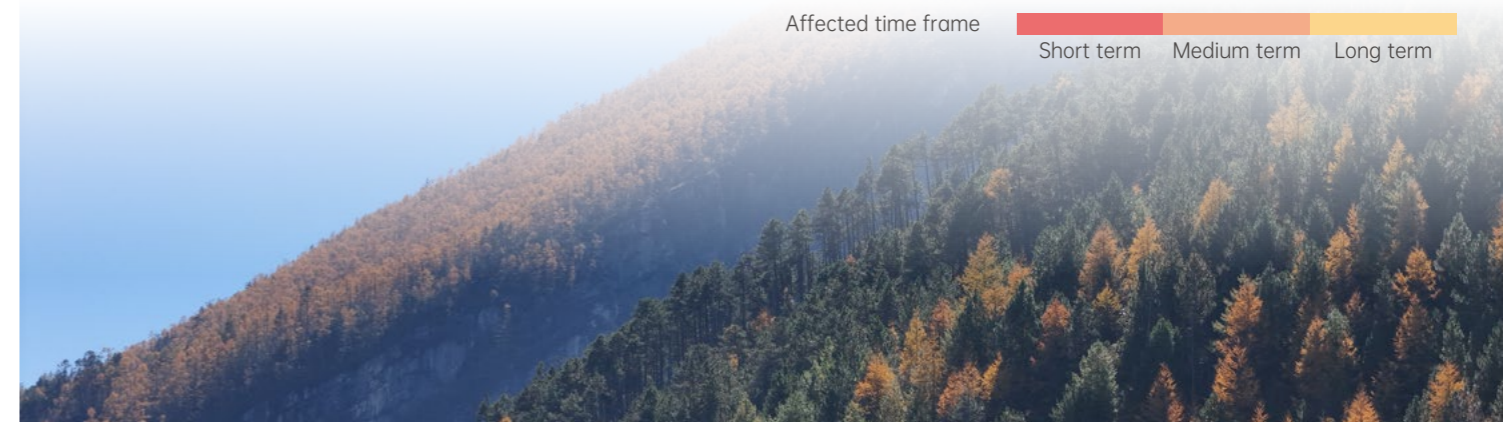
Based on the prioritization results, we identified Botanee’s material climate-related risks and opportunities and planned corresponding mitigation measures.

Risk type	Risk category	Risk/opportunity	Impact analysis	Financial/business impact	Affected time frame	Affected value chain stage	Mitigation measures	
Physical risks	Acute physical risks	Extreme rainfall	Short-term, intense rainfall may lead to water ingress in production and warehousing facilities, resulting in equipment shutdowns, material damage, and production disruption, along with increased repair costs	Increase in operating expenses Impairment of asset value Increase in capital expenditures	●	Own operations Downstream of the value chain	<ul style="list-style-type: none"> <li>Develop dedicated contingency plans for natural disasters, strengthen risk inspections based on weather alerts, and procure flood control supplies.</li> <li>Enhance construction and maintenance of drainage infrastructure, and conduct routine inspections to ensure drainage capacity.</li> <li>Use commercial insurance and other financial instruments to mitigate potential losses caused by extreme rainfall.</li> </ul>	
		Fluvial flooding	Prolonged and widespread flooding caused by continuous heavy rainfall or water inflow from upstream catchments may cause river levels to breach embankments, damaging infrastructure, power systems, and equipment, and leading to asset impairment and increased repair or capital costs	Increase in operating expenses Impairment of asset value Increase in capital expenditures	● ●	Upstream of the value chain Own operations Downstream of the value chain	<ul style="list-style-type: none"> <li>Develop preparedness and disaster management plans for extreme precipitation, with adequate stock of flood prevention supplies.</li> <li>Conduct at least one flood drill annually to identify and address issues, improving emergency response management.</li> </ul>	
		Heavy rain-induced flooding	Short, intense rainfall may trigger landslides or mudslides, threatening roads, power facilities, and logistics near production sites. This could disrupt production operations and supply chain stability and increase investment in infrastructure reinforcement and risk management	Increase in operating expenses Impairment of asset value Increase in capital expenditures	●	Upstream of the value chain Own operations Downstream of the value chain	<ul style="list-style-type: none"> <li>Optimize drainage systems and slope protection around factory areas to enhance infrastructure disaster resilience.</li> <li>Develop contingency logistics plans for extreme weather, and expand transportation routes and warehousing nodes to ensure supply chain continuity.</li> </ul>	
	Chronic physical risks	Heat stress	Heatwave	Heatwaves may raise indoor and outdoor temperatures, increasing energy consumption of cooling and air conditioning systems in production facilities and raising operating costs	Increase in operating expenses	● ● ●	Own operations	<ul style="list-style-type: none"> <li>Improve building insulation through rooftop shading, wall insulation, and other measures to reduce external heat impact.</li> <li>Establish an energy consumption monitoring system to track real-time energy use, provide timely early warnings for anomalies, and adjust operational strategies accordingly.</li> <li>Upgrade energy-efficient equipment by adopting high-performance cooling units and smart temperature control systems to reduce energy intensity.</li> </ul>
			Storms	Strong winds can cause structural damage such as roof uplift, wall collapse, and power line destruction, leading to business interruption as well as inventory and logistics losses. This necessitates emergency repairs and may result in increased property insurance premiums	Increase in operating expenses Impairment of asset value	● ●	Own operations	<ul style="list-style-type: none"> <li>Conduct regular safety inspections of buildings and facilities, and reinforce rooftops and exterior walls to improve wind resistance.</li> <li>Establish an extreme weather early warning and response mechanism and develop rapid post-disaster recovery plans.</li> </ul>
			Sea level rise	Seawater intrusion may interrupt operations at coastal logistics hubs, impacting Botanee’s cross-border exports and supply chain management efficiency	Increase in operating expenses	● ●	Downstream of the value chain	<ul style="list-style-type: none"> <li>Establish early warning and response mechanisms for extreme weather, stay updated on port closures and traffic restrictions, and flexibly adjust shipping schedules.</li> </ul>

Risk type	Risk category	Risk/opportunity	Impact analysis	Financial/business impact	Affected time frame	Affected value chain stage	Mitigation measures
Transition risks	Policy and legal risks	Plastic restriction risks	Due to the global low-carbon transition, countries are imposing stricter requirements on plastic content, recyclability, and ingredient disclosure in product packaging. Botanee must continue to promote plastic reduction in packaging, develop non-plastic alternatives, and optimize recyclable packaging structures to meet mandatory regulations in key markets and mitigate regulatory and market access risks	Increase in operating expenses	● ● ●	Upstream of the value chain Own operations	<ul style="list-style-type: none"> <li>Continuously monitor global and local climate-related legal and regulatory changes, as well as policy developments, and assess potential policy risks through professional internal teams and external consulting firms.</li> <li>Promote lightweight and recyclable packaging R&amp;D, and prioritize FSC-certified paper, biodegradable or recyclable materials to reduce environmental footprint.</li> </ul>
	Technical risks	Rising costs of low-carbon technology development	Due to immature emerging technologies, fast-evolving standards, and complex supply chain collaboration, developing low-carbon processes and product carbon footprint accounting may pose challenges, such as difficulties in selecting a technical pathway and uncertainty in R&D results, and trigger risks such as repeated investments, resource misallocation, and extended development timelines, leading to higher R&D and management costs	Increase in R&D investment Increase in capital expenditures	● ● ●	Upstream of the value chain Own operations	<ul style="list-style-type: none"> <li>Strengthen industry-academia-research collaboration to tackle low-carbon technology challenges and enhance technology reserves and technological independence.</li> <li>Strategically plan low-carbon technology R&amp;D in key areas, advance technology breakthroughs and pilot programs in phases, and optimize resource allocation.</li> </ul>
	Market risks	Higher raw material costs	With rising green standards and growing demand for sustainable raw materials, the prices of natural plant ingredients that the Company relies on may increase. Additionally, global competition for green and traceable raw materials, coupled with suppliers' increased environmental and technological costs, may pass through to procurement. Combined with fluctuations in raw material prices, this will create potential pressure on raw material cost control and gross margins	Increase in procurement costs	●	Upstream of the value chain	<ul style="list-style-type: none"> <li>Leveraging self-owned plantations, strategically plan crop types and production capacity to ensure stable supply of core ingredients and reduce reliance on external procurement.</li> </ul>
	Market risks	Shift in consumer preferences	The rise of green consumption is driving demand toward eco-friendly products. Consumers increasingly demand plastic reduction and carbon reduction, pressuring companies to honor sustainability commitments in ingredient safety, recyclable packaging, and transparency. Failure to respond systematically may result in customer attrition and weakened competitiveness	Increase in R&D investment Increase in marketing expenses	●	Downstream of the value chain	<ul style="list-style-type: none"> <li>Align product innovation and sustainable packaging upgrades with consumer demand, and adjust operations proactively.</li> <li>Strengthen communication of brand sustainability values, and build trust and loyalty through transparent environmental actions and authentic storytelling.</li> </ul>
Opportunities	Resource efficiency	Packaging recycling and reuse	Botanee has established a closed-loop recycling system at the consumer end to promote large-scale recovery and resource utilization of used packaging. By integrating the recycling system with green processing technologies, we reduce reliance on virgin resources, mitigate operational risks from raw material supply fluctuations, lower carbon footprints and procurement costs, and enhance supply chain stability	Decrease in procurement costs Increase in gross profit	● ● ●	Upstream of the value chain Downstream of the value chain	<ul style="list-style-type: none"> <li>Build a circular recycling system to facilitate large-scale recovery and resource utilization of used packaging.</li> <li>Prioritize the use of renewable and biodegradable materials to achieve lightweight, plastic-reducing, and recyclable packaging designs, lowering dependency on virgin resources and reducing both carbon footprint and procurement costs.</li> </ul>
	Energy sources	Use of low-carbon energy	By increasing the share of renewable electricity and clean thermal energy (e.g., solar PV installations, green power, green certificates, energy storage, and load management), the Company can ensure stable energy supply while reducing product carbon footprints and exposure to energy cost volatility. This also facilitates access to green procurement, low-carbon orders, and local fiscal incentives	Decrease in procurement costs Decrease in operating expenses Decrease in financing costs	● ● ●	Own operations	<ul style="list-style-type: none"> <li>Expand the use of renewable energy across business operations.</li> </ul>
	Market opportunities	Brand value enhancement	We proactively develop resource-efficient and environmentally friendly product lines, conduct product carbon footprint accounting and disclose emissions reduction performance to demonstrate genuine environmental commitment. This helps strengthen the brand's environmental responsibility image and enhances trust among consumers and stakeholders. At the same time, it boosts confidence in the capital market, attracts the attention of ESG-focused investors, and increases the Company's valuation potential and access to green financing opportunities	Increase in revenue Decrease in financing costs	●	Own operations Downstream of the value chain	<ul style="list-style-type: none"> <li>Promote "Save the Earth: Recycle and Be Rewarded" and recycle product empty bottles to reduce environmental impact and raise consumer awareness of environmental protection.</li> <li>Gradually carry out product carbon footprint assessments to provide a data foundation for carbon disclosure.</li> <li>Improve transparency in sustainability-related disclosures to enhance public and consumer trust in the brand.</li> </ul>

## Metrics and Goals

We have formulated and regularly reviewed climate-related goals and quantitative metrics, updating them in alignment with the latest scientific data and industry best practices. We actively support China's goal of "peaking carbon emissions by 2030 and reaching carbon neutrality by 2060", comprehensively evaluating, monitoring, continuously optimizing the Company's climate-related risk management and opportunity response, and consistently implementing energy-saving and emissions-reduction measures. We have disclosed climate-related performance indicators in our annual sustainability report. For specific performance metrics and goals, please refer to the "Ecological Recycling: Preserving the Beauty of Nature" section of this report.



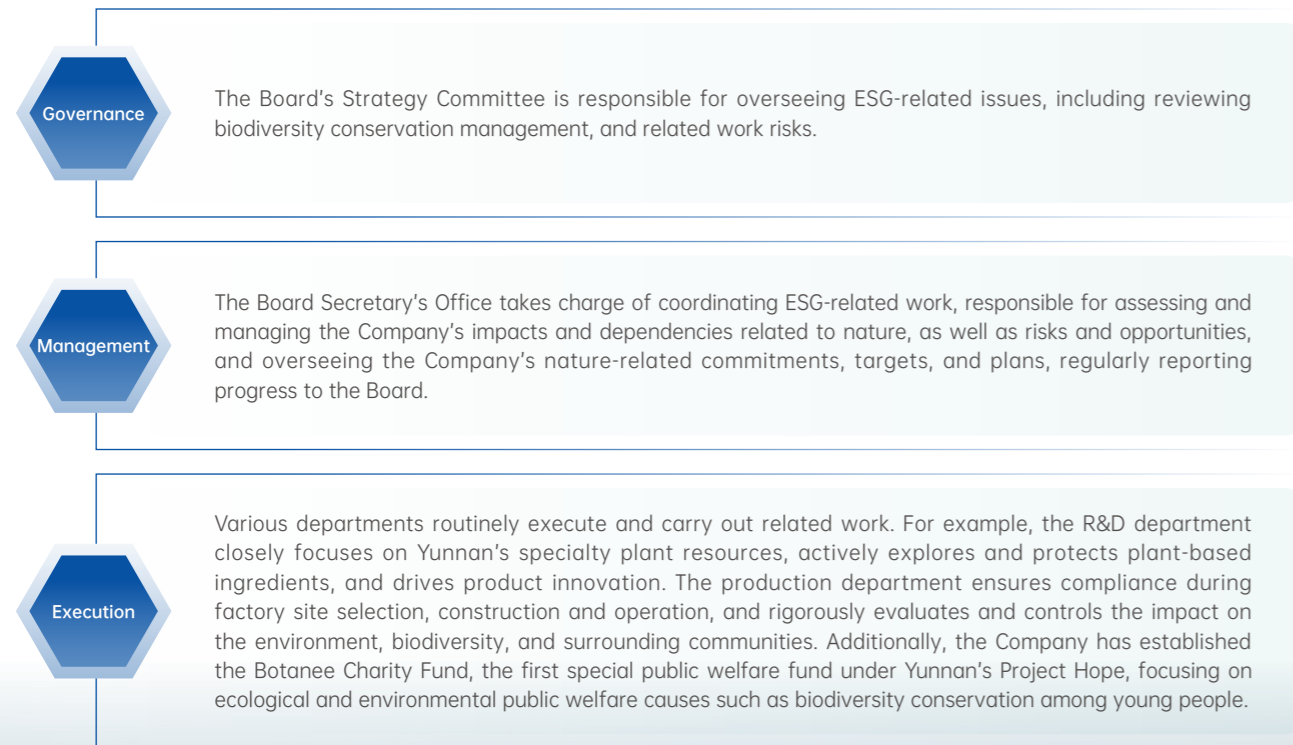
# Biodiversity



## Governance

Botanee is rooted in the "botanical kingdom" of Yunnan. Yunnan's rich plant resources serve as the inspiration for Botanee in addressing skin sensitivity issues and as a resource library for future industry-academia- research-healthcare collaboration and applications. Biodiversity is not only a key driver of Botanee's innovation but also a core advantage in integrating traditional Yunnan culture and achieving sustainable development.

To effectively fulfill our ecological responsibilities, Botanee has established a multi-layered, comprehensive biodiversity management system to ensure that attention to and protection of biodiversity is integrated into daily operations and long-term development.



## Strategy

Botanee has combined the LEAP method of TNFD (Taskforce on Nature-related Financial Disclosures) and the guidance of the Science-Based Targets Network (SBTN) to analyze nature-related dependencies, impacts, risks and opportunities based on geographic location, industry type, and asset information.

## Identification of Connections with Nature

We used geographic spatial analysis methods to conduct trial assessments of the direct or indirect connections with nature at Botanee's main operational locations (2 domestic factories and 1 planting base and office site) to identify the nature-related risks and opportunities the Company faces, providing important support for risk management actions.

Botanee's operations are concentrated in Yunnan and Shanghai, with the Kunming central factory being the Company's largest manufacturing unit. Accordingly, we conducted focused assessments of ecological conservation and redline zones within 5 km, 10 km, and 50 km radii of our central factory. The area contains 7 species listed in the IUCN Red List of Threatened Species, 11 species categorized as threatened under RCB standards, and 526 wildlife species protected under the *Law of the People's Republic of China on the Protection of Wildlife*.

### Key Species Around the Central Factory

<b>Species listed in the IUCN Red List of Threatened Species</b>	Critically endangered (CR): 3; Endangered (EN): 1; Vulnerable (VU): 3
<b>Species categorized as threatened under RCB standards</b>	Critically endangered (CR): 1; Endangered (EN): 5; Vulnerable (VU): 5
<b>Wildlife protected under the <i>Law of the People's Republic of China on the Protection of Wildlife</i></b>	Class I: 9; Class II: 93; Terrestrial wildlife species of significant ecological, scientific, and social value: 424

Within the range of 5 km, 10 km, and 50 km surrounding the central factory, there is 1 UNESCO World Heritage Site, 1 nature reserve, and 18 nature parks.

### Ecological Conservation Zones Surrounding the Central Factory



Looking ahead, we will implement more stringent and systematic supervision and compliance control before, during, and after production and operations for factories identified as having high nature-related risks and impacts to ensure ecological sustainability. As of the end of the reporting period, none of Botanee's factories had any environmental violations.

## Assessment of Impacts and Dependencies

We used the ENCORE (Exploring Natural Capital Opportunities, Risks, and Exposure) tool to conduct an initial assessment of business activities to determine the primary business impacts and dependencies on nature. Based on impact and dependency assessment results, we identified material nature-related issues such as land ecosystem usage and water resources, and have gradually formulated enhancement plans accordingly.

Standards	Metrics
Ecosystem integrity	<b>Biodiversity intactness index</b> • Assess the biodiversity integrity of each project and its surrounding environment
	<b>Biodiversity identification</b> <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid #ccc; padding: 5px; width: 45%;"> <b>Proximity to protected areas</b>                          Assess the project's distance from protected areas and the proportion of protected zones within specified buffer radii around the site                     </div> <div style="border: 1px solid #ccc; padding: 5px; width: 45%;"> <b>Proximity to critical habitats</b>                          Assess the distance between the project and critical habitats, determine whether the project is located within a critical habitat, and evaluate the proportion of critical habitat within a specified radius around the project                     </div> </div>
Biodiversity significance	<b>Threatened species</b> Survey the number of threatened species within a defined buffer around the project and compare species abundance to hundreds of randomly selected locations in the same radius
	<b>Species abundance</b> Assess the number of unique species in the project's surrounding area and benchmark against species data from randomly sampled locations within the same radius
Water stress level	<b>Water stress indicator</b> • Ratio of water withdrawal to availability

### Assess the dependency of Botanee's production and operations on natural ecosystems and biodiversity

Ecosystem services	Environmental aspects involved	Raw material acquisition	Product research and development	Production and operation	Retail
<b>Cultural services</b>					
Educational, scientific, and research services					
Spiritual, artistic, and symbolic services					
<b>Provisioning services</b>					
Biomass supply services					
Genetic material services					
Water supply					
Animal-based energy					
<b>Regulation and maintenance services</b>					
Global climate regulation services					
Rainfall pattern regulation services					

Ecosystem services	Environmental aspects involved	Raw material acquisition	Product research and development	Production and operation	Retail
Local (micro/mesoscale) climate regulation services					
Air filtration services					
Soil quality regulation services					
Soil and sediment retention services					
Solid wastes governance					
Water purification services					
Water flow regulation services					
Flood regulation services					
Storm control services					
Noise reduction					
Pollination services					
Biological pest control services					
Nursery and habitat maintenance services					
<b>Other regulation and maintenance services</b>					
Sensory impact mitigation					
Atmospheric and ecosystem dilution services					

### Assess the impact of Botanee's production and operations on the natural environment and biodiversity

Impacts	Environmental aspects involved	Raw material acquisition	Product research and development	Production and operation	Retail
Disturbance (e.g., noise, light)					
Other biological resource extraction (including timber)					
Greenhouse gas emissions					
Air pollutant emissions (non-GHG)					
Solid waste generation and discharge					
Land use area					
Discharge of hazardous pollutants to water and soil					
Water use volume					
Introduction of invasive species					

Atmosphere  
 Structural and biological integrity  
 Landforms  
 Minerals  
 Marine Landforms  
 Soil and sediment  
 Species  
 Water

Importance level legend:  Very High  
  High  
  Medium  
  Low  
  Very Low  
  Not Applicable

## Management of Impacts, Risks and Opportunities

We conducted targeted analysis and assessment of the impact of nature-related risks and opportunities on Botanee. Based on this, we proactively optimized business, strategic, and financial planning adjustments and resource allocation to ensure effective management of nature-related risks and opportunities. We maintain timely, transparent interaction mechanisms with stakeholders such as consumers, communities, and social organizations to ensure their understanding and effective participation.



Risks and opportunities	Potential financial impact	Botanee's mitigation measures
 Supply chain disruption	Natural disasters and policy changes may interrupt raw material collection and transportation; production lines may be halted due to raw material shortages, thereby affecting our sales and revenue.	Diversify raw material sourcing locations, establish strategic reserves; optimize logistics networks to enhance response capabilities to unforeseen events.
 Raw material supply	Prinsepia utilis Royle, a key ingredient in our products, mainly comes from the Haba Snow Mountain and the Lijiang-Shangri-La area in northwestern Yunnan. Production costs and product quality may fluctuate due to unstable raw material supply.	Establish long-term partnerships to ensure raw material supply; invest in cultivation techniques to increase the yield of Prinsepia utilis Royle.
 Ecological changes	Climate change in the Haba Snow Mountain region can lead to ecological changes that may affect the growth of Prinsepia utilis Royle. A deteriorated environment may reduce raw material production and increase procurement costs.	Implement ecological restoration projects such as afforestation to mitigate the impact of climate change; monitor climate change trends and adjust our production plans.
 Activity restrictions due to policies	The government may introduce stricter environmental policies that restrict certain production activities; production costs may increase, and certain activities may be restricted, thus affecting business operations.	Stay updated on environmental policies and regulations; proactively plan compliance strategies; collaborate with government and third-party organizations for policy support.
 Reputation damage	Environmental issues can damage the Company's reputation if not managed properly. This can lead to a loss of consumer trust and a decline in market share.	Strengthen environmental education within the Company to ensure all activities meet environmental standards; establish a rapid response mechanism to address environmental issues.
 Chemical pollution	Improper use or disposal of chemicals (e.g., pesticides, fertilizers, synthetic additives, cleaning agents) may cause soil pollution, water eutrophication, and species extinction. In ecologically fragile areas, this can lead to ecosystem degradation and result in fines and remediation costs.	Establish a chemical blacklist, and ban highly toxic and high-residue pesticides and harmful synthetic additives; implement standardized treatment and recycling of industrial wastewater and solid waste to prevent environmental leakage risks.
 Community investment	We establish long-term partnerships with local communities, research institutions, and government agencies to integrate high-quality resources from the value chain, accelerate the transformation of innovations, expand high-value-added product categories, and create new income streams.	Leverage synergies between government support and community participation to drive the development of green products and eco-friendly farming bases, contributing to local economic development.
 Ecotourism development	Ecotourism can generate additional income and enhance brand image. It helps improve our market competitiveness in terms of sustainable development.	Develop tourism projects that integrate ecological conservation, such as nature education and experiential activities.
 Sustainable development trends	Consumers are increasingly concerned about environmental and product sustainability.	We will enhance brand image to attract environmentally conscious consumers.

