



ONE LOVE, ONE LIFETIME

# 2025

## Environmental, Social and Governance Report

DR Corporation Limited



To be a Global Leader in True Love Culture

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# About This Report

This report is the fourth Environmental, Social and Governance/Sustainability Report released by DR Corporation Limited. It adheres to the principles of materiality, quantification, balance, and consistency in its preparation, focusing on presenting the Company's core concepts, key progress, practical achievements, and future plans in the environmental, social, and governance fields.

## Basis of Compilation

During the compilation of this report, the following standards and frameworks were primarily adhered to in order to ensure the compliance, professionalism, and transparency of information disclosure, and to effectively respond to the concerns of all stakeholders:

- *Shenzhen Stock Exchange Listed Company Self-Regulatory Guideline No. 17 – Sustainability Report (Trial)*
- *Shenzhen Stock Exchange GEM Listed Company Self-Regulatory Guide No. 3 – Sustainability Report Preparation*
- Global Sustainability Standards Board (GSSB) *Sustainability Reporting Standards (GRI Standards)*
- United Nations 2030 Sustainable Development Goals (SDGs)

## Report Scope and Boundaries

The time scope of this report is from January 1, 2025 to December 31, 2025. Any inconsistencies will be explained in the specific content. The coverage scope of performance indicators in this report includes the Company's core and important business units, namely offices and 345 self-operated retail stores in Chinese mainland, Hong Kong of China and France. Unless specially marked, the policies, statements and relevant contents covered in this report are bounded by the actual business of DR Corporation Limited, consistent with the scope of the annual report issued by DR Corporation Limited. Unless otherwise specified, all amounts listed in this report are in RMB.

## Title Explanation

For ease of expression and reading, "DRCO", "the Company" and "we" in this report refer to DR Corporation Limited. "DR" and "DR Diamond Ring" refer to the jewelry brand owned by DR Corporation Limited.

Unless otherwise specified, the terms used in this report have the same meanings as those defined in the Company's *2025 Annual Report*.

## Source of Information and Reliability Statement

The information cited in this report is derived from DR Corporation Limited and has been reviewed, confirmed and approved for release by the board of directors. The board of directors is responsible for the authenticity, accuracy and completeness of the report content.

## Report Language

Both Chinese and English versions of this report are published simultaneously. The English version is a translation of the Chinese version. In case of any discrepancies between the English version and the Chinese version, the Chinese version shall prevail.

## Accessing and Responding to This Report

The electronic version of this report can be viewed and downloaded on CNINFO ([www.cninfo.com.cn](http://www.cninfo.com.cn)), the designated information disclosure website of the Shenzhen Stock Exchange, or the Company's official website ([www.darryringgroup.com](http://www.darryringgroup.com)). For any questions or comments on this report, please contact us via email at [ir@darryring.com](mailto:ir@darryring.com) or by telephone at 0755-86664586.

# Statement from the Management

As time flows, love remains eternal. "ONE LOVE, ONE LIFETIME" has always been the most precious brand essence of DRCO. Faced with an ever-changing market landscape, we continue to strengthen our brand's cultural foundation and enhance our differentiated core competitiveness, striving to build DR into a new luxury lifestyle brand based on the true love value system.

In 2025, the Company continued to deepen the global expression of true love culture. Throughout the year, we assisted in hosting over 15,000 confession ceremonies, witnessing countless touching moments. We held a Chinese cultural experience event at the Louvre in Paris, integrating Eastern emotional wisdom into the global context. We launched a proposal challenge to global consumers, embedding the value of "one lifetime, one true love" into public emotional exchanges. We officially initiated the "Global True Love Landmark Project", with the first stop at Changbai Mountain creating immersive scenes that turn our brand promise into tangible romantic reality. During the 520 festival, the "True Love Charity Event" in multiple cities across the country used gold as a medium to honor every sincerely nurtured love story. We have always remained true to our brand's original aspiration, continuing and spreading the concept of true love, accompanying every couple with warm service as they capture the important moments of their lives.

In 2025, the Company continuously pursued process innovation and product iteration, safeguarding emotional promises with craftsmanship. The piano master ring shank technique received professional certification from the Shenzhen Ergonomics Application Association and has been applied to over 80% of ring products. The hidden suspension setting technology achieved a unique "floating" visual breakthrough in the YOU&ME collection. We partnered with IGI to jointly launch the industry's first certificate for black diamond characteristics and color grading. We integrated global craftsmanship from Japan, Germany, Italy, France, and China, transforming the essence of global jewelry art into a design language that blends modern aesthetics with brand identity. We strategically expanded into high-end wedding gold, further perfecting the product matrix for the entire lifecycle of love. No matter how technology innovates and evolves, we always adhere to the brand's core values, using technical refinement to make every piece of jewelry a token worthy of a lifetime's commitment.

In 2025, the Company remained committed to a responsible supply chain philosophy, building a standardized, transparent, collaborative, and mutually beneficial ecosystem. We focused on end-to-end quality control and technological empowerment, applying uniform quality and craftsmanship standards across the entire chain from

raw materials to finished products. We embedded business ethics, labor rights, and environmental compliance requirements into the full lifecycle management of suppliers, implementing comprehensive access and dynamic assessment mechanisms. We strengthened milestone notifications and tiered risk alert mechanisms, driving the transformation of supply chain management from a reactive, post-event approach to a proactive, preemptive, and collaborative model. No matter how complex and dynamic the supply chain may be, we always uphold responsible standards, safeguarding every transmission of trust with integrity and transparency.

In 2025, the Company continued to deepen its green and low-carbon development strategy, fully integrating ecological and environmental concepts into store construction, headquarters operations, and internal governance. We strictly select low-pollution, low-energy environmental building materials, continuously optimize construction plans and finishing techniques, and actively promote standardized, lightweight, rapidly deployable green store models. This effectively reduces resource waste and carbon emissions during construction, embedding sustainable development into the brand's long-term philosophy and fulfilling ecological and environmental responsibilities alongside steady business operations.

Looking ahead, DRCO will always remain true to its corporate mission of "helping more people express true love and accompanying them toward lasting happiness," and anchor its grand vision of "becoming the global leader in true love culture." We will craft our products with dedication, deliver warmth through service, fulfill responsibilities with action, and drive long-term growth through sustainable development. With love as our original aspiration and responsibility as our wings, we will continue to bring true love culture across mountains and seas to the world, ensuring that every sincere promise is gently witnessed and forever cherished.