In response to the "Kunming-Montreal Global Biodiversity Framework" proposed at the United Nations Biodiversity Conference (COP 15), we have launched the "Creating a Healthy Ecology, Embracing a Beautiful Future" biodiversity conservation initiative that is aligned with our four long-term goals related to the "2050 Biodiversity Vision" and our 23 action-oriented global goals for 2030. In support of this initiative, Botanee launched multiple biodiversity conservation practices in 2025, contributing to the advancement of global ecological civilization and a more beautiful future.

### Exploring and Advancing Recommendations for Corporate Biodiversity Information Disclosure Standards

Botanee has collaborated with the Chinese Academy of Environmental Planning to initiate a project aimed at advancing disclosure and practice research on biodiversity among Chinese enterprises. Through in-depth investigations into corporate actions, investments, and outcomes in biodiversity conservation, we have developed biodiversity information disclosure guidelines tailored to China's local context.

### Promoting Communication and Public Awareness of Biodiversity Conservation

#### 2025 Biodiversity Conservation Reporting Support Program

Open to media professionals, this program provides financial, community, and promotional support. We invited environmental experts, journalism scholars, and senior media professionals to host seminars from time to time, sharing theoretical knowledge, industry trends, and practical cases in biodiversity conservation. Leveraging partnerships with mainstream media platforms, we created more publication opportunities for supported reports. Outstanding projects were awarded honorary certificates by the review committee, encouraging continued media engagement in biodiversity issues.

#### "Blue UP" Public Welfare Exhibition

From June 6 to June 16, 2025, Botanee, in collaboration with Narwhal Ocean Research Center, Shanghai Aquatic Wildlife Conservation Research Center, and YICAI Foundation, jointly launched the Blue UP series of public welfare initiatives. Through an "art + technology" approach, the exhibition focused on issues such as coral reef restoration, marine biodiversity conservation, and plastic pollution treatment, offering participants an educational and engaging experience. We aimed to connect individual actions with global marine conservation networks through participatory art, conveying the message that every creative act contributes to protecting the ocean.



#### "Blue UP" Salon

We participated in the 2025 Blue UP salon themed "Protecting Marine Life Together—Focusing on Marine Biodiversity Conservation." During the event, we introduced our original intention and past achievements in biodiversity conservation, including leveraging botanical technology to advance biodiversity protection, launching new products with environmentally friendly formulas, and collaborating with the Narwhal Ocean Research Center to carry out underwater ghost net cleanup initiatives.



#### 2025 Urban Insect Challenge

In mid-June 2025, Botanee partnered with Shanghai Natural History Museum and YICAI Foundation to launch the "First Urban Insect Challenge", featuring two sections: "Urban Insect Discovery" and "My Insect Collection Box". On September 20, 2025, we hosted the challenge summary event and the opening ceremony of the "Urban Insects" exhibition, bringing together young science communicators, intern researchers, and outstanding project teams to showcase the scientific enthusiasm of the younger generation. On the same day, we also launched the "Urban Insects" biodiversity-themed exhibition and its digital version, integrating online and offline engagement to attract broader public participation in natural ecological conservation.



#### 2025 "Biodiversity Collaborative Action Media Salon" Project

On October 31, 2025, as a special sponsor, Botanee participated in the Biodiversity Collaborative Action Media Salon—Exploring New Pathways for Ecological Communication to Support Biodiversity Conservation. The event brought together representatives from academia, media, enterprises, public welfare organizations, and research institutions to explore the role and practical approaches of media in biodiversity conservation communication. It aimed to promote cross-sector collaboration and innovative ecological communication models, injecting new momentum into China's biodiversity conservation efforts.



### In-store Biodiversity Education

We displayed images and descriptions of botanical ingredients in retail stores to educate consumers about biodiversity knowledge and our biodiversity conservation practices.

## Protecting and Restoring Ecosystems

We carried out multi-dimensional ecological conservation actions in Haba Snow Mountain in Shangri-La. In 2024, we officially launched the ecological restoration project on the western slope of Haba Snow Mountain, completing the establishment of 17.1 mu of ecological restoration demonstration plots. In 2025, we newly established 10.42 mu of ecological conservation demonstration plots in the Hutiao Gorge area, providing model cases for regional ecological restoration. At the same time, we conducted rescue conservation of endangered species by introducing more than 20 rare plateau plant species from the Shangri-La Alpine Botanical Garden, including *Meconopsis racemosa*, *Calanthe discolor* Lindl., *Rosa praelucens* Byhouwer, *Crataegus chungtienensis*, and *Paeonia delavayi*. We carried out wild reintroduction and pilot cultivation programs to support the conservation of rare plant resources in Haba Snow Mountain. In addition, we advanced a three-dimensional action framework of "monitoring-education-co-governance," strengthening ecological security in mountainous areas of Southwest China. For more details, please refer to the relevant section.

## Supporting and Empowering Local Community Education and Development

We collaborated with local communities to assess the carrying capacity of the ecological environment and implemented initiatives such as capacity building for protected area management, community environmental education, and community co-governance, actively promoting a balance between ecological conservation and economic development.

### Laojun Mountain in Lijiang

We assisted in establishing a professional and stable community-based patrol team for the Yunnan Golden Monkey and deployed infrared cameras to conduct continuous observation and routine monitoring of the population.

### Community Environmental Governance and Education

We provided essential support for the patrol teams and management staff in protected areas and ensured full coverage of personal accident insurance for patrol personnel. In collaboration with the Alashan Southwest Project Center, we carried out environmental management and educational activities to raise local residents' awareness of environmental protection.

### Ecotourism and Livelihood Support

We promoted the establishment of ecotourism cooperatives and trained villagers as tour guides, fostering both local economic development and ecological conservation. Through the "Haba Courtyard" project, we engaged with residents of Haba Snow Mountain to discuss local resources and challenges related to their sustainable use, and supported ecological conservation and sustainable community development through financial aid and resource inputs.

## Sustainable Use of Biodiversity

In our daily operations, we actively engage in biodiversity conservation, placing emphasis on research and development processes and the use of environmentally friendly materials. For example, we apply callus tissue culture technology to non-destructively obtain leaves, buds, and stems of rare plants, and utilize tissue culture and targeted induction technologies to extract and screen active compounds from callus tissues. This has enabled the rational utilization and sustainable development of biodiversity resources under conservation principles. At the same time, we promote artificial propagation and ecological cultivation of rare plants, reducing reliance on wild resources.

## Metrics and Goals



### Our goals

We aim to achieve the scientific protection of snow mountain resources and the coordinated development of the specialty plant industry by 2030.



### Progress in 2025

By the end of the reporting period, Botanee Charity Fund had invested a total of CNY **3.47** million in biodiversity conservation. In 2025, we invested CNY **340,000** primarily in equipping patrol team members, providing accident insurance, building ecological conservation plots, creating science popularization and education spaces, and conducting public awareness campaigns.





03

## Driven by Technological Innovation: Building a Health Ecosystem

Botanee has always been driven by technological innovation, building a full-chain research system covering basic research, formulation development, clinical validation, and quality control in production. We uphold high-quality standards and strictly adhere to chemical safety management protocols, addressing diverse skincare needs with precision. Beyond products, we are committed to integrating scientific research, industry, and ecological resources. In collaboration with medical and research institutions and industry partners, we are jointly building a sustainable and evolving skin health ecosystem, leveraging science to serve long-term skin wellness.

- ◎ Focus on Research and Development
- ◎ Gentle Products and Transparent Formulations
- ◎ Skin Health Ecosystem Creation
- ◎ Product Quality
- ◎ Customer Service



# Focus on Research and Development

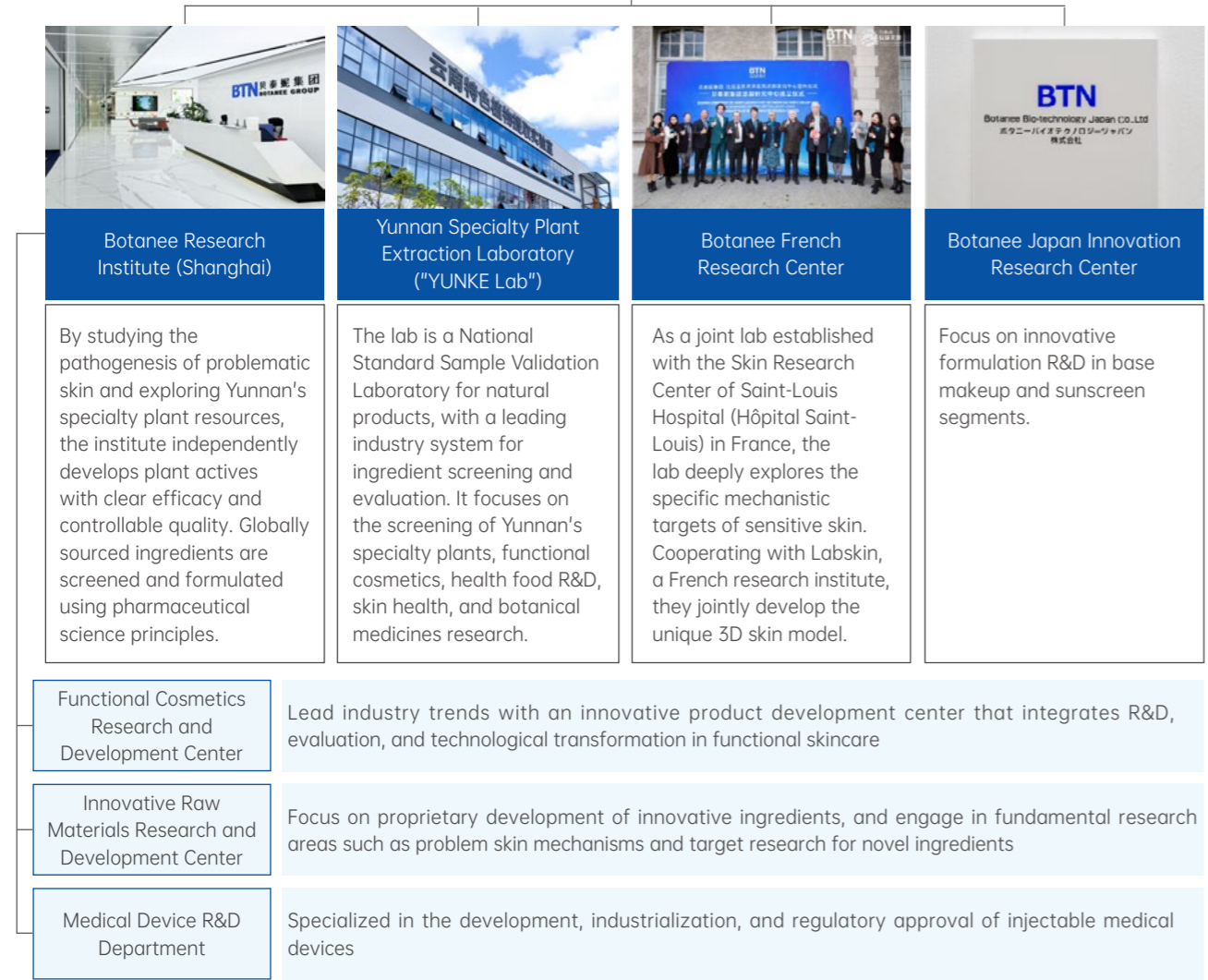
Botanee has consistently centered its strategy around technological innovation, leveraging its product expertise as the foundation for deep market cultivation. With leading scientific R&D capabilities and a well-established professional distribution network, brands under Botanee continue to strengthen their presence in the functional skincare sector. Guided by a research philosophy of "dermatological theory as foundation, supported by industry-academia-research-healthcare collaboration and botanical science", we deliver sensitive skin care solutions to consumers.

## Governance

The Board of Directors is responsible for the annual corporate budgets, including the R&D budget, ensuring that the Company has sufficient financial support for R&D talent reserves, multi-site laboratory construction, and R&D. The Board has established a Strategy Committee responsible for reviewing and approving the Company's medium- to long-term plans to ensure that R&D directions are highly aligned with the corporate strategy.

The Company remains committed to building and continuously optimizing an innovation system centered on R&D. We strengthen R&D capacity through precise team structuring, with emphasis on the recruitment and cultivation of high-level research talent. We have established a geographically coordinated R&D network that integrates regional team strengths to enhance overall innovation efficiency and accelerate research-to-product transformation.

### Botanee R&D Structure



## Strategy

True to the mission of "science for healthy skin", Botanee is dedicated to advancing the skin health ecosystem. We have been recognized by the Ministry of Industry and Information Technology as a "National Industrial Design Center" and a "National Technology Innovation Demonstration Enterprise", and certified under the Intellectual Property Management System Standard (GB/T29490-2013). In line with the *Enterprise Intellectual Property Management Specification* and Yunnan's high-quality development goals for intellectual property, we have launched a patent navigation project and formulated the *Intellectual Property Management Manual* to effectively protect both our own and others' innovation achievements. We have developed a rigorous and efficient proprietary R&D innovation system composed of multidisciplinary experts, covering key phases such as fundamental research, formulation development, and efficacy validation.

In 2025, the Company issued the *Management Measures for Competitive Bidding-based Projects of the Yunnan Specialty Plant Extraction Laboratory*, designed to attract innovative R&D talent and deepen research on Yunnan's specialty plant resources. This policy regulates the management of competitive bidding-based projects based on Yunnan's resource and industry strategies and supports the industrialization of R&D outcomes.

## Innovation and R&D strength

Botanee continuously optimizes the R&D-centered innovation system, emphasizing the recruitment and development of high-end talent. Through precision team structuring and strengthened R&D capacity, the Company maintains its technological leadership in the cosmetics sector. In 2025, taking our core brand Winona as an example, we deepened our efforts in comprehensive sensitive skin care, addressing core needs through breakthroughs in anti-aging, innovation in post-aesthetic barrier repair, and enhanced coverage in basic skincare, responding to concerns of sensitive skin consumers across all dimensions.

<b>Functional skincare</b>	Winona launched the <i>Scientific Guide to Anti-aging for Sensitive Skin</i> , based on the "NUTE Scientific Principle", combining its own scientific research achievements with industry insights and collaborating with multidisciplinary experts to gain deep insights into the anti-aging needs.
<b>Post-medical aesthetics care</b>	We identified gaps in consumer awareness regarding perioperative barrier care, which can lead to secondary sensitivity. Winona developed the "311 Barrier Repair Single-Dose Essence" to advocate lipid barrier repair after medical aesthetic treatments.
<b>Basic sensitive skin care</b>	We upgraded the Sensitiveness Relieving Moisturizing Tolerance-Extreme series by launching a new water-based formula and sheet mask using an innovative <i>Portulaca oleracea</i> fiber mask, providing enhanced anti-redness support. The second-generation Sensitiveness Relieving Moisturizing Tolerance-Extreme Cream was improved for better nourishment and adaptability to cold climates, broadening use scenarios and ensuring comprehensive coverage of the year-round skincare needs of sensitive skin users across China.

In 2025, we received multiple awards for achievements in R&D innovation.

Special Prize of 2025 Yunnan Provincial Science and Technology Progress Award (Publicity List)		Yunnan Provincial Science and Technology Department
First Prize of the 2025 Science and Technology Progress Award		China National Light Industry Council
Shanghai Enterprise Technology Center		Shanghai Municipal Commission of Economy and Informatization, Shanghai Municipal Tax Service of the State Taxation Administration, Shanghai Municipal Finance Bureau, Shanghai Customs District
2025 Annual Team for Cosmetic Industry Standards Development of Shanghai		Shanghai Pharmaceutical Profession Association, Cosmetic Committee of Shanghai Pharmaceutical Profession Association
Qingpu smart factory		Qingpu District Economic Commission of Shanghai Municipality

## Utilization of specialty plant resources

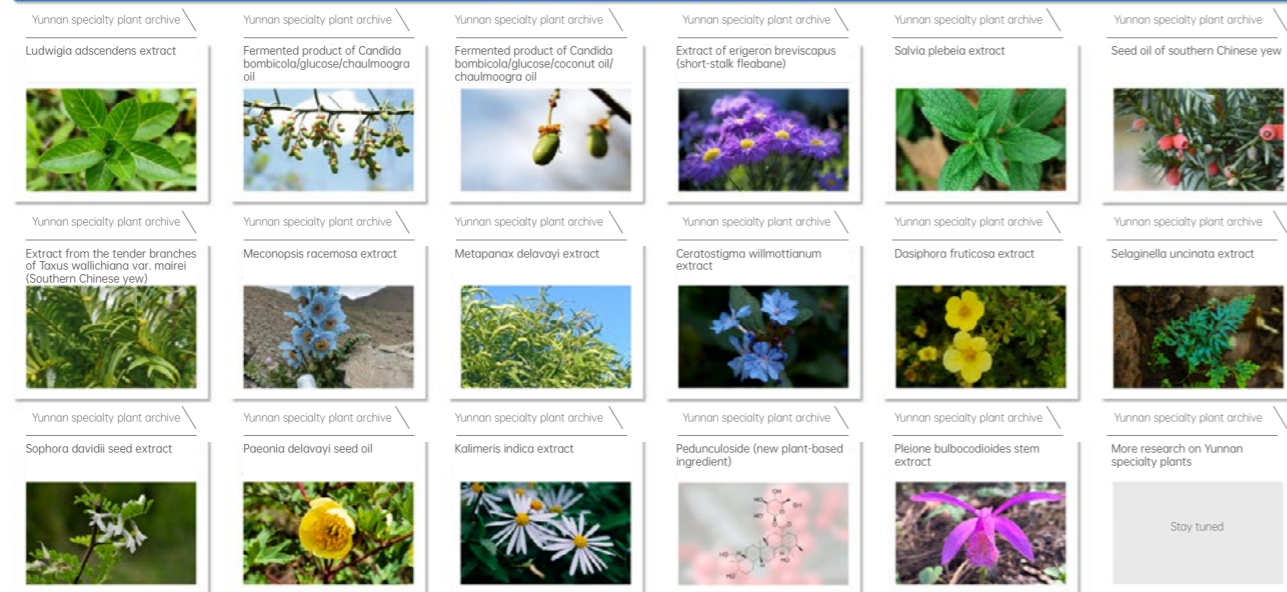
Leveraging Yunnan's rich specialty plant resources, the Yunnan Specialty Plant Extraction Laboratory has continued deep development in innovation in internal ingredient R&D and promotion of external industrialization.

For internal R&D, with the protection of Yunnan's biodiversity as a fundamental premise, the lab develops and utilizes plant resources for the in-house research and development of skincare products, functional foods, and pharmaceuticals. As of 2025, 17 new plant-based cosmetic ingredients had been registered and approved. In 2025, the lab built a product achievement system of 61 new items across soothing, sunblock and barrier repair, advanced anti-aging, Winona Baby, and Class II medical devices.

### 17 Plant-based Ingredients Have Completed the New Cosmetic Ingredient Filing

- Ludwigia adscendens extract
- Fermented product of *Candida bombicola*/glucose/chaulmoogra oil
- Fermented product of *Candida bombicola*/glucose/coconut oil/chaulmoogra oil
- Extract of *erigeron breviscapus* (short-stalk fleabane)
- *Salvia plebeia* extract
- Seed oil of southern Chinese yew
- Extract from the tender branches of *Taxus wallichiana* var. *mairei* (Southern Chinese yew)
- *Meconopsis racemosa* extract
- *Metapanax delavayi* extract
- *Ceratostigma willmottianum* extract
- *Dasiphora fruticosa* extract
- *Selaginella uncinata* extract
- *Sophora davidii* seed extract
- *Paeonia delavayi* seed oil
- *Kalimeris indica* extract
- Pedunculoside (new plant-based ingredient)
- *Pleione bulbocodioides* stem extract

### Botanee Proprietary Botanical Ingredients



On the industrialization front, the lab, as a public testing institution with both CMA and CNAS certification, provides professional physical and chemical testing, safety evaluation, and efficacy assessment services for raw materials, packaging materials, and finished products to plant-based health product companies in Yunnan Province, helping them accelerate R&D and product launches. The lab also adopts a demand-driven approach, soliciting research needs from regions and industries, releasing project guidelines, and launching open research topics. It collaborates with renowned domestic and international universities, research institutions, and enterprises to conduct applied basic research and cutting-edge studies, promote the translation and sharing of outcomes, and establish an innovative public technology service platform.

## Advance industry-academia-research-healthcare collaboration

We deeply promote industry-academia-research-healthcare collaboration, maintaining close partnerships with research institutions, medical entities, and universities to form an efficient and synergistic innovation ecosystem.

### Research institutions

We took the lead in establishing joint teams such as the Ministry of Education Innovation Team, Yunnan Provincial Expert Workstation, Yunnan Provincial Science and Technology Innovation Team, and Kunming Program High-level Innovation and Entrepreneurship Team. We have built top-tier innovation platforms, including the National Industrial Design Center, National Standard Sample Validation Laboratory, Yunnan Specialty Plant Extraction Laboratory, Yunnan Provincial Postdoctoral Research Workstation, and Yunnan Provincial Enterprise Technology Center.