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**Management of DRCO**

April 2026

# About DR Corporation Limited

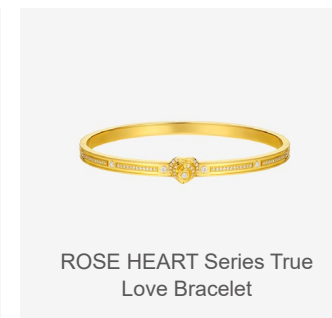
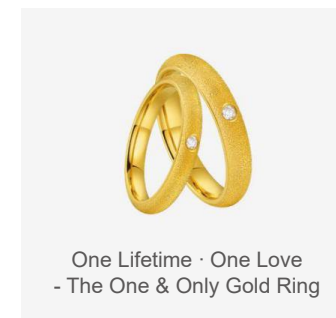
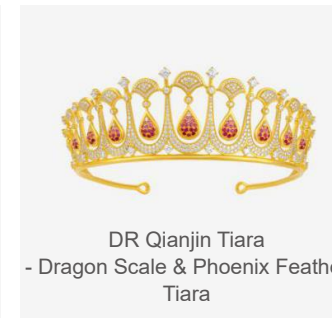
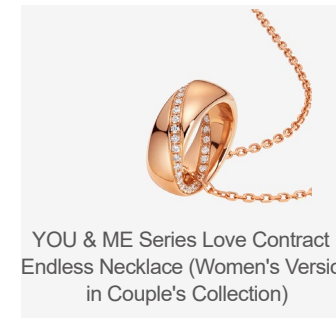
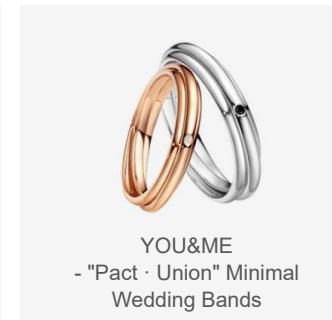
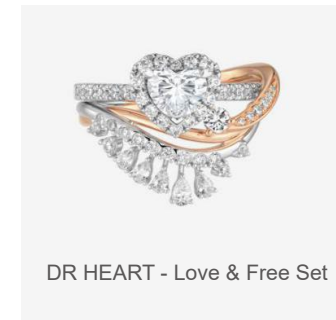
## Main Business of DRCO

DRCO is a globalized, listed enterprise focused on high-end diamond rings and jewelry. It is primarily engaged in brand management, customized sales, and R&D and design of jewelry products. Since its establishment, the Company has consistently upheld the corporate mission of "helping more people express love, making love last forever," and has focused on core scenarios such as proposals, weddings, and anniversaries. It provides global consumers with high-quality jewelry products and distinctive true love cultural experience services, striving to become a leading global brand representing a true love lifestyle.

The Company's brand, DR Diamond Ring, operates a globally integrated DTC (Direct-to-Consumer) retail network combining online and offline channels. Its business covers nearly 200 cities across Paris in France, Hong Kong SAR, and the Chinese Mainland. As of the end of the Reporting Period, DR Diamond Ring operated 345 self-operated True Love Experience Stores worldwide, widely recognized and favored by young consumers globally. With its differentiated brand positioning, professional product design, and distinctive service experience, DR Diamond Ring has grown into a leading brand in the global engagement ring market. It has been selected for multiple consecutive years into the "Top 500 Asian Brands" issued by the World Brand Lab, and has received internationally recognized honors including the JNA Awards "Brand of the Year" and the HKCT "Best International Engagement Ring Brand of the Year" in Hong Kong.

## Product Portfolio of DRCO

The Company has built a comprehensive product portfolio covering the three core scenarios of proposals, weddings, and anniversaries, based on the full lifecycle of love. Its current main products include engagement rings, wedding bands, anniversary gifts, and bridal gold collections. Looking ahead, DRCO will remain committed to serving the emotional aspirations of global consumers seeking to commemorate cherished moments and celebrate a beautiful life. With a unique aesthetic perspective and high-standard craftsmanship, it will create high-quality jewelry products, continuously improve its product ecosystem, and accompany users through every precious moment in their lives.



## Culture and Values

### Our Mission

Helping more people express love, making love last forever

### Our Vision

Being the global leader in true love culture

### Our Culture

True Love Belief, Customer-Centric Approach, Innovation and Adaptability, Collaboration for Win-Win, Keeping Commitments

Driven by customer needs, willing to go beyond job boundaries, take initiative in supporting the team, always take the extra step, have a sense of ownership and accountability, and consistently deliver results that exceed expectations to both internal and external customers.

Actively promote the belief in true love and share its stories. Believe in love, maintain a positive mindset and outlook on relationships, face and resolve challenges in love proactively, and stay true to your original intention.

Focus on the task at hand, communicate clearly and effectively, and value every colleague's contribution. During cross-functional collaboration, practice empathy and understand others' needs, support one another during critical moments, and work together to achieve strategic goals with trust and unity.

Be results-oriented and mission-driven. Rigorously uphold project milestones, mobilize all available resources, explore every viable option, proactively overcome difficulties, make swift decisions, and go all out to achieve success.

Be eager to learn, stay curious, actively seek multiple solutions at work, and strive for continuous improvement in professional skills. Embrace others' innovative ideas and constantly experiment with new methods to achieve better outcomes, while setting higher standards for yourself.



# Our 2025

## Key Performance Indicators



### Fulfill · Responsible Sourcing & Services

Local supplier ratio

77%

Number of new suppliers audited for CSR

164

Signing rate of integrity agreements with long-term stable and key suppliers

99%



### Promote · Employee Development & Care

Proportion of women in all management positions

64.21%

Total training hours for all employees

245,202.73

Number of employees in need assisted

17



### Lead · Witness & Convey True Love

Cumulative number of customers served

2,077,000

Helped and served couples throughout the year to express their love, exceeding

170,000 pairs

Annual customer satisfaction

99%



### Advocate · Low-Carbon & Green Development

Greenhouse gas emission reduction

627.52 tCO<sub>2</sub>e

Total recycled water volume

207.36 tons

Weight of raw materials saved (including various plates, metals, glass, etc.) through reuse of store counters

23.97 tons



### Practice · Craftsmanship Innovation & Inheritance

Cumulative intellectual property rights held

1,199

Intellectual property rights obtained in the year

238

Total R&D investment amounted to RMB

14.7173 million

## Awards and Honors

<p><b>July 2025</b></p> <p>2025 ESG Model Enterprise Award</p> <p>Shuyang Network</p>	<p><b>September 2025</b></p> <p>2025 China Listed Companies Yinghua Award · A-share ESG Demonstration Case</p> <p>China Fund News</p>	<p><b>October 2025</b></p> <p>Pioneer Enterprise Award for Corporate Governance (G)</p> <p>Caixin Media</p>	<p><b>November 2025</b></p> <p>GuoXin Cup · ESG Rising Star Top 20 Golden Bull Award</p> <p>China Securities Journal</p>
<b>December 2025</b>			
<p>2025 Securities Times "Top 100 Value Selection · Best Board Secretary"</p> <p>Securities Times</p>	<p>2025 Best Board of Directors Award for Listed Companies</p> <p>National Business Daily</p>	<p>2025 Sustainable Brand Model "Enterprise Compliance Award"</p> <p>SynTao Green Finance</p>	<p>Golden Quality Award · ESG Award</p> <p>Shanghai Securities News</p>
<p>2025 Listed Companies ESG Value Communication Award</p> <p>Yidong / Value Online</p>	<p>2025 Outstanding ESG Practitioner of Listed Companies</p> <p>21st Century Business Herald</p>	<p>2025 Top 50 Good Companies "Industry Leading Award"</p> <p>Jiemian</p>	<p>Best ESG Information Disclosure Award</p> <p>Caixin Media</p>
<p>2025 Excellent Enterprise ESG Practice Case "Corporate Governance Pioneer Award"</p> <p>Guangzhou Daily</p>	<p>CLS 2025 Capital Market Most Valuable and Influential Ranking "Most Valuable Brand Award"</p> <p>CLS</p>	<p>Excellent IR "Excellent Capital Market Communication Award" &amp; "Excellent Value Creation Award"</p> <p>RoadShow China</p>	