### Medical institutions

We conduct joint clinical safety and efficacy observation projects with medical institutions to ensure the safety and effectiveness of new products through professional medical validation.

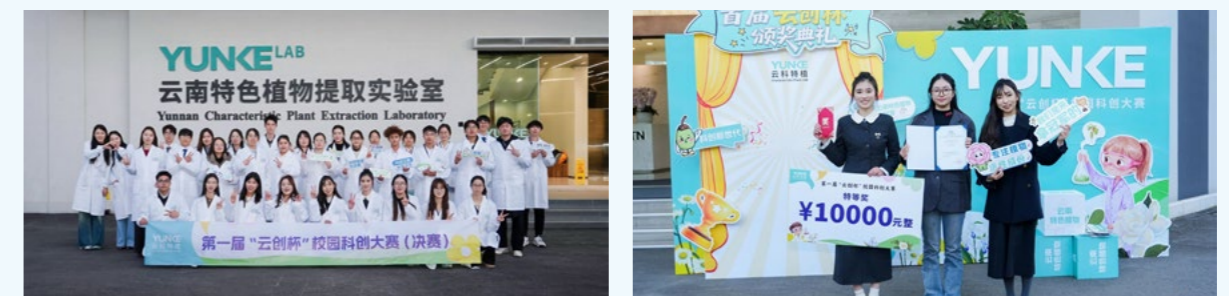
### Universities

We have established long-term cooperation with top domestic universities including Yunnan University, Fudan University, China Pharmaceutical University, Xi'an Jiaotong University, East China Normal University, and East China University of Science and Technology, jointly conducting frontier technology research, and accelerating the industrial transformation of scientific research achievements to drive high-quality industrial development.

### Inaugural "Yunchuang Cup" Campus Technological Innovation Competition: Exploring New Paths for Industry-Academia-Research Integration

In 2025, we held the first "Yunchuang Cup" Campus Technological Innovation Competition, focusing on research transformation and application of Yunnan's specialty plant resources. The competition served as a bridge connecting university research, enterprise needs, and industry development, encouraging students to participate in technological innovation and showcase innovation outcomes, while promoting the joint development and sharing of industry-academia-research resources.

The competition received 58 entries from 12 universities, including Yunnan University, Yunnan University of Chinese Medicine, Yunnan Agricultural University, and Kunming University of Science and Technology. Projects covered original research proposals on ingredient screening, extraction technologies, efficacy mechanisms, and product development. Total awards amounted to CNY 28,000. Based on the competition, we established a "University-Laboratory-Industry" tripartite collaborative training mechanism, offering a replicable model for industry-academia-research integration.



Site of the "Yunchuang Cup" Campus Technological Innovation Competition

## R&D incentives and achievements

The Company attaches great importance to R&D investment and innovation incentives. To enhance the motivation and creativity of R&D personnel at the Yunnan Specialty Plant Extraction Laboratory and ensure the long-term stability of the core scientific research team, we have established a dedicated mechanism for innovation incentives and subsidy benefits for our R&D talent.



### Innovation incentives

We formulated the *Patent and R&D Achievement Reward Measures* for the lab, including a bonus pool and special awards for patents and research outputs. Researchers who make outstanding contributions are recognized accordingly, effectively motivating all R&D personnel to engage in innovation, technological breakthroughs, and process improvements.



### Subsidy and benefits

We continue to implement provincial and municipal talent support policies. A dedicated service team has been formed to assist researchers in securing living subsidies and benefits.

## Management of Impacts, Risks and Opportunities

### Reduce animal testing

Botanee strictly complies with the National Medical Products Administration's safety assessment requirements for conducting animal testing, ensuring the safety and efficacy of products.

We are committed to reducing non-essential animal testing and promoting animal welfare and the sustainable development of the cosmetics industry. The Botanee Research Institute has successfully established Type I and Type IV sensitization models using zebrafish. These models offer higher predictive accuracy than conventional in vitro methods (using cells), lower cost and shorter experimental cycles compared to traditional animal testing (using guinea pigs), and enable high-throughput screening. This industry-leading advancement has improved the existing sensitization evaluation system and is exempt from the *Animal Experiment Protection Law*, thus avoiding animal ethics concerns. In 2025, we added three new platforms—multipotent stem cell differentiation, organoid construction, and genetically modified zebrafish—initially achieving multi-organ toxicology and efficacy simulation. Concurrently, we are conducting in-depth research on the dose-effect relationships among different models, laying a solid foundation for establishing a more evidence-based evaluation system.

To the extent permitted by applicable laws and regulations, the Company prioritizes the use of in vitro data as a substitute for animal testing, reserving animal verification only for the very few items where it is mandatory. We are also collaborating with regulatory authorities to promote the mutual recognition of in vitro data. We actively explore and establish in vitro alternative testing models and methods. The Botanee Research Institute's "3D Model In Vitro Alternative Assessment Platform" has successfully constructed an in vitro reconstructed full-thickness skin model, marking a "from zero to one" breakthrough in independent research and development by a domestic functional skincare brand in this field. During the reporting period, Botanee co-developed two in vitro models with France's Labskin Creations: a 3-layer 3D skin model comprising "epidermis + dermis + subcutaneous tissue + Langerhans cells," and a 3D atopic inflammatory skin model featuring "epidermis + dermis + microvessels + inflammation induction." An abstract of this academic achievement has been published in the *Journal of Investigative Dermatology*, a leading dermatology journal.

## Metrics and Goals

### Total number of patents granted

Trademark rights	Patents			Copyrights
1,356	Invention patents 121	Utility model patents 138	Exterior design patents 91	90



### In terms of talent introduction and development



During the reporting period, the lab recruited **2** high-level talents, promoted **12** to senior titles, and obtained **3** provincial-level talent recognitions.

### In terms of cosmetics, medical devices, and other fields



By the end of the reporting period, the Company obtained **424** general cosmetic filing certificates and **32** export cosmetic filings in total, including **44** new product filings in 2025. Additionally, the Company has cumulatively obtained **61** special cosmetic registration certificates and **27** Class II medical device registration certificates, and developed **8** functional foods.

### In terms of participation in standards formulation



During the reporting period, we initiated R&D for **5** national standard samples, participated in the release of **10** national standards and **78** group standards, among which **4** national standards and **10** group standards were published in 2025.

# Product Quality

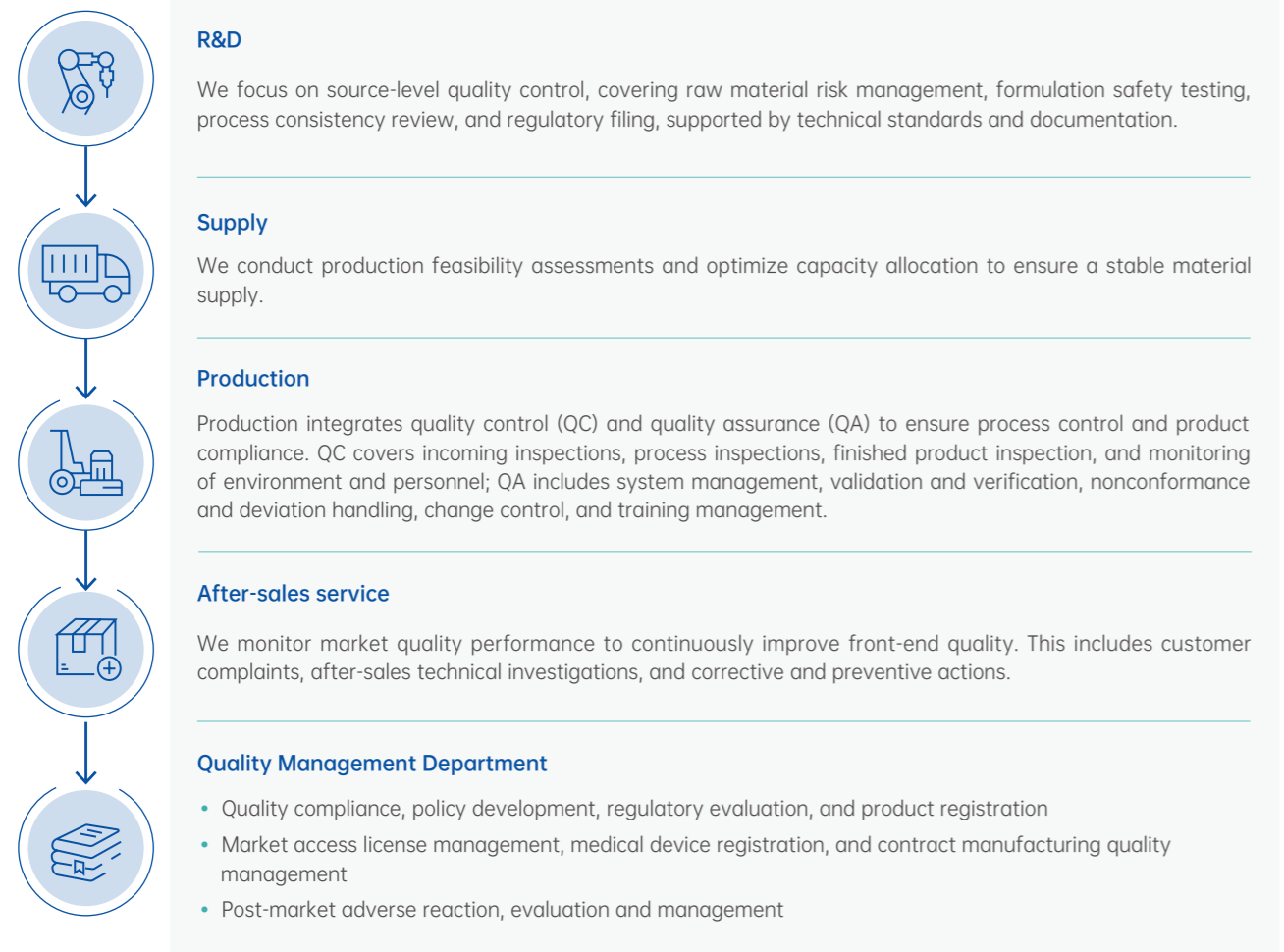
Botanee adheres to the “professional, scientific, and safe” quality assurance philosophy, emphasizing whole-process quality control. From product design, production, and transportation to sales and after-sales service, we strictly comply with laws and regulations, continuously refine our quality management policies and procedures, and strengthen production and quality control systems to safeguard product quality.

## Governance

The Company continuously improves its quality management policies and procedures under the five principles of “Systematic Objectives, Streamlined Management Processes, Digital Workflow, Regulated Foundations, and Continued Improvement”. A full-lifecycle quality management structure has been established covering R&D, supply, production, and after-sales, with all stages working in synergy to guarantee closed-loop quality control. The Strategy Committee under the Board of Directors is responsible for reviewing and approving the Company’s medium- to long-term plans, ensuring alignment between quality management and corporate strategy.

To reinforce quality control, we established a dedicated Quality Management Department to set production safety standards and operational procedures. Production must strictly follow established processes and operating procedures. A digital QMS platform has been implemented to enhance inspection and monitoring at each stage, ensuring comprehensive, end-to-end quality control and product safety.

### Quality Product Lifecycle Management Structure



# Strategy

Botanee remains deeply committed to the skin health ecosystem and prioritizes product quality. We rigorously manage risks at every stage of the lifecycle from R&D to product exit. We joined the Shanghai Testing Inspection and Certification Association to demonstrate our commitment to compliance and quality, and to support high-quality industry development.

In skincare, we strictly follow industry regulations such as the *Regulations on Supervision and Administration of Cosmetics* and the *Measures for Cosmetic Registration and Filing Management*, general standards such as the *Quality Management System (ISO 9001)*, the *Cosmetic Good Manufacturing Practice (ISO 22716)*, and the *Good Manufacturing Practice (GMP) Guidelines for Cosmetics in the United States*, and internal policies such as the *Standard Management Procedure for Adverse Reactions to Cosmetics* and the *Standard Management Procedure for Product Quality Complaints*, which are continuously updated.

In medical devices, we strictly comply with national regulations and general standards such as the *Regulations on the Supervision and Administration of Medical Devices*, the *Measures on the Supervision and Administration of Medical Devices Manufacturing*, the *Measures for the Supervision and Administration of Medical Device Operations*, the *Regulations on Medical Device Manufacturing Quality Management* and the *Medical Device Quality Management System for Regulatory Requirements (ISO 13485)*, formulated internal policies such as the *Medical Device Quality Management Manual*, and follow the requirements of the *Standard Management Procedure for Adverse Events of Medical Devices* and the *Standard Operating Procedure (SOP) for Periodic Risk Evaluation of Medical Devices*. We firmly adhere to the management principles of compliance in product selection and configuration, and rigorous quality control for medical devices.



**Key performance indicators**

During the reporting period, **2** of our self-operated factories received ISO 9001 and ISO 22716 certifications.

## Supplier quality management

Botanee conducts strict reviews of supplier qualifications, ingredient safety data, and compliance to prevent prohibited substances or substandard raw materials from entering the supply chain, ensuring foundational product safety. In 2025, we introduced a material access audit standard management procedure and established a more rigorous material review system. Prior to procurement, multiple layers of review are implemented for raw materials, outsourced semi-finished products, and inner packaging materials to ensure they comply with laws, regulations, and relevant mandatory standards. This is part of our commitment to building an intelligent, collaborative, resilient, and value-driven line of defense for supply chain quality.

## Promotion of quality culture

We continuously promote quality-related training and awareness, enhancing employees' quality consciousness and professional skills, fostering a quality culture across the Company. Internally, Botanee mandates that all quality-related roles receive specialized training in quality management to ensure competency and performance alignment. In addition, our factories conduct annual special evaluations on quality, environmental, occupational health, and safety management systems. Results are used to guide ongoing system improvements.

**Case** Botanee Launched a "Quality Month" Campaign to Promote a Culture of "Quality First"

In July 2025, we held a company-wide Quality Month campaign. The "Skills Competition" visually mapped out the quality responsibilities of all employees and throughout the process, emphasizing every role's place in the quality defense system. The campaign featured engaging competitions, case studies, and training. We emphasized goal-oriented quality targets, system frameworks, and risk awareness to ensure that all employees internalize their quality responsibilities. After the Quality Month campaign, we analyzed three years of complaint data and compiled a case handbook to reinforce closed-loop management and continuous system improvement.



Quality Month training session

## Management of Impacts, Risks and Opportunities

### Manufacturing quality management

Botanee combines independent production and contract manufacturing to ensure product line diversity and efficiency.

#### Independent Production

Our core objective in independent production is to ensure quality and protect technological barriers for key efficacy products. Therefore, we implement end-to-end management in independent production, covering every step from raw material compounding and product filling to final packaging. In 2025, we implemented a stricter material review system based on "whole-process control and risk prediction". We advanced precision and digitization in quality control, and enhanced in-process monitoring, real-time feedback, and closed-loop management, further increasing the independent production ratio and ensuring product stability, efficiency, and regulatory compliance.

#### Pre-production: Launch standardized quality gates

We implement thorough inspection procedures to ensure compliance with standard procedures, clean production environments, compliant materials, and properly functioning equipment.

#### In-production: Implement real-time multi-level quality monitoring

We have established a human-machine integrated monitoring system to ensure process execution accuracy. Procedures include first-article confirmation, in-line self-inspection, quality control sampling, automated monitoring, and process parameter tracking. Key production equipment undergoes regular validation. Critical parameters are monitored in real time for full control of production quality.

#### Post-production: Complete batch traceability and clearance management

After production, strict clearance and data closure procedures are followed to ensure batch traceability and site reusability.

#### Routine operations: Continuously optimize materials and quality systems

Based on insights from pre-production, in-production, and post-production phases, we continuously refine the review and management of materials and critical procedures, and improve the non-conforming product management system. The Group's Quality Center conducts regular sample inspections on the quality of raw materials and finished products used at both the Kunming central factory and Qingpu factory. In addition, we have established a three-tier quality defense system consisting of localized regulatory authority oversight, direct quality supervision under the Group, and in-plant quality control teams. This multi-layered approach strengthens our quality testing requirements and ensures product quality and safety.

#### Contract Manufacturing

We have developed the *Standard Management Procedures for Quality Supervision* to systematize the development process, qualification review, and whole-process quality control of OEM partners. Quality objectives and supplier assessment indicators are integrated into the quality assurance agreement. Our management of contract manufacturers covers access review, assessment evaluation, and an elimination mechanism. We conduct routine supervision, quarterly checks, annual audits, and ad hoc inspections. Product-type inspection ratios are increased, and regular quality review meetings are held to ensure continuous monitoring of contract manufacturers.



### Finished product quality management

In finished product inspections, QC personnel strictly follow relevant quality standards and inspection procedures, as well as internal control standards. Products may only be released and launched for sale on the market once they have passed inspection and the relevant production and quality records have been audited and approved.

In information analysis and risk control, we continuously monitor industry developments. We apply the PDCA (Plan-Do-Check-Act) management model to identify potential product and system risks and implement remediation actions accordingly. We maintain a risk register and a corresponding control measures list. Upon detection of any new quality or safety issue, we immediately initiate corresponding risk control measures to ensure whole-process oversight from raw material sourcing to finished product delivery.


### Recall management

In terms of product recall management, the Company has established a complete product recall mechanism and end-to-end management procedures, strictly following the internal protocol, *Procedure for Standard Management of Product Recall*. To enhance emergency response capabilities for product safety incidents, the Company regularly conducts mock product recall drills and emergency response exercises. Based on the outcomes of actual recalls and drill debriefings, we continuously refine the relevant management protocols and improve the recall management system.

### Product Recall Drill

In 2025, we conducted a recall drill based on current quality management protocols, simulating a scenario in which a product with potential risk is recalled. Upon receiving the simulated market feedback, the Company immediately activated the contingency plan. A cross-functional emergency team was promptly assembled from quality, production, sales, and legal departments. The drill results show that the Company's product traceability system is efficient and reliable, the inter-departmental cooperation mechanism is smooth, and the communication plan is effective, providing strong support for continuously ensuring product safety and consumer rights.

Key performance indicators



In 2025  
**no** product recall incidents occurred.

### Medical device adverse reaction reporting

Botanee has established a Medical Device Adverse Event Monitoring Group and built a standardized and accessible information collection and reporting channel for serious adverse events of products. The Company strictly follows the internal procedure, *Standard Management Procedures for Adverse Events and Adverse Reactions*, to manage adverse drug reactions. The Quality Management Department ensures timely and efficient handling and follow-up.

### Metrics and Goals

Key operational quality data for production batches in 2025 are as follows:

Quality indicator	Quality goal	Performance in 2025
First-time inspection pass rate for raw materials	99.0%	99.0%
First-time inspection pass rate for packaging materials	98.5%	98.9%
First-time inspection pass rate for semi-finished products	99.6%	99.9%
First-time inspection pass rate for finished products	99.5%	100%
Product complaint quality defect rate (PPM)	20ppm	2.8ppm

## Gentle Products and Transparent Formulations

Botanee remains committed to developing mild, safe, and reliable products. We strictly comply with regulations on chemical use and strengthen safety management to ensure regulatory compliance. We focus on using Yunnan's specialty plant ingredients and adopt simplified, gentle formulas tailored to sensitive skin needs. We emphasize consumer education, fully disclose product information, enhance ingredient transparency, and provide safe, reliable products and services.

### Management Structure

Botanee's Raw Materials Department is the core unit responsible for the safety management of cosmetic raw materials, and is tasked with formulating and executing all aspects of cosmetic raw material safety management. The department strictly adheres to the *China Cosmetic Safety Technical Specification*, the *Measures for Cosmetic Registration and Filing Management*, and the *Administrative Measures on Cosmetic Labeling* to identify prohibited ingredients and compliance benchmarks. It is responsible for identifying risk substances in raw materials and products, and establishing testing standards and management measures accordingly.

### Strategy

Botanee follows a "green, safe, and sustainable" philosophy in ingredient use, treating ingredient safety as central to product quality.

In terms of compliance, we strictly abide by laws and regulations in all operating locations, both domestically and internationally, including the *Cosmetic Safety Technical Specification (2015 Edition)* (covering 18 standard formulation and revision projects, including the *Limits of Aerobic Plate Count in Eye Cosmetics, Lip Cosmetics, and Children's Cosmetics*), EU Regulation (EC) No. 1223/2009, the U.S. *Cosmetic Ingredient Review*, and guidelines of the Scientific Committee on Consumer Safety (SCCS) of the EU Scientific Committee to ensure no banned substances are used across all operating regions. We also comply with regulations of the National Development and Reform Commission prohibiting plastic microbeads in rinse-off products.

Beyond compliance, in response to future regulatory trends and to improve internal chemical management, we have comprehensively identified chemicals of great concern and proactively established the *Botanee Prohibited and Concerned Chemical Ingredient List*, which is stricter than regulatory requirements and is updated annually on a dynamic basis to implement measures for standard upgrades and risk mitigation. The list includes over 1,000 prohibited components or prohibited plant/animal components as listed in the *China Cosmetic Safety Technical Specification 2015*, such as benzene, bisphenol A, hydroquinone, antibiotics, and estrogens. Any use of these high-concern chemical ingredients in R&D or production must undergo special evaluation and approval. For example, Botanee commits to not using or restricting the use of ingredients from the EU Candidate List of SVHC for authorization, and to limiting the use of sunscreens in accordance with the Hawaii Bill SB 2571 (now Act 104). In raw material management, we have also included raw materials that could potentially be classified as plastic microbeads in the Botanee Restricted Ingredient List, with plans to gradually reduce their use in the future.

### Our commitment

We do not use any substances deemed hazardous by national regulatory authorities and ensure all solid and liquid waste from production is properly handled by qualified third-party agencies.

## Green formula R&D

Botanee's R&D team fully integrates green chemistry principles throughout product development, following a formulation philosophy of "minimalist yet effective, scientifically sound, safe, and environmentally friendly" by adhering to a policy of no unnecessary additives. All ingredients are selected based on scientific validation and experimental data. We aim to maximize the reduction of environmental burden while ensuring product safety, stability, and efficacy.