## ESG Ratings



**MORNINGSTAR**

Morningstar Sustainalytics Rating: 17.7 points (Low Risk)



迪阿股份  
2025评级



Wind ESG Rating: Grade A



上海华证指数信息服务有限公司  
Sino-Securities Index Information Service (Shanghai) Co.Ltd

Huazheng ESG Rating: Grade A



中国国新  
CHINA REFORM HOLDINGS

China Guoxin ESG Rating: Grade A



商道融绿  
SynTao Green Finance

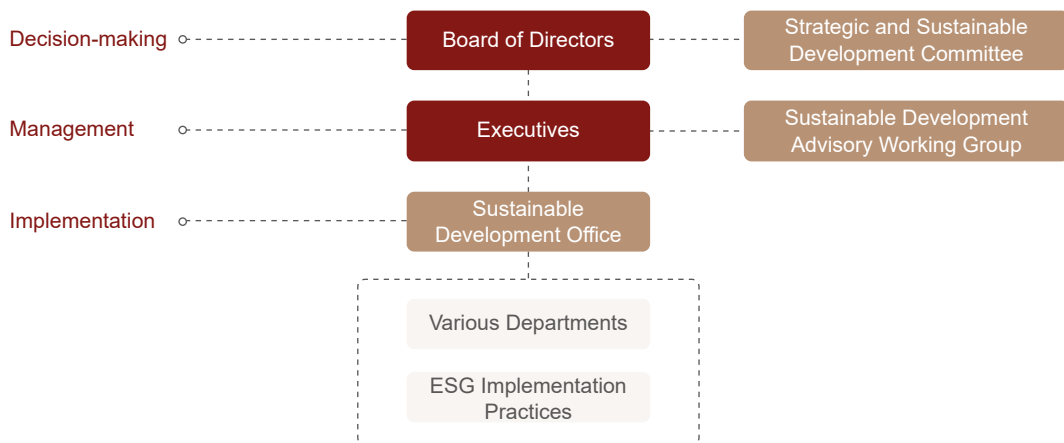
SynTao Green Finance ESG Rating: Grade A-

# ESG Management

## ESG Governance

To systematically promote sustainable development, DR Corporation Limited has formulated and implemented the *Environmental, Social and Governance System*, integrating the ESG philosophy deeply into the Company's strategy and daily operations. This system clarifies the management system, core issues and stakeholder communication mechanism, aiming to continuously enhance the Company's long-term competitiveness through management upgrading and organizational optimization.

The Company has established a three-level ESG governance structure of "Decision-Making Level – Management Level – Implementation Level", ensuring that ESG work runs through the whole process of strategic planning, management execution and business implementation, so as to systematically promote the improvement of ESG performance and actively respond to the expectations of all parties for the Company's development in environment, society and governance.



**ESG Governance Structure of DRCO**

### Board of Directors and Strategic and Sustainability Development Committee

Led by the Chairman of the Board, the responsibilities include:

- Researching and providing recommendations on the company's long-term development strategy and special plans.
- Conducting research on and making recommendations for major investment and financing plans that require board approval as stipulated in the *Company Articles of Association*.
- Studying and making recommendations on major capital operations and asset management projects that require board approval as stipulated in the *Company Articles of Association*.
- Researching and providing recommendations on other significant matters that affect the company's development.
- Reviewing and supervising ESG matters, including strategic planning, goal setting, policy development, execution management, risk assessment, performance evaluation, information disclosure, etc., and reporting to the Board of Directors.
- Monitoring the implementation of the above matters.
- Legal regulations, rules, regulations, regulatory requirements, and other matters authorized by the Board.

### Sustainable Development Advisory Working Group

Composed of senior executives and departmental managers, the responsibilities include:

- Conducting research and analysis on the company's ESG status and providing decision-making support to integrate ESG into the overall strategic planning.
- Mitigating ESG risks and promoting continuous improvement on major ESG issues.
- Establishing an interdepartmental ESG coordination mechanism.
- Developing actionable steps for the ESG strategy and goals and providing requirements to the execution level.
- Reporting regularly to the Committee on the progress of ESG initiatives.

### Sustainability Development Office

Composed of ESG liaison officers from various departments, the responsibilities include:

- Implementing ESG-related tasks on a daily basis and tracking relevant outcomes.
- Collecting ESG-related information and data.

In 2025, the Company promoted the in-depth implementation of ESG practices through a systematic and normalized governance mechanism. By combining senior leadership, thematic seminars and employee-wide empowerment, the Company continuously optimized the ESG management closed loop, ensured close alignment between sustainable development goals and corporate strategy, and enhanced the awareness, responsibilities and execution capabilities of all levels in the ESG field.

- In April 2025**

The Company's Strategy and Sustainable Development Committee convened a meeting to discuss and determine the annual ESG strategic objectives and key tasks, ensuring that sustainable development efforts were closely aligned with the Company's overall strategy and laying a solid foundation for the orderly arrangement of work throughout the year.
- In July 2025**

The Sustainable Development Office organized a communication meeting on ESG project completion reports and management improvement proposals, reviewing the phased progress and deficiencies of ESG work, and analyzing and interpreting the latest trends and cutting-edge knowledge in the ESG field.
- In November 2025**

The Company held an ESG Work Launch and Thematic Training Session, which further clarified the specific responsibilities and collaboration mechanisms of the management team and various functional departments in the ESG management system. Systematic training was conducted on ESG information disclosure standards, internal data submission procedures and other contents, promoting the concept of sustainable development to be embedded in all employees and the entire operation process. This helped relevant departments gain an in-depth understanding of key industry issues, learn from the practical experience of ESG-leading enterprises, and continuously improve the Company's strategic planning and execution efficiency in sustainable development.

We continue to fulfill our responsibilities in sustainable development with a proactive and transparent attitude. In 2025, the Company officially issued the *Biodiversity Conservation Policy*, *Labor Rights Protection Policy*, *Anti-Harassment and Anti-Discrimination System*, and *Board Diversity Policy* on its official website, further clarifying our values and action directions in the field of sustainable development.



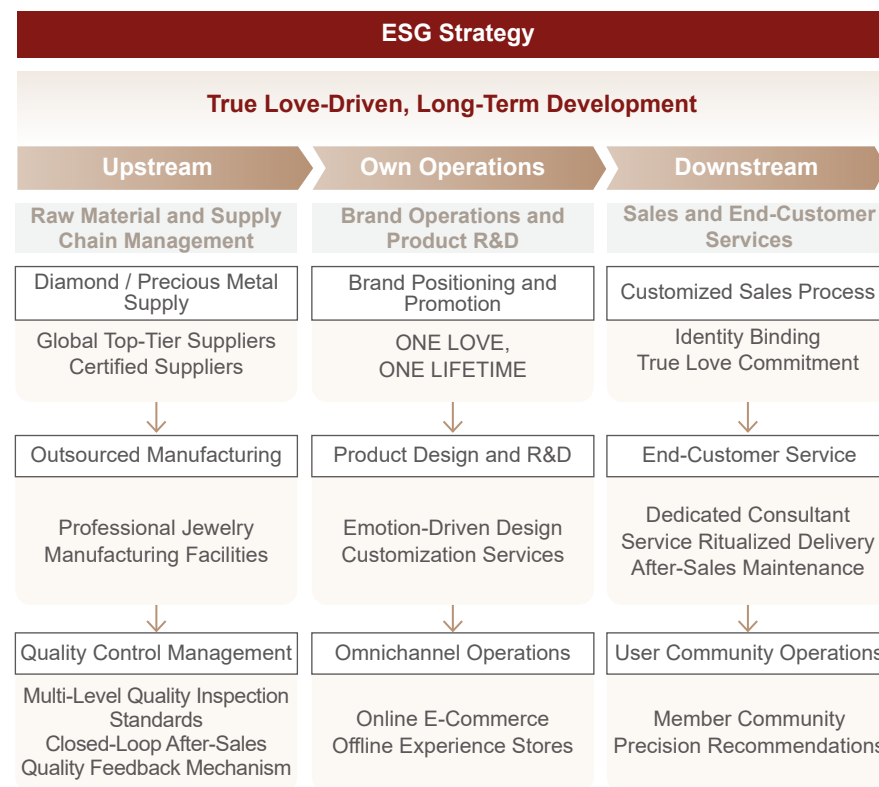
# ESG Strategy

DRCO takes risks and opportunities as the starting point, adheres to the core strategy of "True Love Driven, Long-Term Development", and systematically constructs an ESG strategic system around five major themes. "Fulfill · Responsibility" consolidates the cornerstone of the supply chain with internationally leading standards, "Empower · Employees" safeguards employee value through development and care, "Lead · True Love" protects brand trust with high-quality products and services, "Advocate · Low-Carbon" practices environmentally friendly development and reduces energy consumption, and "Innovate · Craftsmanship" continuously promotes product innovation and differentiated development. The five major themes advance in coordination, comprehensively promoting the implementation and achievement of sustainable development goals.

## Risk and Opportunity Analysis

- Supply Chain Resource Sustainability Risk
- Talent Attraction and Retention Risk
- Brand Reputation and Emotional Commitment Breach Risk
- Circular Economy and Green Product Opportunities
- Product Innovation and Differentiation Opportunities

## Value Chain Analysis



## Five Major Themes

- Fulfill · Responsible Sourcing & Services**  
Adhering to Internationally Leading Supplier Responsibility Standards
- Promote · Employee Development & Care**  
Protecting Employee Rights and Enhancing Employee Value
- Lead · Witness & Convey True Love**  
Providing Customers with High-Quality True Love Products and Services
- Advocate · Low-Carbon & Green Development**  
Reducing Energy Consumption and Carbon Emissions
- Practice · Craftsmanship Innovation & Inheritance**  
Driving Continuous Innovation and Creation in Industry Craftsmanship and Products

## SDGs



External Risks and Opportunities

Our Operations

Our Goals

Our Impact

## ESG Risk Management

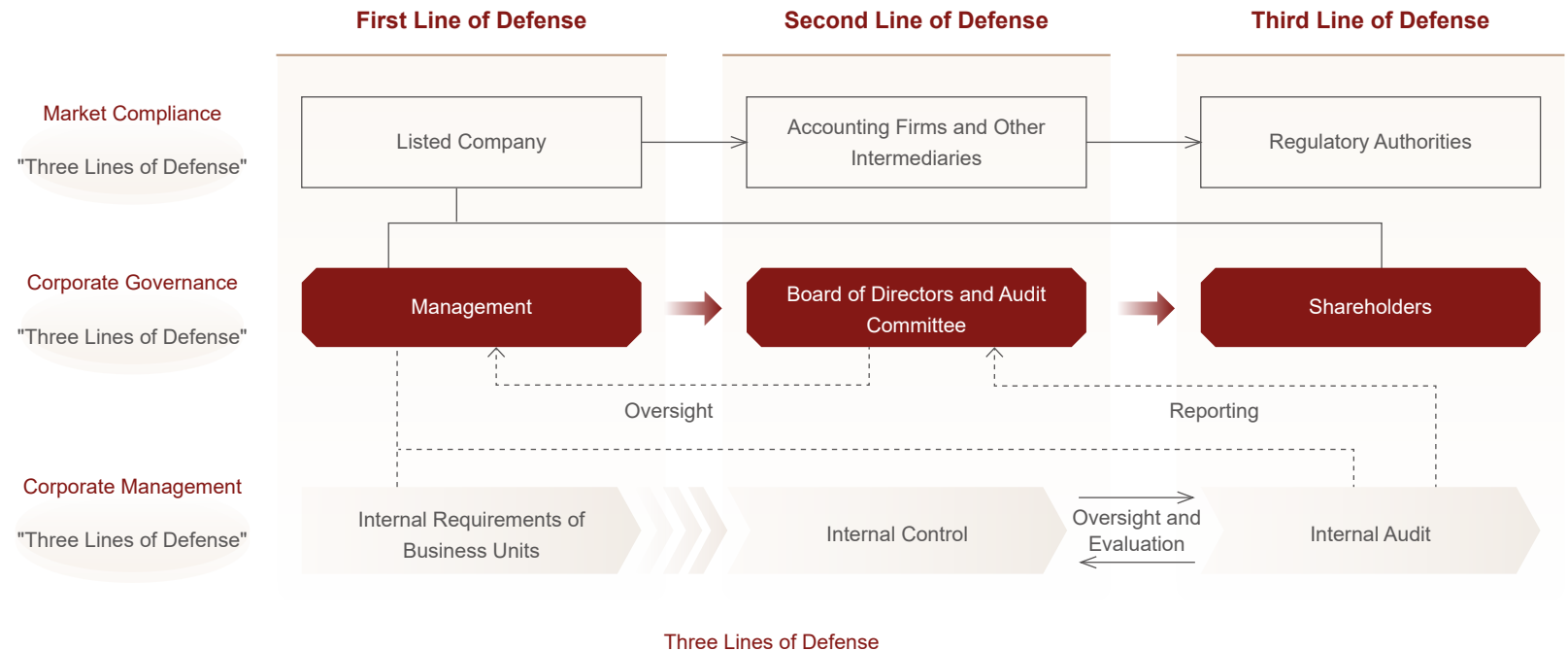
The Company has established a "Three Lines of Defense" model covering three dimensions: market compliance, corporate governance, and company management, assigning responsibilities, managing risks, and ensuring transparency in a progressive manner.

At the market compliance level, the first line of defense consists of the Company itself, fulfilling its primary responsibilities through proactive disclosure and compliant operations. The second line of defense involves third-party intermediaries such as accounting firms, which verify, validate, and issue independent opinions, enhancing the credibility of information disclosure. The third line of defense comprises regulatory bodies such as stock exchanges and securities regulators, which provide external supervision and guidance.

At the corporate governance level, the first line of defense is the Company's management, responsible for daily operational decisions and their implementation. The second line of defense is the Board of Directors and its Audit Committee, taking on responsibilities for strategic oversight, risk assessment, and guidance and accountability over management. The third line of defense is all shareholders, exercising their rights and receiving reports through mechanisms such as shareholders' meetings, thereby fulfilling the ultimate supervisory function.

At the corporate management level, the Company embeds risk management throughout its daily operations:

- The first line of defense consists of business units and functional departments, responsible for providing products and services to customers and conducting risk management.
- The second line of defense consists of internal control, providing professional knowledge, support, oversight, and raising reasonable challenges for risk-related matters.
- The third line of defense consists of internal audit, providing independent and objective assurance and advice on matters related to achieving objectives, and performing internal audits. The Company's risk management system operates efficiently, with proactive risk identification and management efforts in place.