Leveraging Yunnan's alpine plant diversity, we scientifically select specialty plants such as *Prinsepia utilis* Royle, *Portulaca oleracea*, *Camellia reticulata*, and Yunnan Manyleaf Paris Rhizome from over 6,500 plants to serve as core functional ingredients. This approach harnesses the skincare potential of natural botanical extracts while reducing reliance on chemically synthesized ingredients. For botanical extraction, we employ green technologies such as deep eutectic solvents, ultrasonic-assisted extraction, and subcritical low-temperature fluid extraction to avoid highly polluting solvents and improve extraction efficiency and ingredient activity.

We also promote low-carbon manufacturing by developing cold-process formulations to significantly reduce energy consumption. Across the entire chain, from ingredient selection and formulation design to product manufacturing, efforts are made to reduce the overall environmental impact of the products.

### Botanee Launched Reef-safe Sunscreen "DEFEND"

In 2025, Botanee's brand AOXMED introduced the "DEFEND" physical shield. While ensuring effective sun protection, this product excludes ingredients such as benzophenone-3 (oxybenzone) commonly found in traditional sunscreens that pose significant threats to marine life like coral reefs, thereby honoring the brand's commitment to both skin health and ecological friendliness.



## Management of Impacts, Risks and Opportunities

### Raw material safety and health management

For ingredient compliance, the Company developed a *Raw Material Review Record Form* to assess the compliance of all raw materials before use, covering aspects such as applicable laws and regulations, prohibited and restricted ingredients, and verification of safety and toxicological requirements. This process ensures strict control over chemical safety, guaranteeing that all raw materials are legal, compliant, safe, and traceable.

We implemented the *Three-Level Risk Control Policy for Core Raw Materials* to manage raw material risks progressively and create phase-out plans based on the testing results. For Level 1, regulatory compliance testing is conducted for known hazardous substances; for Level 2, by-product risks during production and storage are assessed; for Level 3, purity testing and quantitative analysis are performed.

In terms of technological empowerment, the Company leverages advanced analytical equipment such as the electronic nose, GC, and GC-MS to continuously build and expand the odor fingerprint database for raw materials and products. This is used for batch-to-batch consistency comparison and early warnings of potential risks, thereby further enhancing the stability and safety of product quality.

### Chemical Elimination Plan

Eliminated chemical	Reason	Type	Scope	Alternative chemical name
Benzophenone	Safety risk	Banned	Completely banned	Sunscreen or physical sunscreen with stable performance and high molecular weight
Homosalate	Safety risk	Restricted	Banned in specific product categories	Sunscreen or physical sunscreen with stable performance and high safety
Formaldehyde	Safety risk	Banned	Completely banned	Safe and stable chemical or plant-derived ingredients with preservative effects
Methylisothiazolinone	Safety risk	Banned	Completely banned	Safe and stable chemical or plant-derived ingredients with preservative effects
Polyethylene	Toxic to marine organisms	Banned	Completely banned	Polymers not classified as plastic microbeads
Cyclopentasiloxane	Environmental accumulation risk	Restricted use	Banned in specific product categories	Other synthetic oils and vegetable oils with a similar skin feel
Phenoxyethanol	Restricted preservative	Restricted use	Banned in specific product categories	Other functional preservatives not on the preservative list



All commercialized products have undergone

**100%** safety assessments in accordance with the *Provisions for Registration and Filing of Cosmetics*.

We established a supplier consistency review mechanism, requiring suppliers to complete the *Raw Material Information Form* and submit technical documents. They must provide regular toxicological test reports and notify Botanee in advance of any ingredient changes for re-evaluation, approval, and regulatory filing. We conduct regular risk screenings for our suppliers. If any non-compliance is identified concerning consistency or risks, the supplier is required to initiate remediation actions and submit an investigation report along with a remediation plan within seven business days. Usage may only resume once the remediation actions have been completed and verified.



## Product labeling and marketing

We strictly follow the *Advertising Law of the People's Republic of China*, the *Administrative Measures on Cosmetic Labeling*, and relevant guidelines of the National Medical Products Administration's advertisement review department, ensuring compliance of all product labels and promotional materials, with updates made in response to regulatory changes. All products undergo pre- and post-market clinical testing. Promotional claims are based on authentic, scientifically verified results. The relevant research findings will be published in a professional academic journal, and the efficacy of the products will be objectively evaluated and endorsed by qualified medical professionals. Meanwhile, we disclose full ingredient lists and formulation information clearly on our brand website and public product inquiry platforms according to applicable regulations, upholding consumer right-to-know and improving information transparency.

## Consumer education and safe use of cosmetics

Through our professional skincare science team, we regularly conduct consumer education campaigns in stores, OTC channels, and medical institutions to promote scientifically sound skincare and safe cosmetic use. Through skin analysis, ingredient interpretation lectures, safe cosmetic use consultations, and product trials, we educate consumers on ingredient safety, sensitive skin care, and sun protection, helping them better identify chemical risks. Leveraging our official website, WeChat official account, and media platforms, we continue to publish educational content on ingredient analysis, formulation philosophy, and clinical research findings to enhance consumer understanding of green formulas and ingredient disclosure. We provide professional consultations and personalized guidance both online and offline, supporting consumers in making scientific and informed product choices, properly using products, and safeguarding skin health.

## Metrics and Goals



### Our goals

- Operational feasibility of testing methods for raw material and product standards
- Batch record compliance rate for production consistency of ingredients
- Consistency between finished product standards and registration documentation
- Pass rate of regulatory inspections of packaging labels
- Pass rate of regulatory inspections of product content



### Progress in 2025

100%  
compliance

## Customer Service

### Governance

Botanee adheres to its core philosophy of "customer-centricity", maintaining open communication channels and continuously expanding its brand portfolio. Through differentiated functional product positioning under brands such as Winona, Winona Baby, AOXMED, and Beforteen, we precisely reach diverse consumer segments and resonate with their core skincare needs. At the same time, we have built a scenario-based, multi-dimensional service system that integrates AI-powered skin diagnostics and a medical aesthetics empowerment platform, deepening consumer service coverage. Furthermore, we uphold responsible marketing principles and maintain a comprehensive after-sales service system to ensure product lifecycle quality and holistic customer service.

### Strategy

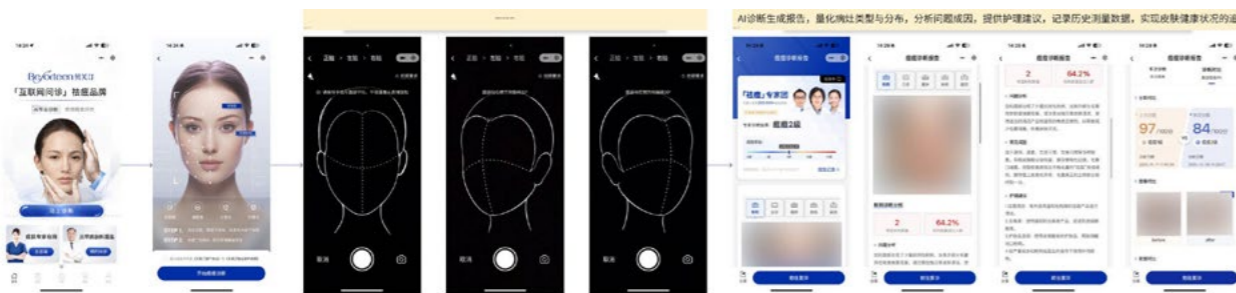
Botanee complies with laws and regulations such as the *Advertising Law of the People's Republic of China* and the *Regulations on the Supervision and Administration of Medical Devices*, and local operational requirements such as the *Measures for the Management of Chief Aesthetic Physicians in Shanghai*. We are committed to responsible marketing and delivering compliant products and services. We emphasize compliant, transparent, and accurate product promotion, reject false advertising, and our legal department conducts monthly systematic and regulated checks on advertising information. Our internal market inspection team conducts on-site inspections of stores every month. For store operations, we have formulated internal policies such as the *Reception Procedures*, the *Medical and Nursing Assessment Standards*, and the *Digital Marketing Compliance Guidelines*, strictly implement standardized management procedures governing the procurement and use of medical devices, product use and disposal, expert accreditation, and health and safety standards to safeguard the legitimate rights and interests of patients, healthcare providers, and managers.

### Multi-channel communication

Staying customer-centric, we provide comprehensive, high-quality services through a multi-channel service system, personalized solutions, and integrated support for skin and mental wellness.

Online Consumer Communication

We go beyond product sharing and promotion and aim to build a skin ecosystem, offering consumers comprehensive skin health solutions. Via WeChat official accounts of brands like Winona and Weixueyuan, we release monthly science-based skincare articles focused on trending consumer concerns, systematically promoting correct skincare knowledge and practical tips to help them develop a proper understanding of skincare. In 2025, our brand Beforteen launched a closed-loop AI-based skin health management solution based on "Detection-Analysis-Solution-Tracking". Using photos uploaded by users through the mini program, we perform a four-level grading of acne, quantify lesion types and distribution, analyze the causes, and generate professional reports. Personalized care recommendations are provided, while historical data is recorded to enable standardized skin health management anytime, anywhere.



In support of women, we launched GHG (Girls Help Girls) initiatives such as the "Goodbye Sensitivity" campaign, and customized merchandise themed on skin sensitivity and emotional well-being. Through WeChat official accounts, social groups, and other channels, we raised awareness of the connection between skin and emotional sensitivity, honoring the strength and gentleness of women in their pursuit of self-worth. In 2025, Winona launched a co-branded campaign featuring the classic IP and emotional short film "That Day, She Decided to Be Bai Suzhen", telling a story of modern women's transformation and empowerment through skin healing and self-affirmation.



In 2025, we deployed AI customer service across all online platforms, reducing the burden on human agents. The utilization rate has increased by over 30%, saving approximately 8,180 person-times in labor. By standardizing responses and enhancing service team efficiency, we improved communication timeliness and responsiveness, boosting customer satisfaction by over 10%.

Key performance indicators



This year, AI-powered customer service reduced manual workload by **8,180** instances, increased utilization by more than **30%**, and improved customer satisfaction by over **10%**.

Offline Consumer Engagement

We have built a diverse offline service network through retail counters, dermatology clinics, and expanded OTC professional channels, providing comprehensive, multi-scenario and personalized consumer service experiences nationwide to continuously improve customer satisfaction.



Medical aesthetics centers

- We introduce cutting-edge medical aesthetic technologies and treatments, focusing on leveraging technology to improve service efficiency and ensuring the professionalism and effectiveness of our services.
- We organize diverse and professional health education activities during daily operations and hold customer appreciation events regularly.
- We have introduced a more efficient and advanced customer relationship management (CRM) system to enhance customer engagement.



Offline retail stores

- We established a team of professionally trained beauty advisors who recommend suitable skincare products based on each consumer's skin condition.
- We launched the GHG (Girls Help Girls) program to support women's physiological needs. During menstruation, women can visit nearby stores to receive free sanitary pads.



Offline OTC channels

- We offer free, closed-loop skincare training for store employees. Those who obtain beautician certifications issued by the Human Resources and Social Security Bureau are rewarded to encourage continuous improvement of professional knowledge and service quality, ensuring consumers receive professional and attentive care in our partner pharmacy chains.
- We have partnered with several chain retail pharmacies to regularly host Sensitive Skin Care Awareness Days — public service salons tailored for pharmacy members. Through these events, we promote scientific skin care knowledge for sensitive skin to consumers in the pharmacy channel.

### Consumer Experience

We have developed an integrated online and offline science popularization and dermatological service system. Online, dermatologists host educational livestreams and consultations. We have also developed an online educational mini program deployed for use at offline clinics, helping to raise awareness of skin health. Offline, we organize regular user salons, offering skincare education sessions and inviting dermatologists and professionals to provide skin testing and consultations, creating high-quality, personalized service experiences.

To ensure an accessible skincare experience for special groups, we have established and released a Braille Height Testing and Evaluation Standard document. Since 2012, our core skincare brand Winona has been continuously providing Braille design for its product packaging, achieving 100% coverage across all Winona product lines, meeting the needs of visually impaired users.



### Botanee Participated in the "Jointly Build Satisfying Consumption and Share a Better Life" Action with Its Four Major Brands

On March 15, 2025, the "March 15 International Consumer Rights Day" publicity event in Yunnan Province and the launch ceremony of the "Worry-Free Consumption in Kunming" initiative were successfully held. All four Botanee brands, Winona, Winona Baby, AOXMED, and Beforteen, were showcased through product sampling and interactive Q&A sessions, promoting the values of "scientific skincare, worry-free consumption", and demonstrating the purpose of the activity with concrete actions. Through friendly interactions, Botanee gained deeper insight into consumer needs and feedback, further strengthening its bond with consumers. As a result, we were honored with the title of "Outstanding Consumer Rights Protection Service Station 2024".



### Expand Customer Reach Channels

Botanee actively identifies the core needs of each customer segment and translates them into action. Through brand partnerships, we reach new sensitive skin customers and communicate our brand values.







In 2025, for domestic outreach, Winona launched a co-branding campaign with Mollytea, offering exclusive merchandise perks with its newly released Camellia-Lucent Spot-Correcting Essence. Under the theme "Brightening Partners, Glow Together", the campaign provided samples of the essence with customer orders, aiming to help professionals regain their radiant, high-performance mindset. Winona distributed a total of 80,000 samples, acquiring over 10,000 new members. For international outreach, through the overseas expansion reality show Paris Partners, Winona, as the chief partner of Botanee Group specializing in sensitive skin, appeared alongside the high-end anti-aging brand AOXMED, both making a shining debut. With flagship products including the Tolerance-Extreme Cream and AOXMED Repair Cream serving as vehicles, they became an important calling card for overseas consumers to recognize Chinese functional skincare, earning over 600 million exposures.



### Strengthen service training

To continuously enhance customer experience, Botanee operates under a rigorous, systemized customer service management framework. We improve online and offline service quality across the entire value chain by upgrading product access standards, optimizing the service management system, adopting cutting-edge treatment technologies, and hiring top industry talent. We offer diverse service training programs to strengthen staff awareness and technical competence. In 2025, Winona's offline training system shifted focus to customer value, holistic service ecosystems, and personalized empowerment. The upgraded capacity-building model emphasized real-world scenarios, emotional connection building, and regional coaching, moving from "standardized service delivery" to "high-value experience and relationship co-creation".

#### Diverse Service Training

- 
» New employee training  
 We organize new employee onboarding training, divided into four stages based on the length of employment, to comprehensively introduce corporate culture, product knowledge, compliance, and other content.
- 
» Counter training  
 We provide training for counter staff on products, service skills, responsible marketing, and job competencies. In 2025, practical drills were integrated into training to enhance professionalism among beauty advisors and marketing trainers.
- 
» External store training  
 We regularly provide training to external partners, such as the service teams at pharmaceutical stores, and continuously deliver professional product and skincare knowledge through an online mini program.
- 
» Specialized marketing training  
 We continuously deliver daily marketing knowledge sessions and offer specific training prior to major marketing events. In 2025, a total of 120 training sessions were conducted to ensure service warmth, professionalism, and customer satisfaction.
- 
» Special training on medical aesthetics  
 At medical aesthetics centers, we hold regular theoretical and hands-on training on medical device management, maintenance, and adverse event reporting. In 2025, these sessions had a total of 360 participants.
- 
» Encourage employees to become trainers  
 We encourage employees to enhance their comprehensive abilities by setting up instructor certifications. In 2025, we certified 14 new external part-time instructors and 21 new internal part-time instructors.

## Management of Impacts, Risks and Opportunities

In terms of customer service management, in 2025, we developed internal SOPs such as the *Public Opinion Grading Rules*, the *Centralized Public Opinion Escalation Procedures*, and the *Customer Service Issue Resolution Protocol* to enhance experience. We prioritize and track all after-sales requests until fully resolved.

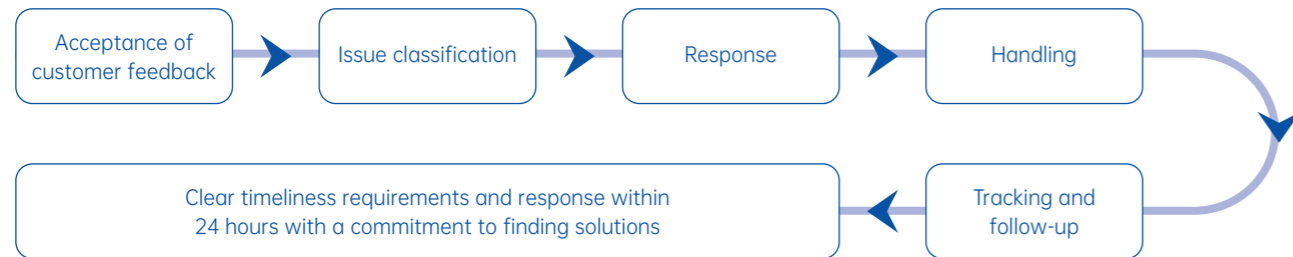
### Customer Communication Channels

Online reception platform, 400 hotline, after-sales hotline, customer mailbox, WeChat official account, and shop counters



## Respond to customer feedback

We have established a comprehensive Standard Operating Procedure (SOP) system for customer service and complaint handling. Customers are encouraged to provide real-time feedback, and a rapid response mechanism ensures continuous service optimization and effective supervision of product quality and service levels. Currently, the Company collects and analyzes customer feedback regularly through core communication channels such as hotline, WeChat, and online mini programs. We have developed a fast, fair, and transparent feedback and complaint handling procedure, optimized service processes and iterated the product system, achieving closed-loop complaint resolution.



We continuously analyze customer feedback and implement targeted improvements across products, procedures, and systems to effectively address customer needs.

### Key Improvement Measures in 2025

- To address the lack of replacement pumps for the Second-generation Soothing Moisturizing Extra Care Essence, we procured pumps and offered added-value after-sales services.
- We launched a standard tool for price difference compensation on refill purchases to ensure fairness in consumer rights.
- By enabling access to shipping videos, we enhanced logistics traceability, reducing resolution time for misdelivery by 6 hours.
- We adopted a scientific, solution-based approach to addressing skin concerns, providing systemized care for consumers.

## Metrics and Goals

In 2025, our customer satisfaction score was **94.68**, and the complaint resolution rate reached **100%**. Continuous improvements were made to enhance quality and satisfaction.

Average response time to customers	Actual result in 2024	Actual result in 2025
	16.25 seconds	14.49 seconds

### 2025 Customer Service Awards



Double 11 "After-sales Service Star"

JD.com



Zhiduoxing Award: "Best Operations Star" for 2025 6.18 Event

Jing Xiao Zhi



2025 Brand Customer Service Star of Progress

Vipshop



"Double 11 Fengshen Awards - Bronze Winner"

Alibaba Dianxiaomi

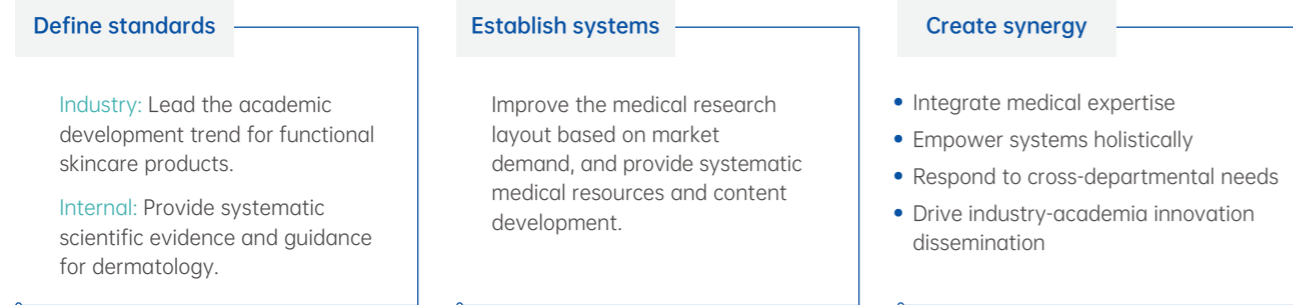


# Skin Health Ecosystem Creation

## Governance

We continue to build a robust R&D ecosystem by establishing a Medical Department focused on clinical collaborations and a Pharmaceutical Division to facilitate pharmaceutical retail partnerships, strengthening ties with hospitals, research institutes, universities, and pharmacies.

The Medical Department deepens partnerships with hospitals, research institutes and universities across three dimensions (define standards, establish systems, and create synergy), providing academic support for categories and channels through technical innovation and product upgrades, delivering accessible academic knowledge to consumers and offering advanced solutions to the industry, thereby injecting new momentum into its development. In 2025, the Medical Department systematically organized the academic achievements accumulated since the Group's inception, categorizing and structuring the research related to its core product lines to establish an internal "Academic Asset Library". Furthermore, it transformed this academic content into visual tools tailored for different scenarios.



The Pharmaceutical Division expanded cooperation with OTC channels and retail pharmacies, establishing and consolidating a standardized business model and exploring diversified OTC health and beauty ecosystems under new market dynamics.

## Strategy

### Build a healthy retail ecosystem

Botanee has developed a strategic blueprint centered on sensitive skin care, aiming to build a strong, multi-category, efficacy-driven brand matrix in collaboration with professional retail pharmacy partners to deliver safe and effective products. We released the 3C service provider standards, setting a benchmark for service ecosystems in the industry.

#### Botanee OTC's 3C Service Provider Standards



The OTC Industry-Academia Co-creation Scientific Alliance continues to support retail pharmacies from three aspects: Professional empowerment, communication empowerment, and marketing empowerment.

### Professional empowerment

We launched the "Skin Consultant Plan", a talent selection and development initiative focusing on dermatological expertise. Through a 3D advancement model of professional knowledge, practical experience, and image management, precisely enhancing store employees' basic skin management knowledge and professional recommendation capabilities, while strengthening their expertise in skin care and functional skincare products, thereby driving differentiated service and industry development.

### Communication empowerment

We launched OTC category enhancement projects through traceability livestreams and Winona skincare store environments, reinforcing OTC pharmacies' professionalism in efficacy skincare and accelerating their beauty product portfolio and service upgrades to achieve incremental breakthroughs in the pharmacy beauty business.

### Marketing empowerment

Through terminal tiered management, we empower people, products, and store environments, supporting chain pharmacies in new category marketing. With brand and professional resources, we now serve over 140,000 pharmacy terminals, accelerating the transition toward new retail models.