For ESG-related risks, the Company annually conducts a double materiality assessment to systematically identify and assess potential risks under each topic, strictly follows ESG management standards, fully integrates ESG risks into its overall risk management framework, and continuously improves the effectiveness and operational efficiency of the risk management system.









## Indicators and Targets

Five Major Themes	Our Commitment	2025 Highlight Projects and Events
<p>Fulfill Responsible Sourcing &amp; Services</p>	<p>Adhering to internationally leading supplier responsibility standards</p>	<ul style="list-style-type: none"> <li>· Focus on the two core areas of "quality management" and "technical capability" to carry out a supplier-specific training program</li> <li>· Strengthen ESG requirements in the supplier selection process</li> </ul>
<p>Promote Employee Development &amp; Care</p>	<p>Protecting employee rights and enhancing employee value</p>	<ul style="list-style-type: none"> <li>· Publicly release the <i>Anti-Harassment and Anti-Discrimination Policy</i> and the <i>Labor Rights Protection Policy</i></li> <li>· Establish special incentive plans for middle- and back-office departments and store partner incentive plans</li> <li>· Develop high-standard development programs such as the "Huangpu Operations Class" and the "Retail Commanders Program" to advance leadership and professional competence building</li> </ul>
<p>Lead-Witness &amp; Convey True Love</p>	<p>Providing customers with high-quality true love products and services</p>	<ul style="list-style-type: none"> <li>· Assisted in hosting over 15,000 confession ceremonies, and helped more than 170,000 couples express their love throughout the year.</li> <li>· Held a Qixi Festival event at the Louvre in Paris and launched a Proposal Challenge, creating a unique experience for consumers to express and safeguard their love commitments</li> </ul>
<p>Advocate Low-Carbon &amp; Green Development</p>	<p>Reducing energy consumption and carbon emissions</p>	<ul style="list-style-type: none"> <li>· Rigorously selected eco-friendly materials and optimized construction techniques to create green stores</li> <li>· Optimized headquarters office space and implemented a green plant upgrade and renovation project</li> <li>· Publicly released the <i>Biodiversity Conservation Policy</i></li> </ul>
<p>Practice Craftsmanship Innovation &amp; Inheritance</p>	<p>Driving continuous innovation and creation in industry craftsmanship and products</p>	<ul style="list-style-type: none"> <li>· Innovative piano master shank craftsmanship, designed for a more comfortable wearing experience.</li> <li>· Concealed suspension setting technology creates a "floating without setting" visual effect.</li> <li>· In collaboration with IGI, jointly launched the industry's first appraisal certificate for black diamond characteristics and color grading.</li> <li>· International sourcing with craftsmanship from five countries integrates the essence of global jewelry art, serving higher-level aesthetic and quality standards.</li> </ul>

# Double Materiality Analysis

## Stakeholder Engagement

DRCO not only focuses on risks and opportunities within its own operations, but also on the impacts its business activities have on the economy, society, and the environment. By systematically identifying and continuously addressing the core concerns and development expectations of its stakeholders, the Company fully integrates internal and external feedback into its operational and decision-making processes, striving to achieve coordinated development and shared growth.

	 Shareholders and Investors	 Regulatory Authorities	 Customers	 Employees	 Partners	 Community Partners
Stakeholder Representatives	<ul style="list-style-type: none"> <li>Investors</li> <li>Securities Analysts</li> </ul>	<ul style="list-style-type: none"> <li>Government bodies and competent authorities at all levels</li> <li>Shenzhen Stock Exchange</li> <li>China Securities Regulatory Commission</li> </ul>	<ul style="list-style-type: none"> <li>Domestic and international consumers</li> </ul>	<ul style="list-style-type: none"> <li>Full-time employees</li> <li>Part-time employees</li> <li>Interns</li> </ul>	<ul style="list-style-type: none"> <li>Engineering suppliers</li> <li>Administrative and general suppliers</li> <li>Loose diamond or setting processing suppliers</li> <li>Brand service suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Media</li> <li>Industry organizations</li> <li>Social organizations</li> </ul>
Stakeholder Concerns	<ul style="list-style-type: none"> <li>Company business performance</li> <li>Financial performance and ESG planning</li> <li>Corporate governance and risk management</li> <li>Investor communication and interaction</li> </ul>	<ul style="list-style-type: none"> <li>Corporate governance and compliance operations</li> <li>Environmental protection and climate change</li> <li>Protection of rights and interests of stakeholders including customers and employees</li> </ul>	<ul style="list-style-type: none"> <li>Product innovation and design</li> <li>Product quality assurance</li> <li>Customer service guarantee</li> <li>True love culture and values</li> </ul>	<ul style="list-style-type: none"> <li>Legal rights and interests protection</li> <li>Capability building and training</li> <li>Health and safety</li> <li>Transparent and open career development paths</li> <li>Work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>Stable financial performance and payment policies</li> <li>Fair and transparent selection process</li> <li>Fair, just, open, and transparent procurement environment</li> </ul>	<ul style="list-style-type: none"> <li>Good partnership</li> <li>Transparent information communication and sharing</li> <li>Contribution to sustainable community development</li> <li>Joint industry development</li> </ul>
Communication and Engagement Methods	<ul style="list-style-type: none"> <li>Information Disclosure</li> <li>Online/Offline Investor Communication</li> <li>Telephone and Email Communication</li> </ul>	<ul style="list-style-type: none"> <li>Participation in Relevant Meetings</li> <li>Institutional Communication</li> <li>Information Disclosure Review and Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Pre-sales Communication</li> <li>After-sales Service</li> <li>Regular Communication (e.g., customer follow-up calls, etc.)</li> <li>Brand Promotion Activities</li> </ul>	<ul style="list-style-type: none"> <li>Trade Union and Employee Representatives</li> <li>Online Communication Platforms</li> <li>Employee Complaint Hotline</li> <li>Department Interviews and Other Means</li> </ul>	<ul style="list-style-type: none"> <li>Supplier Training</li> <li>Supplier Audit and Communication</li> </ul>	<ul style="list-style-type: none"> <li>Media Activities and Communication Program Collaboration</li> <li>Public Welfare Activities</li> <li>Public Channels such as Company Official Website and WeChat Public Account</li> </ul>

## Materiality Analysis Process


Following the *Self-Regulatory Guideline No. 17 for Listed Companies – Sustainability Report (Trial)* issued by the Shenzhen Stock Exchange, the Company has established a four-step materiality analysis process: "understanding the Company's activities and business context, developing a list of topics, assessing and confirming topic materiality, and reporting on the issues." In 2025, the Company carried out the identification, assessment, confirmation, and reporting of double materiality issues.


### Understanding the Company's Activities and Business Relationship Context

Based on its own operations and the entire business chain, the Company conducts systematic value chain analysis to comprehensively identify and understand key internal and external stakeholders and their core concerns. For the results of the value chain analysis, please refer to the "ESG Strategy" section.

### Developing a List of Issues

In 2025, taking into account regulatory guidance, industry practices, and its own operations, the Company updated its annual ESG issue library, identifying 12 highly focused material issues. This enables a more precise refinement of the topics most critical to the industry, the Company's operations, and its key stakeholders, while avoiding content overlap and enhancing the relevance and effectiveness of topic management.

Dimension	Issue	Topic Definition	Change from Previous Year
 Environmental	Climate Change Response	Systematically reducing greenhouse gas emissions and enhancing the resilience of socio-economic systems to climate risks through mitigation and adaptation measures	Unchanged
	Environmental Resource Management	Practices that efficiently utilize key resources such as energy and water, and strictly control pollutants and waste generated in production and operations	The Company is not a manufacturing enterprise, and its management of natural resources is relatively focused, primarily compliance-oriented. Therefore, "Environmental Compliance Management", "Water Resource Utilization", "Energy Utilization", "Pollutant Discharge", and "Waste Management" have been consolidated into the topic of "Environmental Resource Management"
	Circular Economy	Striving to minimize resource consumption, waste generation, and environmental impact through design, recycling, and reuse	Unchanged
	Biodiversity Conservation	Maintaining the integrity and sustainability of ecosystems, species, and genetic resources through systematic conservation and restoration actions	The Company's operations do not involve ecosystems or nature reserves. To more accurately reflect its actual management boundaries and key responsibilities, the topic of "Ecosystems and Biodiversity Conservation" has been streamlined to "Biodiversity Conservation"

Dimension	Issue	Topic Definition	Change from Previous Year
 Social	Innovation-Driven Development	Gaining core competitive advantages through continuous R&D and technological breakthroughs, and translating innovation outcomes into sustainable business value and development momentum	Unchanged
	Product and Service Safety and Quality	Systematic end-to-end management implemented to ensure that the Company's products and services meet safety standards, quality requirements, and protect customers' legitimate rights and interests	Unchanged
	Data Security and Customer Privacy Protection	Systematic management measures taken to ensure the security, compliance, and privacy of customer data during collection, storage, use, and processing	Unchanged
	Human Capital Development	Continuously enhancing employee capabilities, engagement, and well-being through measures such as rights protection, training and development, occupational health and safety management, and welfare care	To avoid topic overlap and unclear boundaries, "Protection of Employees' Statutory Labor Rights", "Employee Training and Capability Building", "Employee Health and Safety", "Employee Grievance and Communication", and "Employee Compensation and Benefits" have been consolidated into the topic of "Human Capital Development"
	Responsible Sourcing	Assessing and managing supplier performance in areas such as labor rights, environmental protection, and business ethics, to ensure the supply chain meets social responsibility standards	Unchanged
	Social Contribution	Providing community support by organizing public welfare and volunteer activities, and guided by the concept of "true love", promoting social recognition and inheritance of this culture	Unchanged
 Governance	Business Ethics and Compliance	Establishing and enforcing clear ethical guidelines and legal regulations to ensure all business practices adhere to the principles of integrity, fairness, and transparency	To strengthen the systematic development of business ethics, "Anti-Bribery and Anti-Corruption", "Anti-Unfair Competition", and "Due Diligence" have been consolidated into the topic of "Business Ethics and Compliance"
	ESG Governance	Establishing a systematic management structure, institutional processes, and oversight mechanisms to ensure the effective integration of sustainable development strategies into the Company's operations and decision-making	Unchanged

## Assessment and Confirmation of Issue Materiality

### Impact, Risk and Opportunity Analysis

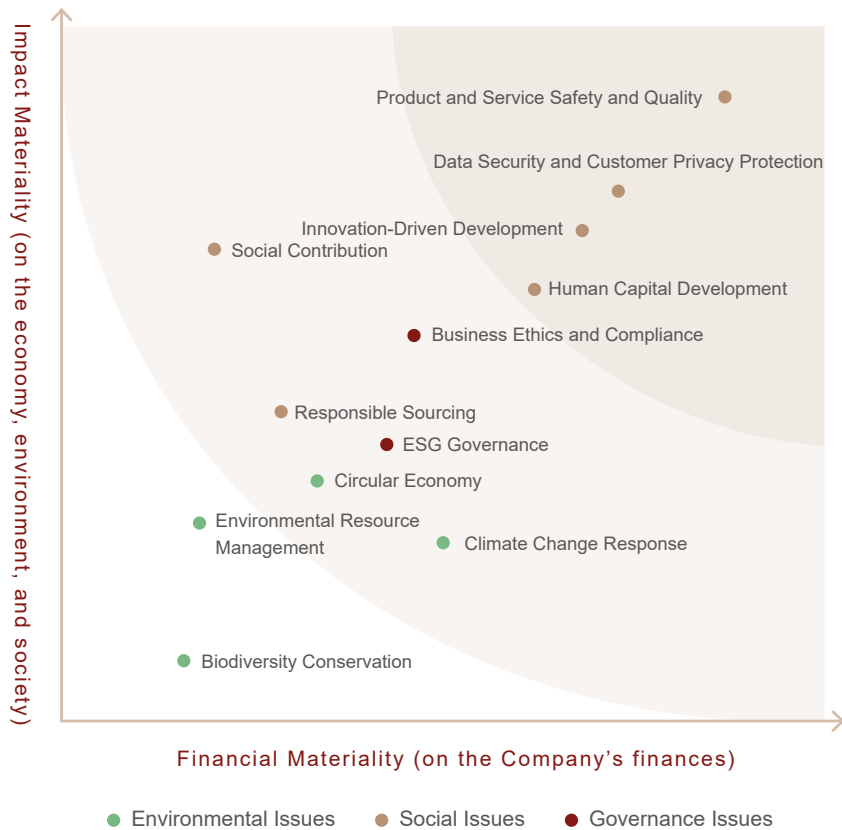
Based on the identified material issues, DRCO further clarifies the core impacts of the 12 topics on the Company's external environment and stakeholders, following the double materiality principle, and systematically analyzes the value chain segments where these impacts occur. The Company evaluates the core risks and opportunities associated with each issue, as well as the nature, magnitude, and likelihood of the corresponding impacts, thereby developing an impact, risk and opportunity register.

No.	Material Issue	Impact Description	Value Chain Impacted	Risks	Opportunities	Disclosure Location
1	Climate Change Response	The Company actively practices the concept of green operations, continuously reducing its operational carbon emissions, and fully integrates green design into product R&D, committing to minimizing the product life-cycle carbon footprint and reducing environmental impact	<ul style="list-style-type: none"> <li>• Upstream Value Chain</li> <li>• Own Operations</li> <li>• Downstream Value Chain</li> </ul>	Extreme weather events such as typhoons and floods are becoming increasingly frequent, which may lead to temporary store closures or damage to retail outlets, thereby resulting in direct losses to the Company's sales performance	Green design and green products help enhance the brand's appeal in the high-end consumer market and build a responsible brand image	Climate Change Response
2	Environmental Resource Management	The Company strictly complies with national and local laws and regulations on environmental protection, adheres to compliant operations, systematically manages and continuously reduces the environmental impact of its business activities	<ul style="list-style-type: none"> <li>• Upstream Value Chain</li> <li>• Own Operations</li> <li>• Downstream Value Chain</li> </ul>	Failure to meet compliance requirements in energy and water usage, as well as pollutant and waste treatment, may result in administrative penalties or financial fines	Fulfilling compliance requirements for environmental resource management helps shape the Company's responsible and sustainable corporate image	Fulfilling Environmental Responsibility
3	Circular Economy	The Company reduces the environmental load of products throughout their life cycle by promoting green design, using recyclable packaging materials, and optimizing product environmental attributes	<ul style="list-style-type: none"> <li>• Upstream Value Chain</li> <li>• Own Operations</li> <li>• Downstream Value Chain</li> </ul>	If investments in green design are not effectively aligned with market demand, sales performance may be affected	Promoting circular, green products and design helps reduce long-term operating and material costs	Climate Change Response
4	Biodiversity Conservation	The Company advocates sustainable concepts, prioritizes the use of environmentally friendly materials, and indirectly reduces the pressure on natural resources along the industry chain	<ul style="list-style-type: none"> <li>• Own Operations</li> <li>• Downstream Value Chain</li> </ul>	Failure to comply with increasingly stringent ecological protection regulations in raw material procurement or production processes may lead to fines	Carrying out biodiversity conservation projects helps enhance the brand's responsible image and public goodwill	See the <i>Biodiversity Conservation Policy</i> for details
5	Innovation-Driven Development	Through continuous R&D investment and design innovation, the Company continuously launches jewelry products that combine aesthetics and meaning, meeting consumers' emotional needs	<ul style="list-style-type: none"> <li>• Upstream Value Chain</li> <li>• Own Operations</li> <li>• Downstream Value Chain</li> </ul>	If R&D investments are not effectively translated into market-competitive products, it may result in low capital efficiency and poor product sales	Continuous R&D investment and product innovation can create differentiated competitive advantages, driving higher average order value and customer repurchase rates	Leading Innovation-Driven Development