## Botanee Actively Participates in Pharmaceutical Retail Industry Events

In 2025, we continued to invest in the OTC channel, presenting our brands at the OTC Brand Conference and key industry events like China Pharma & Healthcare Conference and Fair (CPHCF) and China Health Ecology Organization (CHEO). Through dedicated forums and media exchanges, we enhanced our industry influence.

### OTC Brand Conference

Invited as a category representative, we showcased our six core brands and participated in the launch of the *Research on Pharmacy Regulation and Development Policies*. At the OTC Brand Marketing & Communication Forum, we discussed "Breakthroughs and Establishment in OTC Branding" with peers, highlighting our focus on offline retail channels and commitment to building a multi-brand skin health ecosystem.



### CPHCF

We attended this health product trade fair and set up brand consultation rooms for upstream pharmaceutical retail partners, co-developing display and activation plans with core service providers. We were invited to the "High-Growth & High-Potential Categories - Self-Pleasure Economy" forum, sharing insights on the "Thoughts on What Self-Pleasure Consumption Brings to Pharmaceutical Retailing" and discussing new paradigms for category growth.



### CHEO

Winona participated in the CHEO for the 10th consecutive year. Centered on the theme of "Professional Skincare Solutions", the brand showcased a comprehensive product portfolio covering both medical devices and cosmetics. It was honored with the "2025 Healthy China Brand List" award in the personal health care products category at the summit. Invited to the forum "How Can Beauty Categories Take Root in Pharmacies", Winona shared practical implementation experience pharmacy-based beauty business growth and offered replicable growth models.



## Build online and offline health ecosystem projects

Winona launched the "Please! Experts" science education livestream series, inviting Class A hospital doctors to share professional and authoritative skincare knowledge, strengthening the brand's dermatological positioning and driving terminal retail conversion.

In 2025, we introduced a knowledge series centered on "Sensitive Skin Intelligence Bureau", featuring diverse formats covering scientific definitions, care strategies for various scenarios and stages, common concerns and misconceptions. Members were invited to co-create content to enhance multi-channel reach.

Through our dermatology-focused platform "Weixueyuan" WeChat official account, we share cutting-edge dermatological knowledge and empower clinical practices, continuously strengthening our professional content system and serving the clinical physician community. In 2025, "Weixueyuan" focused on key dermatology topics and clinical challenges, publishing numerous widely shared and deeply discussed articles, with over 60,000 views by dermatologists. Several academic articles exceeded 10,000 reads, gaining strong recognition. Nearly 20,000 dermatologists now follow the account.

### Highlight Articles of "Weixueyuan"

**Clinical Features and Differentiation of Acne Vulgaris, Folliculitis, and Seborrheic Dermatitis:**

This article tackles key diagnostic challenges with practical tools.

**Literature Insight | New Concepts in Epidermal Barrier Damage and Stratified Repair:**

This article elevates understanding of skin barrier repair from the stratum corneum to full-epidermal layers.

**10 Top Experts Share Post-Acne Scar Management Tips:**

Featuring insights from Professors Zheng Zhizhong, He Li, and Ju Qiang during "Acne Week", this article offers comprehensive solutions for acne sequelae.

**70+ Experts Led by He Li, Ju Qiang, Xiang Leihong Co-author a National Acne Guide:**

A widely accessible reference book for acne treatment authored by top dermatologists.



Key performance indicators



The articles published on "Weixueyuan" have garnered over **60,000** reads from dermatologist peers, and the account has attracted nearly **20,000** clinical dermatologists as followers.

We also launched a dedicated "Acne Week" public welfare mini program featuring five core functions that progressively deepen our user engagement, serving as a key initiative to practice the "Healthy China" strategy and promote universal access to skin health knowledge.



#### AI-based skin analysis

Users upload skin images to receive preliminary analysis reports and personalized care guidance.



#### Expert masterclasses

Dermatologists deliver science-backed acne education courses to improve public knowledge.



#### Skincare toolbox

Visual guides for daily skincare, product use, and lifestyle recommendations.



## Empower industry-academia construction

Botanee, through the industry-academia co-creation model, continues to develop the functional skincare market. We established an expert committee of dermatologists from China and abroad to facilitate academic collaboration with dermatological societies, universities, and industry peers.

We continue to strengthen academic foundations and support the translation of innovative technologies and clinical applications. In terms of academic collaboration, we partnered with top dermatology authorities including the *Chinese Journal of Dermatology*, creating high-level academic exchange platforms. We also work with international, national, and industry associations to help set and implement industry standards, supporting the development of China's skin health ecosystem. In terms of application, we cooperate with leading medical societies on product efficacy validation and clinical case sharing. We host academic conferences and forums to actively promote the clinical application of innovations.

In 2025, we participated in over 30 dermatological academic conferences, forming deep collaborations with more than 20 experts. We also invited 34 pharmacy science ambassadors to attend the on-site conference, focusing on disfiguring skin diseases and sensitive skin anti-aging. These sessions bridged scientific research with clinical solutions and elevated pharmacy-based skincare services.



we participated in over

**30** dermatological academic conferences at home and abroad

forming deep collaborations with more than

**20** experts

**Winona Debuts at the Visible Light Protection Consensus Conference, Contributing the "Chinese Solution" for Light Protection with China's Medical Research Strength**

With the academic community's deepening understanding of full-spectrum sunscreen and eco-friendly products, it is crucial to establish a unified global scientific evaluation standard for light protection. In September 2025, Winona, a brand under Botanee Group, attended the 1st Visible Light Protection Consensus Conference (VLPPC) held in Amsterdam, the Netherlands, and hosted by the International Society for Photobiology, as the only invited Chinese skincare brand. The summit aims to build consensus among the global academic and industrial communities and formulate forward-looking evaluation norms for visible light protection.

At the industrial frontier forum, Winona shared its groundbreaking findings on the mechanism of blue light-induced pigmentation, research results on light damage resistance of characteristic Yunnan plants, and the patented technology of "UltraLight Ultra-Thin and Stable Sunscreen System" which won the first prize of Yunnan Provincial Patent Award. It provided the "Chinese Solution" for global light protection and helped develop safer and more eco-friendly protective products. This sharing became the highlight of the summit, was reported by multiple Dutch media outlets, and foreign media highly praised the rapid development and groundbreaking achievements of Chinese cosmetic brands and medical research technology.



**Winona Participates in the 4th World Skin Summit with Public Welfare Programs Including the "Smile Sunshine Program"**

In October 2025, Botanee Winona was invited to participate in the 4th ILDS World Skin Summit (WSS) held in Cape Town, South Africa, whose core theme is "Making Treatment Accessible and Affordable Worldwide". On site, we systematically showcased public welfare programs including the "Smile Sunshine Program" that have been carried out in China for a long time, which serve skin health in high-ultraviolet areas and resource-scarce communities through free clinics, science popularization, material donations and other forms. Through exchanges with the international dermatological community and institutions such as the World Health Organization, Botanee Winona has incorporated localized practice cases into the global dialogue on health equity, demonstrating the enterprise's commitment to using its professional capabilities to help address health inequality issues.



All Representatives Attending the 4th World Skin Summit (WSS)

**Botanee Collaborates with French Dermatology Experts to Continuously Advance the Industry-University-Research-Medical Collaborative Ecosystem Based on Winona Soothing & Moisturizing Special Care Cream**

Since 2016, Botanee has launched clinical observations and carried out sensitive skin research cooperation with French dermatology expert Professor Philippe Humbert focusing on the first-generation Winona Soothing & Moisturizing Special Care Cream. In 2023, we established the Botanee France Research Center in Paris to build a global scientific research system. In 2024, the second-generation Winona Soothing & Moisturizing Special Care Cream launched clinical observations in China and France, respectively, and the relevant clinical results were published in the SCI journal Journal of Cosmetic Dermatology. It was confirmed that the product is significantly superior to the first generation in repairing skin barrier and regulating neurovascular hyperreactivity, providing a more efficient solution for sensitive skin management.

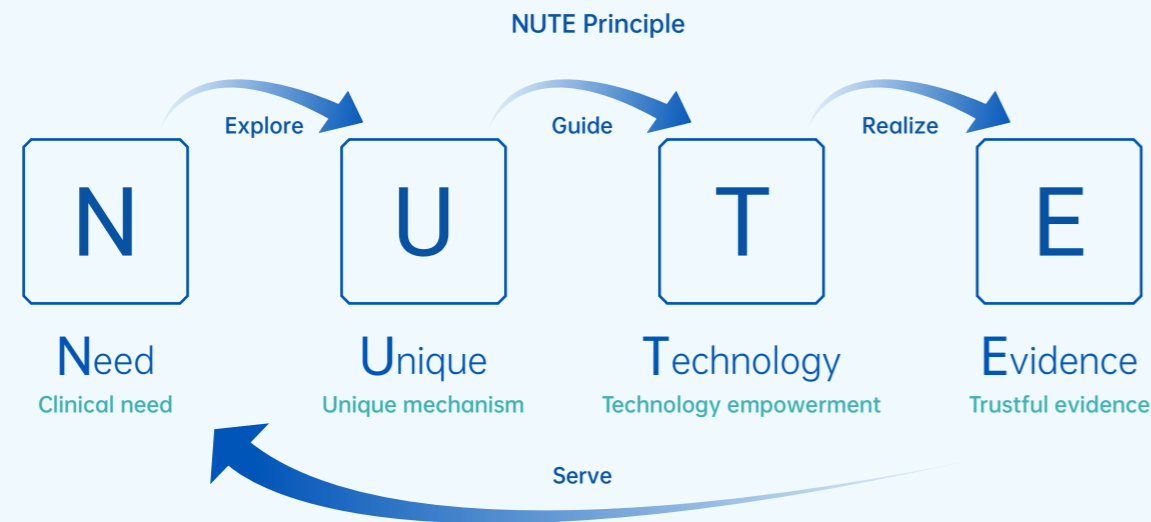


Professor He Li and Professor Philippe Humbert Conduct Academic Exchanges at the Botanee R&D Center

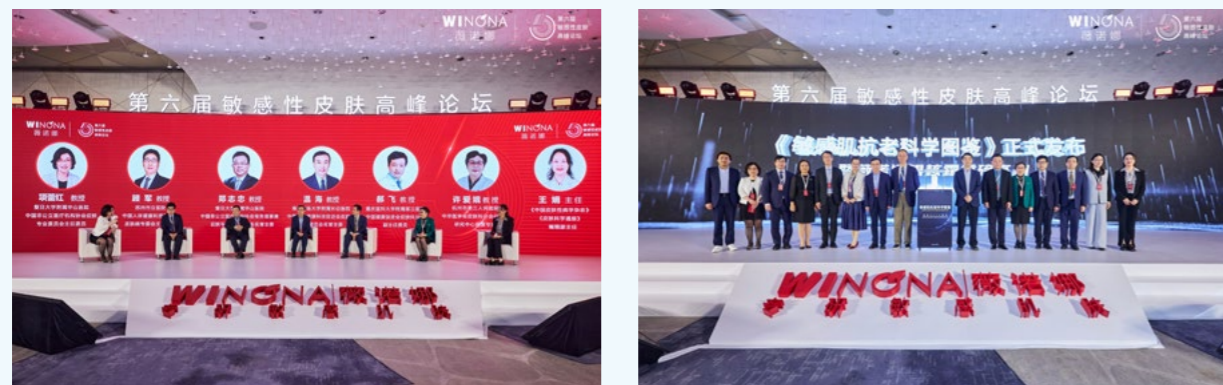
In May 2025, Professor He Li and Professor Philippe Humbert jointly visited the Botanee R&D Center and highly recognized the clinical data of the second-generation Special Care Cream, marking the further advancement of the "industry-university-research-medical" collaborative innovation and the international scientific research system.

**Winona Undertook the 6th China Sensitive Skin Summit**

In April 2025, the Winona Research Institute hosted the 6th China Sensitive Skin Summit themed "Pioneering a New Era in Sensitive Skin Anti-Aging". Leading dermatologists nationwide gathered to discuss efficacy skincare and sensitive skin anti-aging. The summit officially introduced the scientific principle of NUTE, the first domestic guideline for high-quality development in functional skincare, which was published in the April 2025 issue of the *Chinese Journal of Dermatology*. Rooted in clinical needs, the NUTE principle focuses on exploring unique mechanisms, leveraging technological innovation, and achieving credible clinical evidence. Through interdisciplinary integration and collaboration, it enables successful transformation from lab research to benefit millions of consumers, charting a scientific pathway for high-quality development in functional skincare.



Winona also collaborated with partners to systematically analyze the "sensitive skin anti-aging cycle" mechanism and its interventions, publishing the first-ever *Scientific Atlas to Anti-aging for Sensitive Skin*. Guided by the NUTE principle, it clarified key development steps for anti-aging products targeting sensitive skin. To maximize knowledge accessibility, we disseminated the summit's scientific findings through livestreams, feature reports, and expert interviews, achieving over 49.79 million impressions, bridging the awareness gap between basic research and product transformation while offering an open, transparent scientific benchmark for the industry and promoting public skincare awareness.



6th China Sensitive Skin Summit

**Botanee's Brands Made Their Debut at the 2025 Annual Meeting of the China Dermatologist Association & National Congress of Cosmetic Dermatology (CDA)**

In November 2025, Winona was invited to the 2025 Annual Meeting of the China Dermatologist Association & National Congress of Cosmetic Dermatology. At the 20th CDA event, Winona's booth was designed as a mini "Sensitive Skin Research Archive", showcasing its evolution from addressing "sensitivity" to pioneering the concept of "sensitive PLUS". The booth attracted over 5,000 dermatologists, researchers, and medical professionals at home and abroad, while related online reports gained over 100 million views, expanding the brand's influence in both professional and public domains. At the brand seminar, we continue to implement the evidence-based approach for functional skincare products, systematically explaining the "NUTE principle", "Children's Wash-Care-Protection System", and "First Antioxidant Clinical Results for Vitiligo", laying a solid industry-academia benchmark for functional skincare product innovation and evidence-based construction.



The 20th CDA event was successfully held in Chongqing in 2025

**Promote the establishment of industry standards**

Guided by the principle of leading industry development through standards and driving industrial upgrading with professional expertise, Botanee has actively engaged in the formulation of standards. To date, we have participated in the release of 10 national standards and 78 group standards. Specifically, in 2025, we participated in the release of 4 national standards, including the *Determination of Plant Extracts Antioxidant Activity — Thin Layer Chromatography Method*, and 10 group standards, including the *Method for Assessment of Cosmetics Firmness Efficacy* and the *Cosmetics Packaging Development Guide of Sustainable and Recyclable Design (Group Standard)*. Additionally, Botanee currently has 5 national standards, 1 industry standard, 2 local standards, and 10 group standards under application.

By participating in standards development, Botanee plays a leading role in the industry, effectively driving the iterative upgrading of technological innovation. Botanee's efforts have encouraged more enterprises in the industry to focus on raw material quality control and product safety enhancement, strengthened industry standardization, and fulfilled the philosophy of sustainable development, with a positive and far-reaching impact on the healthy and sustainable growth of the entire skincare industry.



We have participated in the release of

**10** national standards

and

**78** group standards



## Inclusion and Harmony: Advancing Together

- ◎ Employee Rights and Care
- ◎ Employee Safety and Health
- ◎ Employee Training and Development



Botanee strictly complies with national laws and regulations, protects employees' legal rights and interests, and ensures diversity, inclusion, and equality in the workplace. We prioritize employee care and enhance employee well-being through diverse welfare programs. In addition, we provide comprehensive vocational training and clear career advancement pathways to empower employees to achieve self-growth. We prioritize employee health and safety, create a comfortable working environment, and foster safety awareness. Moving forward, we will continue to strive for mutual growth and forge a better and more sustainable future together with our employees.

# Employee Rights and Care

## Governance

In recruitment and daily management, the Company is committed to cultivating a diverse, inclusive, and respectful work environment. Our Employee Welfare and Diversity Working Group jointly led by the Human Resources Department, the Administration Department and the Labor Union is responsible for ensuring equal promotion opportunities, fostering a healthy and safe working environment, and promoting gender and age equality and cultural diversity development within the Company.


The Labor Union fulfills its democratic governance role by leading group consultation and collective dialogue. In 2025, the Labor Union held an employee representative assembly to review and vote on the implementation plan for the employee stock ownership plan, ensuring that employees' legitimate rights and interests to participate in democratic management are effectively protected.

## Strategy

The Company strictly follows applicable laws and regulations, such as the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on Promotion of Employment*, the *Law of the People's Republic of China on the Protection of Minors*, and the *Provisions on the Prohibition of the Use of Child Labor*. We uphold the principle of equal employment, strictly prohibit hiring individuals under 16, and resolutely oppose discrimination based on gender, age, nationality, ethnicity, religion, education level, or physical condition. We oppose all forms of forced labor and fully protect employees' legitimate rights and interests. We have established an internal communication system to encourage employees to express concerns and suggestions. Dedicated personnel are assigned to respond promptly and ensure all employees' legitimate rights and interests as well as reasonable demands are respected and protected.

## Diverse employment


As a key player in the big health industry, Botanee adheres to inclusive and diversified talent development and commits to building a fair and equitable recruitment environment. During the reporting period, there were no incidents of child labor or forced labor.



**Sunshine employment principle**

The Company focuses on matching job requirements with candidates' abilities, eliminates any gender-biased expressions, and firmly avoids discriminatory recruitment thresholds based on gender, ethnicity, education level, or other factors.


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**Building a vibrant team**

To continuously inject fresh energy, the Company recruits young talent through both campus and social channels and has launched the "Little Wolf Program" to offer customized training for promising young employees, accelerating their development. In factory operations, we partner with universities to offer internship programs that provide students with hands-on experience. For marketing and management trainee roles, we've created tailored recruitment and development systems to help outstanding talent grow into industry leaders.

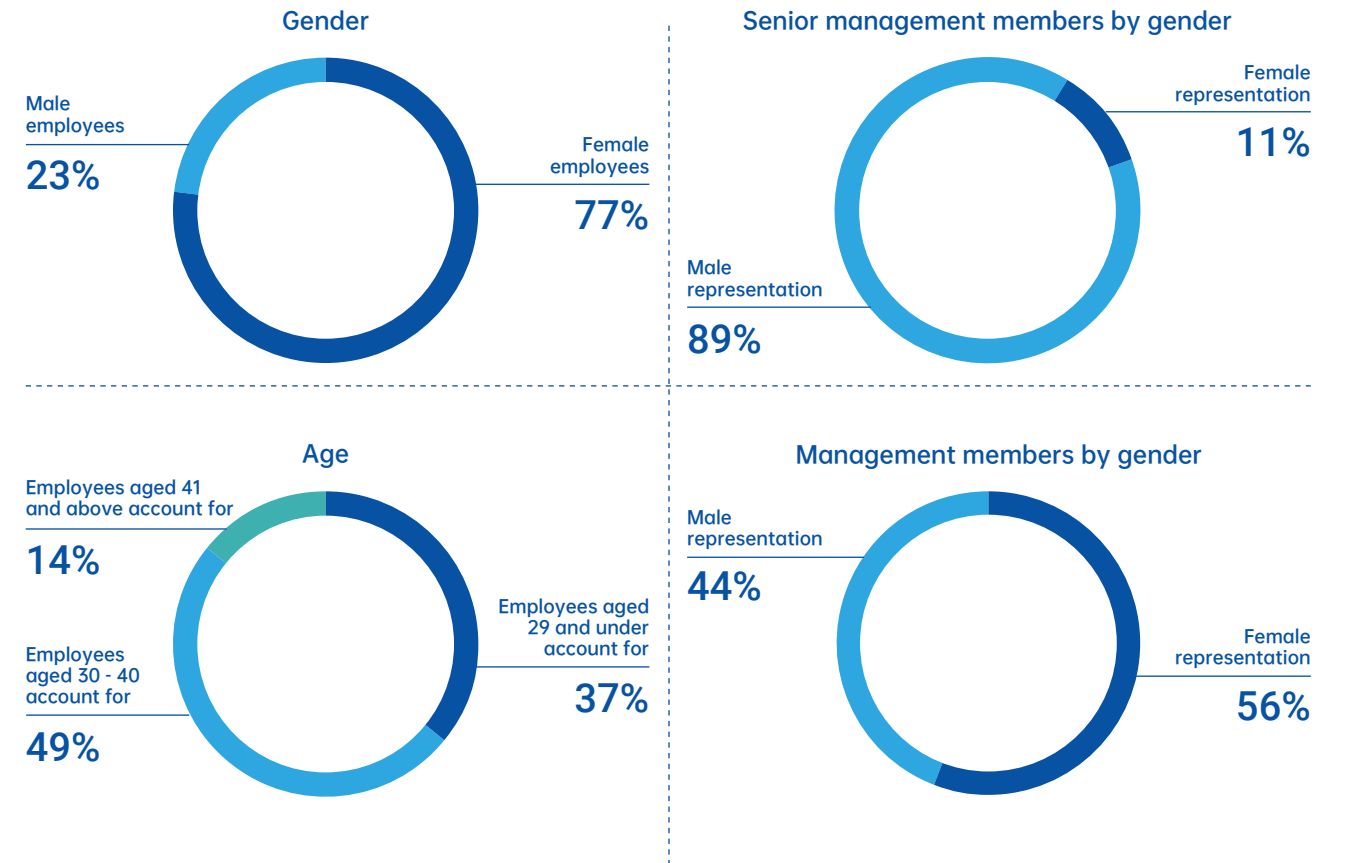
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**Developing a global talent pipeline**

As our international business expands, we actively recruit top talent of various nationalities and enhance our global talent management system.

The total number of employees is **3,574**



Category	Male Representation	Female Representation
Gender	23%	77%
Senior management members by gender	89%	11%
Age	49%	37%
Management members by gender	44%	56%

	Number of employees from the Chinese Mainland	<b>3,548</b>		Number of ethnic minority employees	<b>313</b>
	Number of employees in Hong Kong, Macao, Taiwan, and overseas regions	<b>26</b>		Number of employees with physical disabilities	<b>18</b>

## Employee care

We continue to improve our employee benefits system to ensure that every employee feels respected and valued through comprehensive care and support. The Company strictly complies with national laws and regulations and provides statutory benefits, including the five social insurances and one housing fund, for all full-time employees. In addition to statutory benefits, we provide a wide range of non-statutory benefits.