No.	Material Issue	Impact Description	Value Chain Impacted	Risks	Opportunities	Disclosure Location
6	Product and Service Safety and Quality	The Company adheres to material and craftsmanship standards higher than industry requirements, ensuring that each product is safe, reliable, and durable, providing consumers with a lifelong trustworthy token of love	<ul style="list-style-type: none"> <li>Upstream Value Chain</li> <li>Own Operations</li> <li>Downstream Value Chain</li> </ul>	Product quality issues or safety incidents may trigger large-scale recalls, customer claims, and lawsuits	Excellent quality and safety records can significantly reduce after-sales maintenance, return, and litigation costs	Focusing on Lean and High-Quality Products
7	Data Security and Customer Privacy Protection	The Company has established a strict data security management system to ensure end-to-end encryption and compliant use of customer information	<ul style="list-style-type: none"> <li>Upstream Value Chain</li> <li>Own Operations</li> <li>Downstream Value Chain</li> </ul>	Data breaches or privacy violations may lead to regulatory penalties, customer churn, and legal actions	Building a reliable data security barrier and safeguarding consumer information helps strengthen customer trust, consolidate brand loyalty, and boost revenue	Ensuring Data Security
8	Human Capital Development	The Company supports employees' professional capabilities and overall competence enhancement through systematic training and multi-dimensional career development paths	<ul style="list-style-type: none"> <li>Own Operations</li> </ul>	Loss of key talent or mismatch between employee capabilities and business needs may result in lower operational efficiency and higher training costs	A systematic employee development system can improve workforce efficiency and service quality, reducing recruitment and training costs associated with employee turnover	Growing Together with Employees
9	Responsible Sourcing	The Company prioritizes cooperation with suppliers that meet green and environmental standards, driving the green and low-carbon transformation of the supply chain	<ul style="list-style-type: none"> <li>Upstream Value Chain</li> <li>Own Operations</li> </ul>	Major environmental or human rights incidents in the supply chain may lead to increased supplier switching costs and production delays	Green supply chain management and long-term stable cooperation can optimize procurement costs and reduce environmental compliance risks	Building a Responsible Supply Chain
10	Social Contribution	Through the "True Love Public Welfare" program and the creation of love culture landmarks, the Company spreads positive emotional values and strengthens emotional bonds within families and society	<ul style="list-style-type: none"> <li>Own Operations</li> <li>Downstream Value Chain</li> </ul>	If public welfare projects are perceived by the public as lacking sincerity or having weak business relevance, they may trigger public skepticism	Public welfare projects that resonate emotionally and have social value can significantly enhance brand reputation, converting consumers' emotional identification into actual sales	Contributing to True Love Public Welfare
11	Business Ethics and Compliance	The Company adheres to the principles of integrity-driven operations and fair competition, promoting a transparent and healthy business environment	<ul style="list-style-type: none"> <li>Upstream Value Chain</li> <li>Own Operations</li> </ul>	Instances of commercial bribery, corruption, or unfair competition will result in substantial legal fines	High standards of business ethics can reduce the risk of legal litigation and regulatory penalties, lower non-operating expenses, and strengthen partner trust	Practicing Business Ethics
12	ESG Governance	The Company integrates ESG concepts into its corporate strategy and daily operations, creating long-term, stable, and comprehensive value for its stakeholders	<ul style="list-style-type: none"> <li>Upstream Value Chain</li> <li>Own Operations</li> <li>Downstream Value Chain</li> </ul>	Over-commitment may lead to greenwashing risks and trigger public skepticism	Comprehensive ESG governance and transparent disclosure help gain access to green financing and ESG-themed investment, reducing the cost of capital	ESG Management

### Double Materiality Matrix

In 2025, the Company systematically conducted a double materiality survey targeting its identified key stakeholders (shareholders and investors, regulatory authorities, customers, employees, partners, and community partners). Centered on the 12 annual material issues, it simultaneously carried out impact materiality and financial materiality assessments, collecting a total of 504 valid questionnaires. Based on these results, the Company constructed the annual materiality matrix, providing a scientific basis for ESG strategy focus and resource allocation.



Environmental Issues			
01	Climate Change Response	03	Circular Economy
02	Environmental Resource Management	04	Biodiversity Conservation

Social Issues			
05	Innovation-Driven Development	08	Human Capital Development
06	Product and Service Safety and Quality	09	Responsible Sourcing
07	Data Security and Customer Privacy Protection	10	Social Contribution

Governance Issues			
11	Business Ethics and Compliance	12	ESG Governance

### Issue Reporting

The Company's management has reviewed and confirmed the identification results of the 2025 annual ESG material issues.

For the identified material issues, the Company will continue to disclose its annual management measures and results regarding these topics in its information disclosure. At the management practice level, it will systematically strengthen end-to-end management of material issues, strictly control related risks, and proactively seize development opportunities, so as to continuously drive the Company's sustainable development and value enhancement



# 01 Governance

DRCO consistently regards sound corporate governance as the cornerstone of its development. Through systematic institutional building and process standardization, it embeds responsible values deeply into its business conduct. We strive to earn trust through fairness, consolidate our foundation with integrity, drive growth through efficiency, and respond to the expectations of all stakeholders with proactive commitment, and are committed to building a transparent, robust, and sustainable business ecosystem that provides a solid foundation for long-term value creation.

## 2025 Highlights

- Female directors account for **33.33%** of the Board.<sup>1</sup>
- Independent directors account for **33.33%** of the Board.
- Cumulative number of institutional investor engagements: **313** person-times.
- Number of concluded corruption-related litigation cases initiated by the company: **0**
- Number of litigation cases or major administrative penalties arising from unfair competition: **0**

## Supporting the United Nations Sustainable Development Goals

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



<sup>1</sup>To ensure the timeliness of the information disclosed in this report, all board-related information has been updated to reflect the latest status as of the report's publication date, i.e., April 2026.