### Non-statutory Benefits

- Holiday gift benefits:** Mid-autumn Festival, Spring Festival gift packs, and other important holiday gifts
- Birthday benefits:** Online gift redemption and personalized birthday greetings
- Health benefits:** Annual physical exams, traditional Chinese medicine (TCM) consultations, mental health care programs, etc.
- Insurance benefits:** Supplemental medical insurance, commercial insurance, employer liability insurance, and accident insurance
- Flexible working hours:** Help employees achieve a better work-life balance
- Long Service Award:** Employees are awarded anniversary gift boxes and commemorative coins marking their fifth year of service and every fifth year thereafter
- Meal benefits:** Employees in Shanghai can enjoy a 20% discount at designated restaurants, while employees in Kunming are provided with free lunch in the canteen on weekdays

For employees facing personal hardship, we provide a condolence fund. Employees can apply for financial support in cases such as hospitalization, marriage, childbirth, or the loss of an immediate family member. We also launched a corporate care platform and established the Botanee "Winona Fund". Since its founding in 2015, Winona Fund has supported employees and their families in need, embodying our human-centered development philosophy that "employees contribute to the Company's success, and the Company provides support and care to employees".

By the end of the reporting period

**Key performance indicators**

Winona Fund had supported **50** employees and their families with total aid reaching CNY **1.52** million

Botanee actively cultivates a female-friendly workplace, offering a range of welfare initiatives tailored to women. Examples include:

- Establishing fully equipped nursing rooms and expanding these facilities in 2025
- Designing pantry and restroom areas with women's needs in mind
- Encouraging and practicing the concept of "women helping women" through regular small seminars, where women can discuss the pressures and challenges they face in both the workplace and their personal lives, and experienced female employees can share their career insights, thereby building a supportive and growth-oriented environment
- Offering female employees a variety of leave benefits, including maternity leave, nursing leave, childcare leave, miscarriage leave, and prenatal check-up leave

### Employee activities

Botanee has established multifunctional employee activity rooms at offices and regularly organizes events around festivals, parenting, sports, corporate culture, and volunteerism. We also formed sports clubs like badminton to create an energetic, supportive, and fun work environment, enhancing employees' engagement and sense of belonging. We highly value mental health. Dedicated counseling rooms and one-on-one psychological consultations are available to help employees manage stress from work and life. In addition, we run grassroots Communist Party of China (CPC) organizations, labor unions, and women's federations, fully leveraging the exemplary role of CPC members and integrating Party work with our corporate culture to safeguard the legitimate rights and interests of employees.

#### Examples of Employee Festival Events

- February 2025**
  - Chinese New Year Return-to-Work and Lantern Festival activities
- March 2025**
  - Women's Day: Flower gifts and DIY nail art
  - Tree Planting Day: "Succulent Adoption Plan"
- April 2025**
  - World Book Day: Online book sharing
  - The factory has held Employee Family Open Days for three consecutive years
- May 2025**
  - Mother's Day: "Photo with Mom" campaign
- June 2025**
  - Baduanjin practice sessions, health seminars, and wellness support activities
  - Children's Day & Family Open Day events
- July 2025**
  - "Healthy Year": One-month weight loss challenge
  - July 24 Self-Care Day: Hiking at Gudui Mountain
  - Summer Ice Cream Day
- August 2025**
  - TCM Wellness Week: Consultations and DIY herbal tea
- September 2025**
  - Drama Therapy Salon: "Five Languages of Love" theme
- November 2025**
  - Double 11 promotion: Daily staff giveaways
  - Health and wellness activities for all employees by professional therapists
- December 2025**
  - Double Holiday (Christmas + New Year) gifting



July 24 Self-Care Day: Hiking at Gudui Mountain



Children's Day & Family Open Day events



Mid-Autumn and National Day celebrations



Botanee Academy Graduation Ceremony

In 2025

**Key performance indicators**

our Badminton Club hosted **57** events with over **800** total participants throughout the year

## Management of Impacts, Risks and Opportunities

### Employee communication and feedback channels

Botanee is committed to maintaining open and transparent communication to ensure every employee's voice is heard. We have established a quarterly employee satisfaction survey mechanism. Customized questionnaires are distributed based on employee location and type through the administrative portal. Employees are encouraged to participate via an incentive lottery following submission. Survey results are analyzed, and employee feedback is addressed within 7–15 working days. Targeted remediation actions are incorporated into subsequent work plans to ensure improvement initiatives are implemented effectively. During the reporting period, we acted on survey feedback to drive multiple enhancements, significantly improving the employee experience.

In addition, we offer diversified communication channels to allow employees to choose the method that best suits their needs.



#### Human Resources Department

- **Email:** Open to all employees for general inquiries and communication.
- **Face-to-Face meeting:** Designated staff are available for in-person discussions and suggestions.



#### Internal communication platforms

- **WeChat official account:** Information is published through the official account, and a "Just Between Us" section is available for employees to provide feedback.
- **OA system:** Daily communication and information sharing.
- **AI smart assistant:** Provide efficient and intelligent support; unresolved queries are automatically escalated to human representatives, forming a complete "AI + human" support loop.
- **Message board:** A "Warmhearted Message Board" is available in the cafeteria for anonymous feedback.
- **Physical mailbox:** Employees may use the mailbox to directly submit feedback to the Chairman.

## Metrics and Goals

During the reporting period

the Company did **not** experience any serious discrimination or harassment incidents

Feishu's administrative assistant, Xiaowei, received

**2,006** work orders

with an order resolution rate of

**99.95%**

The average employee satisfaction rate reached

**95.2%** in 2025



## Employee Training and Development

### Governance

By offering a robust training system, improving the fair promotion paths, and encouraging cross-departmental collaboration, we foster a learning-oriented culture that drives mutual growth between employees and the Company.

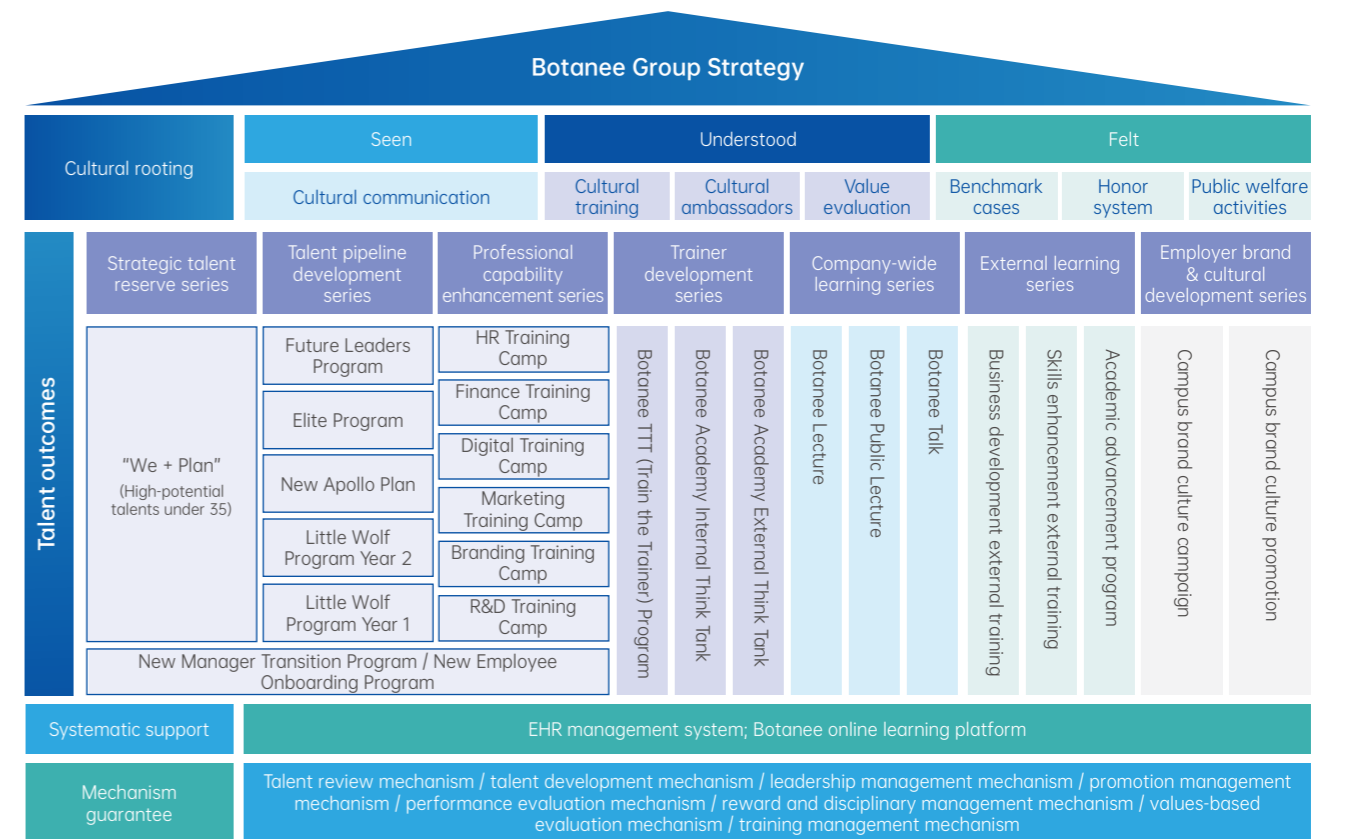
### Strategy

The *Botanee Training Management System* clarifies the functions and responsibilities related to training, including the establishment, implementation, and effectiveness evaluation of training plans, as well as training budget management. This ensures that all employees have access to systematic training and development opportunities. Furthermore, we place importance on professional qualifications certification and maintain proper documentation for the certification of intermediate and senior titles within the R&D system.

### Employee training

We see employee growth as a cornerstone of the Company's sustainable development. Our comprehensive training system supports both skill improvement and career advancement.

#### Botanee Talent Development Strategy



Our employee training programs are categorized into three types: periodic routine training (courses provided through the E-Learning platform), new employee onboarding training, and the Botanee Academy, building a multi-level development system ranging from routine training for new hires to in-depth development for advanced talent.

### Botanee's Employee Training Categories



### New employee training

In 2025, we optimized our full-lifecycle training for new hires and launched the "Guiding Light Mentorship Program", covering recruitment, onboarding, training, probation, and career development. We also introduced an executive integration program to enhance onboarding experiences and accelerate leadership alignment.



New employees receive a New Hire Onboarding Guide on their first day

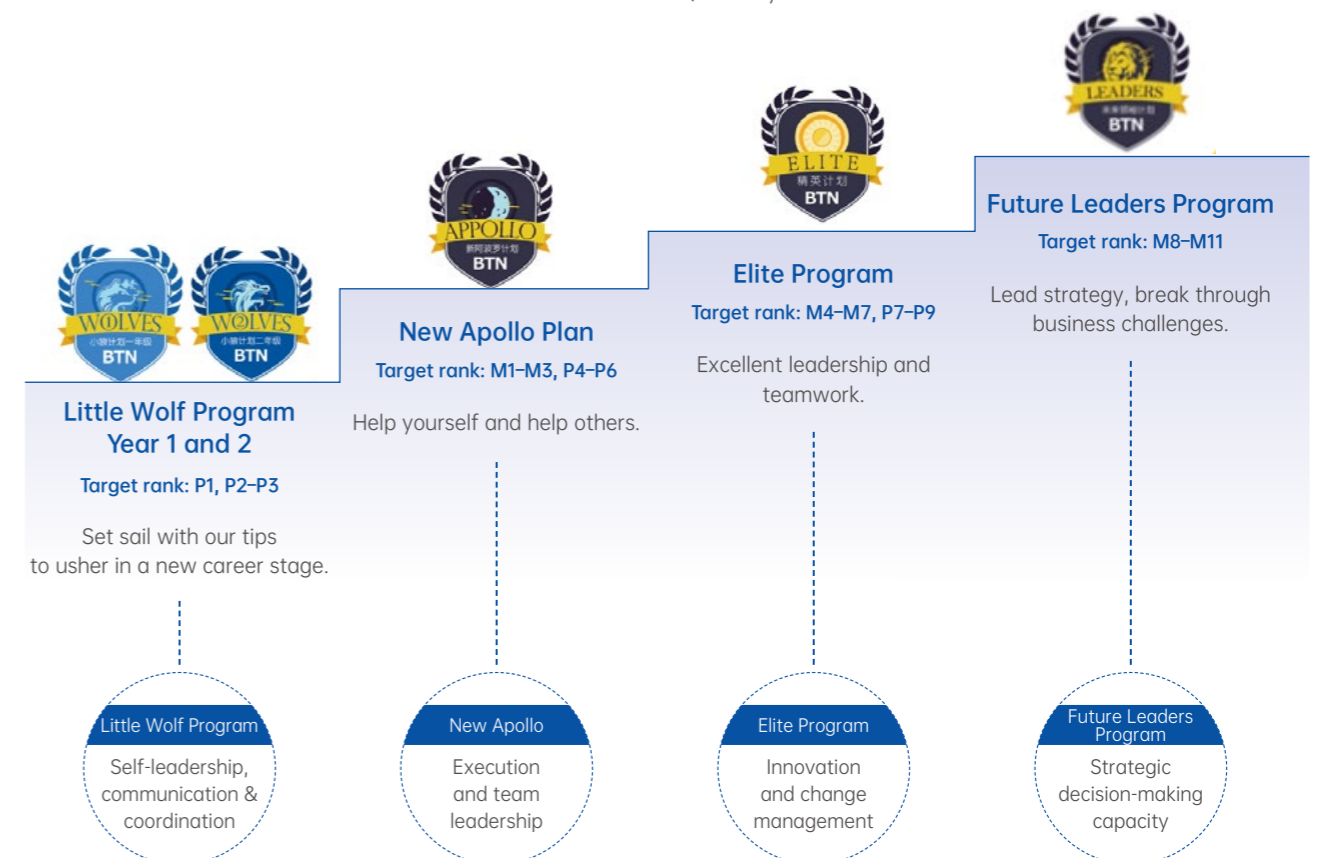


### Botanee Academy

Since its founding in 2013, the Botanee Academy has served as the core talent development platform, offering a four-tiered development system to empower employees at all levels. Every spring, the Academy selects outstanding employees through a rigorous evaluation process to enter a one-year training program. This program serves as an important replenishment channel for the Company's talent pool, while also providing selected employees with opportunities for promotion or advancement. We also conduct regular professional training sessions and invite external experts to deliver lectures, providing employees with a comprehensive platform for skill enhancement and career growth.

### Botanee Academy's Talent Development Programs

Talent-driven business growth: Botanee Academy's four major talent development programs select core employees for training through talent review in Q2 each year.



### Awards for Botanee Academy in 2025



"2025 High-Growth Learning Platform of the Year" (Organization Category) presented at the 2025 Enterprise Benchmarking Learning Awards Ceremony & the 14th Corporate Learning Development Forum

The talent development program was awarded the "Boao Award - Excellence in Integrated Training & Simulation Program Practice" from the Digital Intelligence Learning Alliance

Key performance indicators

During the reporting period

the Company held a total of

# 2,668

training sessions

with cumulative training hours of

# 356,888

Key performance indicators

The average training hours per employee were

with a training coverage rate of

# 100%

with a training coverage rate of

# 100%

At least

# 1

sustainability-related training session is provided to employees each year

### Employee development

Botanee has established three main career development pathways for employees: management track (cultivating outstanding leaders), professional track (supporting technical experts to become field specialists), and support track (enabling growth within functional roles). In terms of employee incentive, to enhance the cohesion of core talent, the Company has launched an employee stock ownership plan, repurchasing company shares through a special incentive fund and allocating stock to management and key employees. This plan links the stock allocation of the beneficiaries directly to the Company's performance targets, effectively boosting the motivation of the management team. The employee stock ownership plan expired on September 26, 2025, with a total of 1,342,500 underlying shares eligible for unlocking, representing 100% of the total shares under the plan and 0.32% of the total share capital.

#### Co-developing the "Elite Program" with DDI to Systematically Enhance Leadership Capabilities

In 2025, Botanee Group, in collaboration with the external professional organization DDI, developed the "Elite Program". Through a co-built assessment system, customized curriculum development, and executive coaching services, the program systematically enhances the strategic leadership capabilities of core managers and their ability to empower their teams.

Assessment system co-development	Customized curriculum	Executive coaching
⇓	⇓	⇓
<p>A 360-degree evaluation questionnaire was designed based on Botanee's leadership model, combined with the Hogen assessment tool to identify leadership gaps, interpret assessment results and guide targeted development.</p>	<p>DDI's proprietary content was integrated with Botanee's business scenarios to co-create the "Executive Breakthrough Leadership" program.</p>	<p>DDI coaches provided one-on-one coaching, created personalized development plans, and conducted monthly follow-ups to track progress.</p>

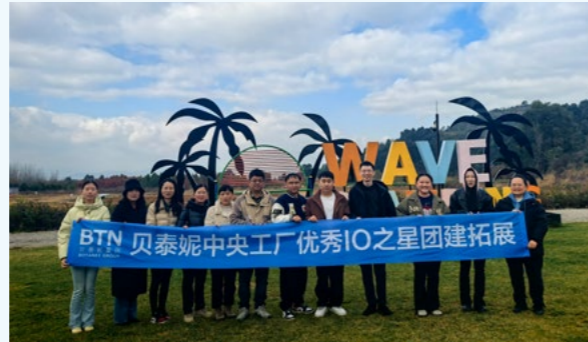


**The Group's Central Factory Implemented the Golden Idea Employee Incentive Program to Engage Employees in Co-creation and Foster a Lean Culture**

To promote a lean culture and leverage it to enhance internal management, we launched the Golden Idea Employee Incentive Program in 2023. This initiative defined the incentive system and reward mechanisms, and cultivates employees' proactive mindset toward management improvement and related awareness. 2025 marked the third year of the Golden Idea Employee Incentive Program. We upgraded the program to Version 3.0, incorporating ongoing tracking of rationalization suggestions and including resulting benefits into assessments and reviews. Additionally, we introduced an evaluation and incentive mechanism for outstanding lean coordinators. We effectively foster lean culture through activities such as company-wide lean training, awards for outstanding rationalization suggestions, and team-building events for Lean Stars. Between 2023 and 2025, the Group's Central Factory achieved a total lean coverage of 225 participants, with a lean coverage rate of 86%. In 2025 alone, a total of 227 rationalization suggestions were submitted, resulting in multi-dimensional cost savings exceeding CNY 1.9 million.



Company-wide Training on Lean Production



Team Building for Lean Stars

**Metrics and Goals**



**Our goals**

- Talent review completion rate

**100%**



**Progress in 2025**

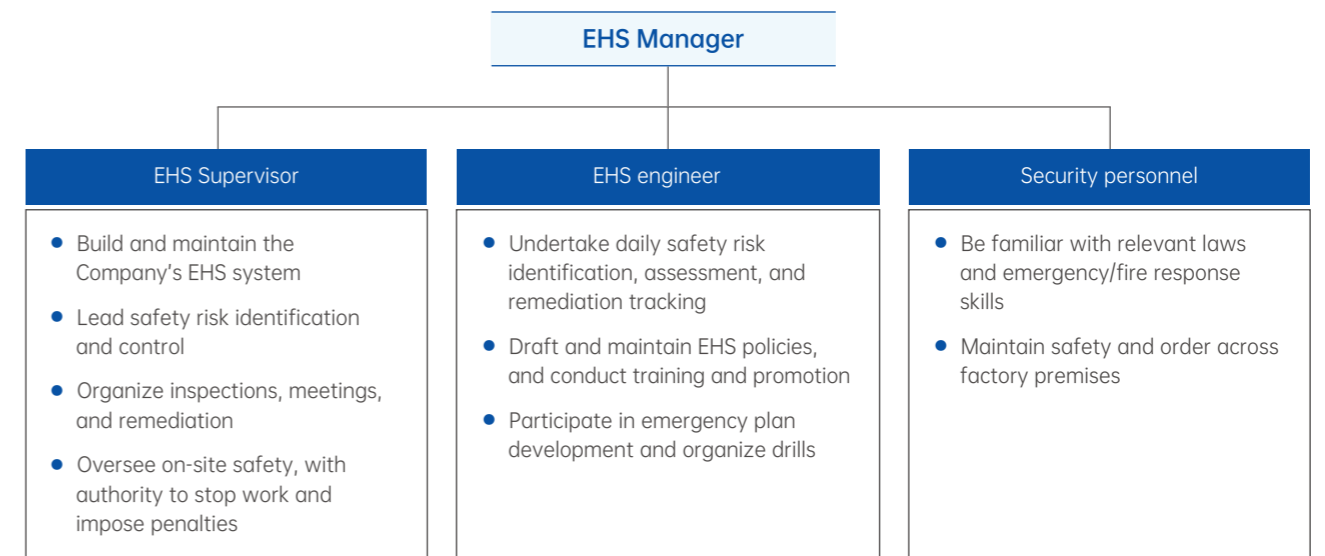
- The talent review completion rate for 2025 reached

**100%**

**Employee Safety and Health**

**Governance**

We have established a comprehensive production safety management system, while following the three-tier principle of occupational disease prevention and control, with the primary level as the focus, secondary level as support, and tertiary level as a safety net for occupational health. We have established a top-down safety management structure with a dedicated EHS department. Specialized personnel are assigned to key safety areas, including fire safety, hazardous operations, special equipment, and stakeholder management. These teams are responsible for streamlining management procedures and ensuring rigorous implementation. This multi-dimensional approach safeguards employees' occupational health and continuously fosters a safe and healthy work environment.



**Strategy**


We strictly comply with health and safety laws and regulations, such as the *Work Safety Law of the People's Republic of China*, the *Fire Protection Law of the People's Republic of China*, and the *Occupational Disease Prevention and Control Law of the People's Republic of China*. We have obtained ISO 45001 certification on occupational health and safety management systems. We compiled and regularly update the *Compilation of Production Safety Laws and Regulations* and the *Compilation of Occupational Health Laws and Regulations* covering all workplace areas. These manuals convey national laws as well as the Company's safety goals and policies, and clearly define safety responsibilities and procedures for each role.

By developing a scientific risk identification mechanism and a refined hazard mitigation system, we continuously strengthen safety defense and elevate our work safety management to a higher level. During the reporting period, we invested over CNY 1.5 million in special funds to upgrade safety facilities, conduct occupational safety training, and purchase necessary protective equipment.




Certificate for ISO 45001 Occupational Health and Safety Management System

## Safety culture development



### Occupational safety training

Specialized safety knowledge training was provided to new employees and according to the needs of different positions, covering areas such as fire safety, electrical safety, and special equipment. During the reporting period, we organized 32 safety training sessions, with 843 participants.



### Safety awareness campaign

During important moments such as "Work Safety Month" and "November 9 Fire Prevention Day", we organize activities such as safety knowledge competitions, forklift operation skill competitions, and fire emergency drills. These activities enhance employees' ability to respond to emergencies.

In 2025, we invited the Blue Sky Rescue Team to provide AED and CPR training sessions, including procedural instruction, equipment explanations, and hands-on practice to enhance employees' life-saving capabilities.



On-site fire drill




Emergency evacuation and escape




Fire extinguisher usage training

## Management of Impacts, Risks and Opportunities


### Work safety management



The safety management system covers key areas such as work safety responsibilities, training and education, hazard identification, emergency response, hazardous material control, and contractor management. In 2025, leveraging the dual-prevention mechanism, we established a full-coverage hazard inspection system combining daily patrols by part-time safety personnel and monthly departmental inspections.





Led by management members, we conduct regular weekly and monthly inspections as well as targeted comprehensive inspections to thoroughly review production safety conditions. During the reporting period, we identified 1,208 risk items. All risks were assigned to responsible departments with deadlines via the *Summary Table of Safety & Environmental Risk Measures*, with follow-up and remediation completed.



We utilize the "Jiandaoyun" mini program to digitally analyze production safety data and improve the efficiency of rectifying safety hazards. We also conduct digital management of manufacturing through MES, MOM, QMS, LIMS, and BI systems.

### External safety inspections

-  Government inspection: We actively cooperate with external inspections, ensuring transparency and showcasing our safety management results.
-  Third-party assessment: We engaged professional organizations to conduct Job Safety Analysis, promptly identifying potential safety risks and developing corresponding mitigation measures.


### Occupational health protection

We provide free annual health check-ups for all employees and assist production personnel in obtaining health certificates. Employees are covered by both health and work injury insurance.

In 2025, the Company organized its annual physical examinations for employees from August to November. The Company also conducted occupational health training for new employees, and guided the proper use of protective equipment. For positions that may face occupational health risks, we clearly outline occupational hazard information in the labor contract and provide full-cycle occupational health inspection services before, during, and after employment.

### Metrics and Goals

By the end of the reporting period



- no** known major work-related injuries or fatalities occurred in the Company
- we did **not** receive any fines or undergo any shutdowns due to production safety issues
- The remediation rate for safety hazards reached **100%**
- The employee physical examination coverage rate reached **100%**



05

## Gratitude and Goodness: Boosting a Culture of Health and Goodwill

- ◎ Health Accessibility
- ◎ Charity Influence
- ◎ Rural Revitalization



While focusing on its long-term development, Botanee continues to deeply engage in public welfare and actively assumes social responsibility. We remain committed to the core values of being grateful to society and caring for the public. Upholding the mission of creating a healthy and beautiful life for humanity, we are dedicated to integrating corporate development with social welfare. We carry out a series of activities to enhance health accessibility, support rural education, and promote the charity influence. Through our charity influence, we take action to give back to society.

# Botanee's Charity Organizations

Botanee's charity organizations include the Botanee Charity Fund jointly established by Botanee and the Yunnan Youth Development Foundation, the Red Cross Winona Charity Fund jointly established by Botanee and the Yunnan Red Cross Foundation, and the Shanghai Charity Foundation Botanee Special Fund jointly established by Shanghai Botanee and the Shanghai Charity Foundation.

 <p>贝泰妮公益基金 BOTANEE FUND</p>	<p><b>Botanee Charity Fund</b></p> <p>It is the first charity special public welfare fund under Yunnan's Hope Project that focuses on environmental protection (including biodiversity conservation) by youths. It provides continuous support to youths in Yunnan in education, enterprise development, biodiversity conservation, etc., and contributes to environmental protection.</p>
 <p>薇诺娜公益基金</p>	<p><b>Red Cross Winona Charity Fund</b></p> <p>The fund receives public welfare donations to support the implementation of the Winona Sunshine Program to support rural primary care, carry out public welfare screenings for skin diseases, provide support for children with atopic dermatitis, help those with skin cancer, construct the Botanee First Aid Station Project, conduct emergency disaster relief and more.</p>
 <p>微笑阳光计划</p>	<p><b>Winona Sunshine Program</b></p> <p>Winona's sun-protection-themed public welfare initiative, the "Winona Sunshine Program" has, after ten years of practice, developed a model integrating "prevention, treatment and education", committed to elevating the topic of sun-protection skincare into a critical public health issue;</p>
 <p>宝贝计划 BABY PROJECT</p>	<p><b>Baby Program</b></p> <p>Focusing on youth development, mental health education, and rural education revitalization, the program continuously empowers children and adolescents with new opportunities and hope.</p>

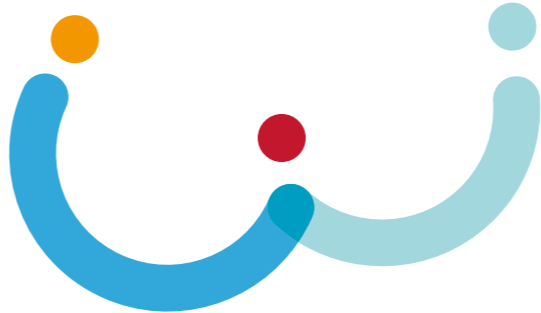
Key performance indicators



In 2025, Botanee continued its commitment to public welfare, with public welfare spending reaching CNY **13.678** million (value of cash and in-kind donations) to support **31** public welfare projects, benefiting over **50,000** individuals. A total of **77** employees participated in volunteer activities, contributing **2,858** hours of volunteer service. From 2021 to December 31, 2025, the Botanee Group's cumulative public welfare investment reached CNY **81.9148** million, with a cumulative total of nearly **310,000** direct beneficiaries.

# Health Accessibility

Based on professional expertise and industry insights, Botanee uses philanthropy to raise public awareness of skin health. We promote healthy living and provide professional services by conducting ongoing science education campaigns, offering rational skincare knowledge to enhance public skin health awareness. We also host free clinics and expert consultations, creating a platform for patient-physician engagement with personalized skincare solutions. Through tangible action, Botanee helps consumers address various skin concerns and develop scientific skincare habits, and works with all sectors of society to protect and improve public skin health.



## "Winona Sunshine Program" Philanthropic Event

The "Winona Sunshine Program" is a sunscreen-themed public welfare initiative launched by Winona in 2016. The program primarily focuses on spreading sunscreen knowledge and providing support for the treatment of sun-induced skin diseases. It helps establish the awareness of scientific sun protection, detects skin damage issues early, and offers professional guidance and advice. Over ten years, the "Winona Sunshine Program" has held at least one annual public welfare event, totaling 12 campaigns. In 2025, the "Winona Sunshine Program" was fully upgraded. With the theme "Enjoy the Sun, Spare the Burn", the program reached Shangri-La, where free clinics, science education, donations, and visits formed an integrated model of "Prevention, Treatment, and Education" for sustainable public service.



### Prevention

We distributed the *Science Guide on UV Damage Protection*, and conducted community lectures and volunteer demonstrations to raise awareness of sun protection and encourage early prevention, detection, and treatment.

### Treatment

Dermatologists from top hospitals provided one-on-one consultations to identify common highland UV-related skin issues like photodermatitis and hyperpigmentation, enabling early diagnosis and timely intervention.



On-site free clinic

Education

Targeted training was delivered to local medical staff on UV-related skin conditions, covering pathogenesis, clinical practices, daily care, and long-term management, empowering sustainable healthcare capabilities. Simultaneously, Winona and Winona Baby products and sun protection supplies were donated to fill skincare gaps for highland residents and children, enhancing awareness and improving regional treatment capacity.



On-site medical staff training

Industry-academia co-creation is at the core of Winona's product innovation and philanthropic practice. By collecting real-world skin data from high-altitude regions, we develop professional repair products for UV damage. Experts conduct free clinics and training, forming a closed-loop model of "philanthropy, research, and product".

Winona also partnered with the "Planet Project" to build a dedicated football field for Yongchun Primary School in Yunnan Weixi Plateau (alt. 2,450 m), helping children pursue their football dreams under proper sun protection.



Charity Football Field Donation Ceremony

Key performance indicators

By 2025



the "Winona Sunshine Program" had partnered with over **10** leading hospitals to deliver **5,000** one-on-one skin consultations, release **1,400** sun protection educational posts, and reach over **180** million consumers, advancing public sun protection awareness.

In 2025



Red Cross Winona Charity Fund supported skin cancer and atopic dermatitis (AD) patients with a donation of CNY **600,000**.



we hosted free clinics in Shangri-La with CNY **65,820** in dedicated spending for diagnosis and health education.



we invited medical experts to participate in a hearing on severe skin disease screening, providing professional technical support and enhancing alignment between charity and healthcare.

The "Winona Sunshine Program" continued to enter professional pharmacy channels to enhance its charity influence through retail pharmacies. In 2025, Winona focused on UV protection and common skin condition education across 22 key beauty retail stores. We have prepared dedicated materials for the event, including posters, skincare guides, expert educational content, science infographics, and co-created videos, for promotion across our partner chains and brand online media platforms. Additionally, we have placed promotional standees in visible areas such as store checkouts to enhance awareness. 3,000 samples in 15 g size of Winona Sunblock Milk were distributed free to local residents, tourists, and those with skin concerns, along with sun care and skincare education. The program attracted over 50,000 store visitors and more than 3,000 Winona members to pharmacies, earning wide consumer praise for its science content and product samples.



Linkage between "Winona Sunshine Program" and pharmacies

## Botanee First Aid Stations project

The Red Cross Winona Charity Fund launched the Botanee First Aid Stations project. Stations were set up at rural schools without on-site physicians, equipped with first-aid supplies and medicines, and training for staff and general public awareness sessions on first aid were organized, aiming to enhance the schools' emergency response capabilities. Another station was built on Haba Snow Mountain to prevent oxygen deficiency or altitude-related risks for hikers and villagers. In 2025, Botanee established five Botanee First Aid Stations in Yanta Village (Anning County), Hongyan Village (Nansan Town, Zhenkang County), Hede Villages (Luode Town, Fengqing County), Fengqing County Government Service Center, and Haba Village (Shangri-La, Diqing Prefecture), all equipped with complete emergency rescue equipment to safeguard the lives of both tourists and local residents. The total funding and equipment expenditures for the project in 2025 exceeded CNY 60,000, benefiting 7,876 individuals.

Key performance indicators



By the end of December 2025, we have established **175** Botanee First Aid Stations across **28** counties (cities/districts) in **11** prefectures (cities), serving **175** schools (communities), including **158** schools and **17** communities. A total of **118,416** students, teachers, and community members have directly benefited from the project.



Botanee First Aid Station Project

## Atopic Dermatitis (AD) Support Project for Children

Botanee continues to focus on the skin health of children. Botanee and its subsidiary brand Winona Baby actively respond to the national call of the "Healthy China 2030" Plan Outline, focusing on the baby and toddler skincare field and supporting families with children suffering from atopic dermatitis (AD).

In 2025, the Red Cross Winona Charity Fund continued to promote the "Baby Program" for children with atopic dermatitis (AD), establishing a solid scientific safeguard for children's skin health. We also participated in a relief conference for skin cancer patients and children with AD held in Kunming, collaborating with officials from the Yunnan Provincial Health Commission and medical experts from the Affiliated Hospital of Kunming Medical University to explore assistance strategies for vulnerable populations.


Additionally, Winona Baby partnered with the Functional Cosmetics Branch of the Chinese Association of Plastics and Aesthetics and top pediatric dermatology experts to launch the formulation of the *Human Testing Specification for Children's Skincare Products in China*. We are committed to promoting a comprehensive upgrade of the infant and child skincare industry towards safer, more scientific, and more standardized practices through the development and implementation of group standards, thereby building the first line of scientific defense for the skin health of hundreds of millions of children.

During the 2025 Giving for Good Initiative, we launched the "Winona Sunshine Program", an online fundraising initiative on Tencent Charity Platform, to continue to address skin health issues in high-altitude regions. The program is designed to provide assistance to patients with skin tumors and children with AD, helping bring sustained support to those in need.



"Little Red Flower" Code

Key performance indicators



In 2025, Red Cross Winona Charity Fund donated CNY **600,000** to support patients with skin tumors and children with AD.

## Rural Revitalization

Botanee remains steadfast in its commitment to sustainable development, working closely with local governments and social organizations to support long-term rural revitalization. Respecting local residents' wishes and practical needs, we help improve education and living standards in rural areas through infrastructure construction, donations of living and education supplies, and other multifaceted support efforts, supporting the establishment of a sustainable rural revitalization mechanism.

### Visit left-behind children in rural areas

Since its launch in Changning in 2024, the "Hope Harbor" project has prioritized left-behind children, under the principle of "growing with love". The initiative focuses on family bonding, emotional care, safety education, and patriotic education to optimize and support their developmental environment.

In 2025, Botanee continued to implement 10 "Hope Harbor" projects in Changning County. We supported the formation of care teams composed of youth league members, Children's Companion Moms and returning university students, bridging care gaps during weekends and holidays. Each site provides integrated spaces for after-school learning, recreation, companionship, and health education. Monthly activities are organized around local festivals and child-focused themes, building a collaborative support system for left-behind children. In 2025, we hosted over 100 themed events, caring for 2,558 children, and daily services were provided to 8,703 children. In June 2025, we launched the "Winona Sunshine Guardianship - Hope Harbor" online fundraising project on the Douyin Charity Platform to support left-behind children and children in difficult circumstances in mountainous areas, helping build a warm and safe harbor for them.



Launch of Botanee Hope Harbor Project on Douyin Charity Platform

### Botanee Hope High School

The "Botanee Hope High School" was established in July 2021 at Donglu High School in Huize County, Yunnan. For more than four years, the Botanee Charity Fund has supported three cohorts totaling 150 students. Monthly living allowances of CNY 750 were provided, delivering support through a "financial + emotional" model. We also established the "Lighting Award" to recognize and encourage outstanding teachers. All 50 students from the 2025 cohort of the Botanee Hope High School achieved excellent results and were admitted to Tier-1 universities. Botanee awarded the "Love and Dream University Scholarships" of CNY 6,000 to each of the 10 outstanding graduates and held a special graduation-season film screening and graduation yearbook distribution for the students to encourage them to bravely embrace new challenges and explore endless possibilities on their educational journey.

### Distinctive education courses of Botanee

We are actively building a distinctive education brand. Through the Botanee Charity Fund, we launched biodiversity conservation courses, organized field trips, and invited experts from the Chinese Academy of Sciences to form a mentor team. We have built a three-stage learning model of "observation-research-practice", and explored an innovative educational model that integrates green development principles, thereby fully cultivating young people's competence in biodiversity conservation.

### "Hope Harbor" Charity Livestream

In August 2025, Botanee and the Yunnan Youth Development Foundation revisited Changning County to evaluate the 10 established Hope Harbors. Together, we held a "Winona Sunshine Guardianship - Hope Harbor" livestream on Douyin in Datianba and Kasi Town, attracting 27,000 online viewers in 4.5 hours and raising additional charitable donations. This innovative livestream leveraged new media to connect social resources with rural needs, bringing new momentum to left-behind child support services.



Graduation Ceremony of 2025 Botanee Hope High School



## Charity Influence

Botanee is committed to fulfilling its social responsibility and continuously explores new paths in public welfare to achieve symbiotic development between business and society. The Company actively supports the New Hope Project for the new era by collaborating with public welfare organizations and deeply engaging in community development initiatives. Through diversified efforts such as donating funds and materials, expanding the coverage of beneficiary groups, and innovating the forms of public welfare activities, we are committed to advancing educational support and development. These endeavors aim to continuously broaden the reach and amplify the social impact of our public welfare programs.

## Educational support and nurturing

To support Kunming Medical University's talent development and promote excellence in education, since 2022, Botanee and the Yunnan Youth Development Foundation have jointly established the Botanee Undergraduate Scholarship Program. In 2025, we donated CNY 1 million to the Yunnan Youth Development Foundation, dedicated to a new postgraduate scholarship program at Kunming Medical University. Since the implementation of the program, we have funded 3,610 graduate students with a cumulative total donation of CNY 3.61 million.



Kunming Medical University 2025 Graduation Ceremony



## Intangible cultural heritage (ICH) preservation project

To promote the protection and inheritance of intangible cultural heritage and strengthen cultural confidence, since 2022, Botanee has continuously developed and refined ICH courses for primary and secondary students in Huangshan Baima Primary School, Baisha Town Baisha Primary School, Lashihai Haidong Primary School, and Lijiang Youth Palace. Courses include Dongba script, Naxi embroidery, and Dongba painting. In 2025, the Botanee Charity Fund donated an additional CNY 640,000 to support the "Youth ICH Inheritance" program in Lijiang, Dali, and Diqing, benefiting 4,360 teachers, students and young ICH inheritors.



2025 ICH Showcase Event – Jiantang Primary School, Shangri-La



2025 ICH Class Opening Ceremony – Wenbi Primary School, Haidong Town, Dali

2025 marked the 50th anniversary of China-Thailand diplomatic relations. The "Spirits of the Mountains and Seas – Yuyuan Lantern Festival & 2025 China-Thailand Culture Month" took place at ICONSIAM, a Bangkok landmark. During this national cultural exchange, Botanee's core brand Winona featured in the "Mountain-Sea Harmony: Oriental Botanical Rhyme" themed exhibition, showcasing China's advanced beauty technologies and expressing its commitment to conveying Oriental aesthetics with "to bring health and beauty to everyone" as the vision. In the week-long immersive exhibition, Winona engaged global consumers with interactive light installations, product testing, and skin diagnostics, highlighting the scientific appeal of Chinese botanical ingredients.



"Mountain-Sea Harmony: Oriental Botanical Rhyme" Themed Exhibition

## Support for underprivileged students

Since 2021, Botanee has donated more than CNY 621,000 through the Yunnan Youth Development Foundation to support low-income, academically outstanding students, helping vulnerable youth overcome difficulties and pursue their educational dreams.

### Botanee Hope Shuttle Project

In 2025, through the Shanghai Charity Foundation Botanee Special Fund, Botanee contributed CNY 200,000 in public welfare spending to purchase two dedicated student shuttle buses for Bade Village and Tapu Village in Sanmeng Township, Lvchun County, Yunnan Province. The project helped alleviate local students' commuting difficulties between home and school, enhance travel safety, and bring together caring support across regions to inject warmth and hope into education in border areas.



Botanee Hope Shuttle



Botanee Hope Shuttle Donation Ceremony

### Charity assistance for congenital heart disease

Since 2024, Botanee has donated CNY 500,000 to the Yunnan University Education Foundation to support the AI-assisted congenital heart disease (CHD) diagnostic technology project and screening program, aiming to empower grassroots clinics and health centers to improve early diagnosis and timely treatment for children with CHD. At the invitation of Fuwai Cardiovascular Hospital of Yunnan, the "Heart Resonance" team from the School of Information Science and Engineering of Yunnan University conducted free CHD screenings across Qujing City and Nanjian Yizu Autonomous County (Dali Bai Autonomous Prefecture), and surveyed CHD patients and medical facilities in Mangshi and Ruili, Dehong Prefecture.

In Qujing City and Nanjian Yizu Autonomous County, the project team screened approximately 4,070 students in primary schools and kindergartens using the AI-assisted CHD diagnostic system, promptly identifying early signs of potential risk. In Mangshi and Ruili, Dehong Dai and Jingpo Autonomous Prefecture, the team visited township and village clinics and CHD patient households. A proprietary AI system was used to conduct examinations on patients, and the results were shared with Fuwai Cardiovascular Hospital of Yunnan to enable timely medical intervention. The team also educated local doctors and parents about CHD diagnostics and helped families apply for medical aid, enhancing pediatric healthcare in rural areas.

Based on feedback and screening data, the AI CHD system underwent further performance optimization. The system collects heart sound signals from adolescents, uploads them to a cloud server for analysis, and assesses the probability of disease. This process is simple and fast, effectively solving problems such as untimely screenings and complex procedures in remote areas. It can better address issues of remote areas, such as difficulties in rescue and slow screening of congenital heart disease. In 2025, the project deployed 30 AI CHD diagnostic systems to rural schools and clinics. To date, deployment has been completed at four pilot grassroots hospitals, including the Maternal and Child Health Hospital of Gongshan Dulong and Nu Autonomous County in Nujiang Lisu Autonomous Prefecture, Fugong County Maternal and Child Health Hospital in Nujiang Prefecture, Longchuan County People's Hospital in Dehong Dai and Jingpo Autonomous Prefecture, and Longling County People's Hospital in Baoshan City. Deployment at other locations is currently underway. Additionally, training on the use of the system has been provided to grassroots medical staff.



"Heart Resonance" Team with Village Doctors and Villagers

### Care from youth volunteers

In 2025, the Botanee Charity Fund held ten charitable donation events around key occasions such as Children's Day, Youth Day, Charity Day of China (on September 5), and border defense tribute events, delivering supplies worth nearly CNY 7.94 million and benefiting 29,017 people. These initiatives focused on sanitation workers, left-behind children, new workforce groups, border defense and joint patrol personnel, forest rangers, young people in welfare institutions, and volunteers, conveying our care for the community and demonstrating the warmth of our philanthropic initiatives.

## Appendices

### Table of Key Performance Indicators

Environmental Performance					
ESG indicator	Unit	Performance in 2025	Performance in 2024	Performance in 2023	
Packaging materials <sup>1</sup>	Packaging materials consumption	t	11,720.64	12,167.37	11,205.40
	Packaging materials consumption intensity	t/CNY 1 million revenue	2.19	2.12	2.03
	Packaging materials consumption: Paper	t	8,436.69	9,555.64	8,003.20
	Paper: FSC certified paper	t	7,721.55	8,178.47	4,070.98
	Paper: Recycled and easy-to-recycle paper (PCW/transfer silver card)	t	15.06	6.62	9.26
	Packaging materials consumption: Plastics	t	2,831.28	2,177.11	2,521.64
	Plastics: PCR	t	1.52	1.34	10.48
	Packaging materials consumption: Glass	t	374.70	283.94	540.26
	Packaging materials consumption: Metal	t	77.97	150.68	140.30
	Emissions <sup>2</sup>	Nitrogen Oxide (NO <sub>x</sub> ) emissions from official vehicle travel	g	392.98	395.36
Particulate Matter (PM) emissions from official vehicle travel		g	30.11	30.30	/
Direct greenhouse gas emissions (Scope 1) <sup>3</sup>		tCO <sub>2</sub> e	1,886.84	1,436.18	425.91
Indirect greenhouse gas emissions (Scope 2) <sup>4</sup>		tCO <sub>2</sub> e	12,474.50	10,356.89	5,011.10
Total greenhouse gas emissions	tCO <sub>2</sub> e	14,361.34	11,793.07	5,437.02	
Wastewater <sup>5</sup>	Greenhouse gas emission intensity	tCO <sub>2</sub> e/CNY 1 million revenue	2.68	2.06	0.98
	Total industrial wastewater discharged	t	60,941	45,592	27,303
	Chemical oxygen demand (COD-cr) discharged	t	2.209	0.687	0.753

<sup>1</sup> Packaging materials refer to product (internal and external) packaging materials, logistics packaging materials, and shopping bags used in our stores. The statistics cover the supply chain and certain store formats (medical aesthetics).

<sup>2</sup> The statistical scope includes self-operated factories (Shanghai Qingpu Factory and the central factory at Majinpu Subdistrict, Kunming), covering product manufacturing, transportation, and retail stages.

<sup>3</sup> Total Scope 1 Greenhouse Gas Emissions: Greenhouse gas emissions from the combustion of fossil fuels such as diesel, natural gas, and industrial production processes; Scope 1 greenhouse gas emissions are calculated based on the *Guidelines for the Calculation and Reporting of Greenhouse Gas Emissions for Enterprises in Other Industrial Sectors* issued by the General Office of the National Development and Reform Commission.

<sup>4</sup> Total Scope 2 Greenhouse Gas Emissions: Greenhouse gas emissions resulting from the purchase of electricity and other external sources; Scope 2 greenhouse gas emissions are calculated based on the national average carbon dioxide emission factor for electricity of 0.5306 kgCO<sub>2</sub>/kWh for 2023, as published in the *Announcement on the 2023 Power Carbon Dioxide Emission Factor* by the Ministry of Ecology and Environment and the National Bureau of Statistics.

<sup>5</sup> The statistical scope includes self-operated factories (Shanghai Qingpu Factory and the central factory at Majinpu Subdistrict, Kunming) and office (Kunming office).

Environmental Performance					
ESG indicator	Unit	Performance in 2025	Performance in 2024	Performance in 2023	
Wastewater <sup>5</sup>	Five-day biochemical oxygen demand (BOD <sub>5</sub> ) discharged	t	0.726	0.613	0.245
	Suspended solids discharged	t	0.612	0.334	0.249
	Animal and vegetable oils discharged	t	0.0057	0.0002	0.001
Exhaust gas <sup>6</sup>	Total exhaust gas emissions	t	3.355	2.212	0.07
	Particulates	t	0.61	0.20	0.07
	Total VOCs	t	2.65	1.95	/
	Nitrogen oxides (NO <sub>x</sub> )	t	0.10	0.07	/
Energy <sup>7,8</sup>	Purchased electricity consumption	MWh	23,510.18	19,300.95	8,786.79
	Self-generated solar energy	MWh	1,590.10	888.00	/
	Natural gas consumption	10,000 m <sup>3</sup>	86.51	65.08	13.21
	Gasoline consumption	t	0.00	2.50	0.60
	Diesel consumption	t	5.00	6.66	43.90
	Liquefied petroleum gas consumption	t	0.19	0.16	0.14
	Comprehensive energy consumption	tce	4,243.05	3,360.45	1,320.67
	Direct energy consumption	tce	1,353.65	988.36	240.77
	Indirect energy consumption	tce	2,889.40	2,372.09	1,079.90
	Comprehensive energy consumption density	tce /CNY 1 million revenue	0.79	0.59	0.24
Water resources <sup>9</sup>	Total water consumption	m <sup>3</sup>	146,581.57	126,834.75	72,055.69
	Operational water consumption density	1,000 m <sup>3</sup> /CNY 1 million revenue	0.027	0.022	0.013
Materials <sup>10</sup>	Office paper usage	kg	21,400.38	51,856.12	16,702.21

<sup>5</sup> The statistical scope includes self-operated factories (Shanghai Qingpu Factory and the central factory at Majinpu Subdistrict, Kunming) and office (Kunming office).

<sup>6</sup> The statistical scope includes self-operated factories (Shanghai Qingpu Factory and the central factory at Majinpu Subdistrict, Kunming) and office (Kunming office). In 2025, data on total waste generated and nitrogen oxides (NO<sub>x</sub>) were newly disclosed.

<sup>7</sup> The statistical scope includes self-operated factories (Shanghai Qingpu Factory and the central factory at Majinpu Subdistrict, Kunming), self-operated warehouses (Kunming, Wuhan, and Huzhou warehouses), offices (Kunming, Shanghai, and Hangzhou offices), and certain store formats (medical aesthetics centers and counters), covering product manufacturing, transportation, and retail stages.

<sup>8</sup> Calculated in accordance with the *General Principles for Comprehensive Energy Consumption Calculation* (GB/T 2589-2020).

<sup>9</sup> The statistical scope includes self-operated factories (Shanghai Qingpu Factory and the central factory at Majinpu Subdistrict, Kunming), self-operated warehouses (Kunming, Wuhan, and Huzhou warehouses), office (Kunming office), and certain store formats (medical aesthetics centers).

<sup>10</sup> The statistical scope includes self-operated factories (Shanghai Qingpu Factory and the central factory at Majinpu Subdistrict, Kunming), self-operated warehouses (Kunming, Wuhan, and Huzhou warehouses), offices (Kunming, Shanghai, and Hangzhou offices), and certain store formats (medical aesthetics centers).

Environmental Performance					
ESG indicator	Unit	Performance in 2025	Performance in 2024	Performance in 2023	
Waste <sup>11</sup>	Total non-hazardous waste generated	t	846.24	2,442.87	1,337.62
	Non-hazardous waste intensity	t/CNY 1 million revenue	0.16	0.43	0.24
	Kitchen waste <sup>12</sup>	t	90.16	48.18	20.08
	Office household waste	t	756.08	2,394.69	1,317.54
	Total hazardous waste generated	kg	110,342.02	75,285.60	115,089.24
	Hazardous waste intensity	kg/CNY 1 million revenue	20.59	13.13	20.84
	Total amount of medical waste	kg	1,541.20	1,082.00	60.00
	Waste printer toner/ink cartridges	kg	171.90	318.44	593.84
	Waste batteries	kg	52.47	148.16	7.38
	Other hazardous waste: Contaminants (900-041-49)	kg	59,181.89	48,090.00	52,234.10
	Other hazardous waste: Waste pharmaceuticals (900-002-03)	kg	9,252.02	9,430.00	60,663.32
	Other hazardous waste: Spent acid (900-349-34)	kg	680.23	890.00	340.16
	Other hazardous waste: Spent alkali (900-349-35)	kg	86.22	250.00	375.30
	Other hazardous waste: Waste organic solvents (900-402-06)	kg	1,088.09	410.00	815.14
	Other hazardous waste - Used activated carbon HW49 (900-039-49)	kg	621.00	377.00	/
Other hazardous waste - Used culture medium liquid HW49 (900-047-49)	kg	891.00	540.00	/	
Other hazardous waste - Used culture medium HW49 (900-047-49)	kg	3,784.00	2,500.00	/	
Other hazardous waste - Organic waste liquid HW49 (900-041-49)	kg	533.00	250.00	/	
Other hazardous waste - Inorganic waste liquid HW49 (900-041-49)	kg	367.00	140.00	/	

<sup>11</sup> The statistical scope includes self-operated factories (Shanghai Qingpu Factory and the central factory at Majinpu Subdistrict, Kunming), self-operated warehouses (Kunming, Wuhan, and Huzhou warehouses), offices (Kunming, Shanghai, and Hangzhou offices), and certain retail formats (medical aesthetics centers). In 2025, data on total non-hazardous waste generated and related intensity, as well as total hazardous waste generated and related intensity, were newly disclosed.

<sup>12</sup> This indicator increased significantly year on year, primarily due to the addition of a canteen at Huzhou Warehouse in 2025.

Environmental Performance					
ESG indicator	Unit	Performance in 2025	Performance in 2024	Performance in 2023	
Waste <sup>11</sup>	Other hazardous waste - Used engine oil HW08 (900-249-08)	kg	139.00	430.00	/
	Other hazardous waste - Used acid liquid HW34 (900-300-34)	kg	621.00	140.00	/
	Other hazardous waste - Sludge 6-99	kg	1,282.00	1,170.00	/
	Other hazardous waste - Used composite material 8-99	kg	28,850.00	8,610.00	/
	Other hazardous waste - Used packaging materials 8-99	kg	1,200.00	510.00	/

Social Performance					
ESG indicator	Unit	Performance in 2025	Performance in 2024	Performance in 2023	
Training and education	Total hours of employee training offered	hour	356,888.00	364,188.00	78,811.92
	Total training hours for male employees	hour	82,182.10	85,431.36	19,110.85
	Total training hours for female employees	hour	274,705.90	278,756.64	59,701.07
	Total training hours for ordinary employees	hour	307,858.34	326,259.42	75,485.53
	Total training hours for managers	hour	49,029.66	37,928.58	3,326.39
Governance structure and employee diversity	Number of male directors	person	6	6	7
	Number of female directors	person	3	3	2
	Number of senior management employees	person	9	8	(Disclosure standard update)
	Number of male senior management employees	person	8	7	/
	Number of female senior management employee	person	1	1	/
	Number of employees in management positions	person	491	412	(Disclosure standard update)
	Number of male employees in management positions	person	216	192	/
	Number of female employees in management positions	person	275	220	/
	Total number of employees	person	3,574	3,956	3,852
	Number of male employees	person	823	928	925
Number of female employees	person	2,751	3,028	2,927	
Number of employees aged 29 and below	person	1,321	1,674	1,665	

Social Performance					
ESG indicator	Unit	Performance in 2025	Performance in 2024	Performance in 2023	
Governance structure and employee diversity	Number of employees aged 30 to 40	person	1,740	1,805	1,783
	Number of employees aged 41 and above	person	513	477	404
	Number of production employees	person	404	398	348
	Number of marketing employees	person	2,377	2,702	2,601
	Number of R&D employees	person	413	435	498
	Number of administrative employees	person	380	421	405
	Number of employees from Chinese Mainland	person	3,548	3,912	3,851
	Number of employees in Hong Kong, Macao, Taiwan, and overseas regions	person	26	44	1
	Number of ethnic minority employees	person	313	357	354
	Number of employees with disabilities	person	18	19	18
	Total number of new hires this year	person	1,358	1,678	/
	Number of male new hires this year	person	247	339	/
	Number of female new hires this year	person	1,111	1,339	/
	Number of new hires aged 29 and below this year	person	786	1,011	/
	Number of new hires aged 30 to 40 this year	person	465	573	/
Number of new hires aged 41 and above this year	person	107	94	/	
Occupational health and safety	Number of employees who died on the job	person	0	0	0
	Total annual days lost due to work-related injuries	day	106	92	19
Supply chain	Number of direct suppliers	supplier	145	160	/
	Number of suppliers meeting the Company's environmental impact assessment criteria	supplier	80	71	/
	Number of suppliers meeting the Company's social impact assessment criteria	supplier	118	117	/
R&D	Number of key/important/strategic suppliers	supplier	32	36	/
	Cumulative trademark rights obtained	item	1,356	1,164	1,049
	Cumulative patents obtained	item	350	281	193
	Cumulative copyrights obtained	item	90	77	59

Social Performance					
ESG indicator	Unit	Performance in 2025	Performance in 2024	Performance in 2023	
Public welfare	Number of people involved in volunteer activities (total)	person	77	67	61
	Total volunteer service hours	hour	2,858	2,482	2,984
	Total amount of charitable donations	CNY 10,000	1,367.80	2,132.14	1,673.03
Product quality	First-time inspection pass rate for raw materials	%	99.00	98.96	98.90
	First-time inspection pass rate for packaging materials	%	98.83	98.78	97.30
	First-time inspection pass rate for semi-finished products	%	99.87	99.98	99.90
	First-time inspection pass rate for finished products	%	100	99.91	99.60
	Product customer complaint quality defect rate (PPM)	/	2.8	4.8	2.4
	Logistics error rate	%	0.007	0.001	0.011
	Finished product release pass rate	%	100	100	/
	Product launch report accuracy rate	%	100	100	/
	Defective batch rate	%	0.17	0.40	/
	Employee turnover rate	%	29.05	26.35	24.09
Employee turnover rate	Male employee turnover rate	%	29.05	26.35	24.09
	Female employee turnover rate	%	30.33	29.02	27.71
	Employee turnover rate for those aged 29 and below	%	39.49	32.83	36.11
	Employee turnover rate for those aged 30 to 40	%	27.53	25.96	20.53
	Employee turnover rate for those aged 41 and above	%	25.00	19.97	23.23
	Employee turnover rate in China	%	29.13	27.46	/

Governance Performance					
ESG indicator	Unit	Performance in 2025	Performance in 2024	Performance in 2023	
Anti-corruption	Number of corruption-related lawsuits filed against issuers or employees and concluded during the reporting period	case	0	0	0
	Amount of compensation for corruption-related lawsuits filed against issuers or employees and concluded during the reporting period	CNY	0	0	0
	Number of internal corruption reports received	case	1	0	0
	Number of internal corruption incidents	case	2	0	0
	Number of special internal audits conducted (within the Company)	time	7	10	2
	Percentage of full-time employees receiving anti-corruption training	%	100	100	100

### Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Reporting (For Trial Implementation) Index Table

Dimension	No.	Topic	Clause	Location in this Report	
Environmental	1	Climate response	Articles 21-28	Ecological Recycling: Preserving the Beauty of Nature	
	2	Pollutant discharge	Article 30	Ecological Recycling: Preserving the Beauty of Nature	
	3	Waste disposal	Article 31	Ecological Recycling: Preserving the Beauty of Nature	
	4	Ecosystem and biodiversity protection	Article 32	Ecological Recycling: Preserving the Beauty of Nature	
	5	Environmental compliance management	Article 33	Ecological Recycling: Preserving the Beauty of Nature	
	6	Energy utilization	Article 35	Ecological Recycling: Preserving the Beauty of Nature	
	7	Water resources utilization	Article 36	Ecological Recycling: Preserving the Beauty of Nature	
	8	Circular economy	Article 37	Ecological Recycling: Preserving the Beauty of Nature	
Community	9	Rural revitalization	Article 39	Gratitude and Goodness: Boosting a Culture of Health and Goodwill	
	10	Social contributions	Article 40	Gratitude and Goodness: Boosting a Culture of Health and Goodwill	
	11	Innovation	Article 42	Driven by Technological Innovation: Building a Health Ecosystem	
	12	Ethics of science and technology	Article 43	Driven by Technological Innovation: Building a Health Ecosystem	
	13	Supply chain security	Article 45	Upholding Integrity: Consolidate a Stable Governance Base	
	14	Equal treatment of SMEs	Article 46	Upholding Integrity: Consolidate a Stable Governance Base	
	15	Product and service safety and quality	Article 47	Driven by Technological Innovation: Building a Health Ecosystem	
	16	Data security and customer privacy	Article 48	Upholding Integrity: Consolidate a Stable Governance Base	
	17	Employees	Article 50	Inclusion and Harmony: Advancing Together	
	18	Due diligence	Article 52	Upholding Integrity: Consolidate a Stable Governance Base	
	Sustainability-related governance	19	Stakeholder engagement	Article 53	Upholding Integrity: Consolidate a Stable Governance Base
		20	Anti-commercial bribery and anti-corruption	Article 55	Upholding Integrity: Consolidate a Stable Governance Base
		21	Anti-unfair competition	Article 56	Upholding Integrity: Consolidate a Stable Governance Base

## GRI Standards Index Table

<b>Instructions</b>	<b>Botanee reported the information referenced in this GRI Content Index from January 1, 2025 through December 31, 2025 by reference to the GRI Standards.</b>
<b>GRI 1</b>	GRI 1: Foundation 2021

Index	Disclosures	Location in this Report
GRI 3: Material Topics	3-1 Process to determine material topics	Upholding Integrity: Consolidate a Stable Governance Base
	3-2 List of material topics	Upholding Integrity: Consolidate a Stable Governance Base
	3-3 Management of material topics	Upholding Integrity: Consolidate a Stable Governance Base
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	Not applicable
	201-2 Financial implications and other risks and opportunities due to climate change	Ecological Recycling: Preserving the Beauty of Nature
	201-3 Defined benefit plan obligations and other retirement plans	Inclusion and Harmony: Advancing Together
	201-4 Financial assistance received from government	Not applicable
GRI 202: Market Presence	202-1 Ratio of entry-level wage to local minimum-wage by gender	Inclusion and Harmony: Advancing Together
	202-2 Proportion of senior management hired from the local community	Inclusion and Harmony: Advancing Together
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Ecological Recycling: Preserving the Beauty of Nature
	203-2 Significant indirect economic impacts	Not applicable
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	Upholding Integrity: Consolidate a Stable Governance Base
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	Upholding Integrity: Consolidate a Stable Governance Base
	205-2 Communication and training about anti-corruption policies and procedures	Upholding Integrity: Consolidate a Stable Governance Base
	205-3 Confirmed incidents of corruption and actions taken	Upholding Integrity: Consolidate a Stable Governance Base
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Upholding Integrity: Consolidate a Stable Governance Base
GRI 207: Tax	207-1 Approach to tax	Upholding Integrity: Consolidate a Stable Governance Base
	207-2 Tax governance, control, and risk management	Upholding Integrity: Consolidate a Stable Governance Base
	207-3 Stakeholder engagement and management of concerns related to tax	Upholding Integrity: Consolidate a Stable Governance Base
	207-4 Country-by-country reporting	Upholding Integrity: Consolidate a Stable Governance Base
GRI 301: Materials	301-1 Materials used by weight or volume	Appendix
	301-2 Recycled input materials used	Ecological Recycling: Preserving the Beauty of Nature
	301-3 Reclaimed products and their packaging materials	Ecological Recycling: Preserving the Beauty of Nature

Index	Disclosures	Location in this Report
GRI 302: Energy	302-1 Energy consumption within the organization	Appendix
	302-2 Energy consumption outside of the organization	Appendix
	302-3 Energy intensity	Appendix
	302-4 Reduction of energy consumption	Ecological Recycling: Preserving the Beauty of Nature
	302-5 Reduction in energy requirements of products and services	Ecological Recycling: Preserving the Beauty of Nature
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	Inclusion and Harmony: Advancing Together
	403-2 Hazard identification, risk assessment, and accident investigation	Inclusion and Harmony: Advancing Together
	403-3 Occupational health services	Inclusion and Harmony: Advancing Together
	403-4 Worker participation, consultation, and communication on occupational health and safety	Inclusion and Harmony: Advancing Together
	403-5 Worker training on occupational health and safety	Inclusion and Harmony: Advancing Together
	403-6 Promotion of worker health	Inclusion and Harmony: Advancing Together
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Inclusion and Harmony: Advancing Together
	403-8 Workers covered by an occupational health and safety management system	Inclusion and Harmony: Advancing Together
	403-9 Work-related injuries	Inclusion and Harmony: Advancing Together
	403-10 Work-related ill health	Inclusion and Harmony: Advancing Together
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Inclusion and Harmony: Advancing Together
	404-2 Programs for upgrading employee skills and transition assistance programs	Inclusion and Harmony: Advancing Together
	404-3 Percentage of employees receiving regular performance and career development reviews	Inclusion and Harmony: Advancing Together
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Inclusion and Harmony: Advancing Together
	405-2 Ratio of basic salary and remuneration of women to men	Inclusion and Harmony: Advancing Together
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Inclusion and Harmony: Advancing Together
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Inclusion and Harmony: Advancing Together
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	Inclusion and Harmony: Advancing Together
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Inclusion and Harmony: Advancing Together

Index	Disclosures	Location in this Report
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	Not applicable
GRI 411: Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Gratitude and Goodness: Boosting a Culture of Health and Goodwill
	413-2 Operations with significant actual and potential negative impacts on local communities	Not applicable
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Upholding Integrity: Consolidate a Stable Governance Base
	414-2 Negative social impacts in the supply chain and actions taken	Upholding Integrity: Consolidate a Stable Governance Base
GRI 415: Public Policy	415-1 Political contributions	Not applicable
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	Driven by Technological Innovation: Building a Health Ecosystem
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Driven by Technological Innovation: Building a Health Ecosystem
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	Driven by Technological Innovation: Building a Health Ecosystem
	417-2 Incidents of non-compliance concerning product and service information and labeling	Driven by Technological Innovation: Building a Health Ecosystem
	417-3 Incidents of non-compliance concerning marketing communications	Driven by Technological Innovation: Building a Health Ecosystem
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Upholding Integrity: Consolidate a Stable Governance Base

## Reader Feedback

Dear reader,

Thank you for reading this report. We sincerely look forward to your valuable comments and suggestions so as to improve our sustainability management. Please answer the following questions and give us feedback via:

Email: ir@winona.cn

Correspondence: No. 53 Keyi Road, Kunming High-tech Industrial Development Zone, Kunming, Yunnan Province, China



Please feel free to scan the code and fill in your feedback

1. What is your overall assessment of this report?

Good     Average     Poor

2. How would you rate the clarity, accuracy, and completeness of information and data disclosure in this report?

Good     Average     Poor

3. How would you rate this report in reflecting the Company's significant impact on economy, society and environment?

Good     Average     Poor

4. How well do you think the Company has done in safeguarding stakeholder interests?

Good     Average     Poor

5. Your comments and suggestions on our sustainability management:

Please provide your personal information if you are willing to:

**Name:** \_\_\_\_\_ **Occupation:** \_\_\_\_\_ **Employer:** \_\_\_\_\_

**Zip code:** \_\_\_\_\_ **Email:** \_\_\_\_\_ **Telephone:** \_\_\_\_\_

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