## Enhance Governance Effectiveness

Building on strict compliance with applicable corporate governance laws and regulations, DRCO continuously improves its governance structure and decision-making system. We place great emphasis on fostering constructive engagement with the capital markets, enhancing transparency and market confidence through regular, multi-level investor communication. The Company is committed to establishing a governance ecosystem with clear delineation of powers and responsibilities, standardized operations, and effective oversight, thereby creating stable and sustainable long-term value for all shareholders.

## Standardize the Governance System

In 2025, the Company, in accordance with the relevant provisions of the *Company Law of the People's Republic of China*, the *Guidelines for the Articles of Association of Listed Companies*, the *Shenzhen Stock Exchange GEM Listing Rules*, and other applicable laws, regulations, and normative documents, and taking into account its actual situation, completed adjustments to its governance structure through internal decision-making procedures. The Company abolished the supervisory board, transferring its powers to the Audit Committee under the Board of Directors, thereby improving governance efficiency, streamlining the governance structure, and unifying the Board's management and oversight responsibilities. This restructuring also enabled effective coordination between incentive and restraint mechanisms.



## Shareholders' Meeting

As the Company's highest decision-making body, the shareholders' meeting strictly complies with the *Shenzhen Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 2 – Standardized Operation of GEM-Listed Companies*, the *Rules for Shareholders' Meetings of Listed Companies*, the *Articles of Association*, and other relevant regulations. The meeting standardizes the procedures for convening, holding, and voting on resolutions. Shareholders or their proxies may exercise their voting rights through a combination of on-site and online voting, ensuring that all shareholders can equally participate in major company decisions in accordance with the law. The shareholders' meeting adheres to the principles of item-by-item review and roll-call voting, effectively safeguarding the independence and fairness of the voting process.

In 2025

the Company held a total of **3** shareholders' meetings

## Board of Directors

The board of directors, elected by the shareholders' meeting, serves as the Company's core governance body and exercises management decision-making on behalf of the shareholders. All directors diligently fulfill their legal duties of care and loyalty, reviewing the Company's strategic plans and approving major operational and financial matters based on their professional expertise. The board has established the Audit Committee, the Strategic and Sustainable Development Committee, the Nomination Committee, and the Remuneration and Appraisal Committee, using specialized divisions to enhance the depth of discussions and the quality of decisions. The board strictly implements collective deliberation and independent voting procedures, regularly assessing the effectiveness of governance to ensure that its operations are compliant, scientific, and efficient.

In 2025

the company held **5** board meetings

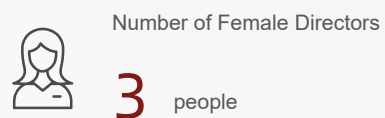
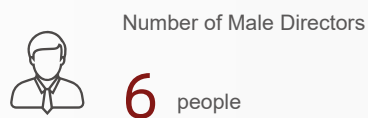
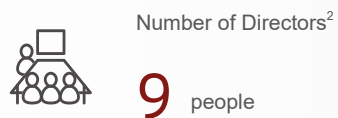
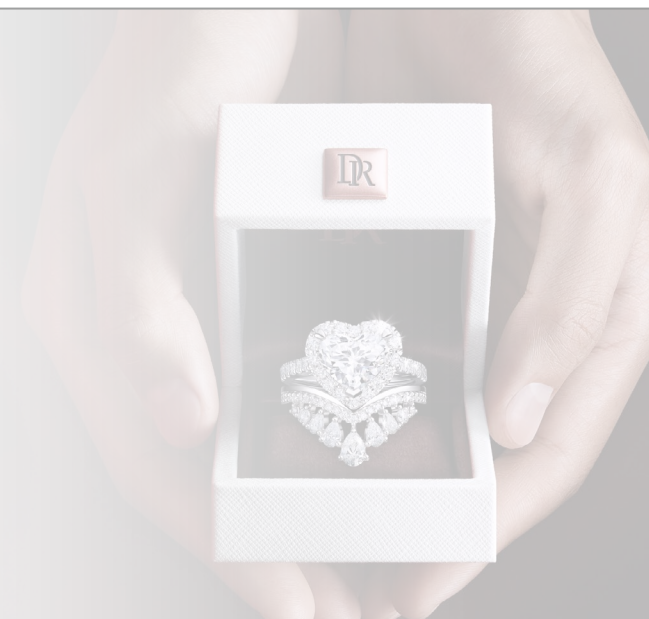
**12** committee meetings

attendance rate for directors **100%**

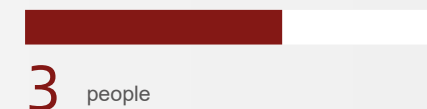
## Board Diversity and Independence

The Company places great emphasis on board diversity. In 2025, to enhance governance and decision-making quality, the company adopted *the Board Diversity Policy*, systematically promoting diversity among board members. The policy specifies optimizing the board's composition, focusing on balanced representation across gender, age, and professional experience, and requires that the board include at least one member of a different gender. Currently, the board's members have professional backgrounds spanning finance, risk management, and other areas, possessing extensive industry experience and the comprehensive capabilities required for their roles. Female directors account for 33.33% of the board, further strengthening the role of female leadership in strategic decision-making and checks and balances.

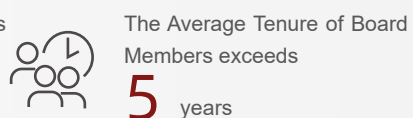
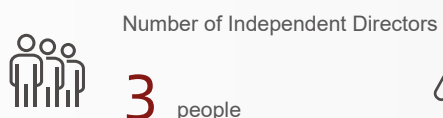
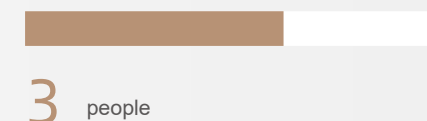
Independent directors diligently fulfill their responsibilities, maintaining independent judgment and objectivity in board deliberations. They participate prudently in decision-making, perform supervisory duties, and provide professional advice, effectively safeguarding the company's overall interests and enhancing the board's scientific and professional decision-making. At present, the board has three independent directors, representing 33.33% of its seats. Independent directors serve as conveners of the Audit Committee, Nomination Committee, and Remuneration and Appraisal Committee, leading the operation of these specialized committees and ensuring their independence and professionalism.



Number of Directors with Risk Management Expertise (Including Accounting Background)



Number of Directors with Accounting Expertise



<sup>2</sup>To ensure the timeliness of the information disclosed in the report, the relevant Board of Directors' information has been updated to the latest as of the time of the report's release, i.e., April 2026.

## Investor Relations Management

### Standardized Management Mechanism

The Company adheres to the *Company Law of the People’s Republic of China*, the *Securities Law of the People’s Republic of China*, and other relevant laws and regulations, as well as internal rules such as the Articles of Association. It fully implements the core principles of “compliance first, fair treatment, proactive communication, and integrity,” ensuring the truthfulness, accuracy, completeness, and timeliness of information disclosure in a systematic and standardized manner.

The Company continuously improves its investor relations management mechanism, aiming to build long-term, stable, and transparent relationships based on mutual trust with investors. In October 2025, the Company revised its *Investor Relations Management System* in accordance with the *Guidelines for Investor Relations Management of Listed Companies (2025 Revision)* issued by the China Securities Regulatory Commission, and taking into account its actual circumstances. The revision further clarifies the principles of compliance, equality, proactiveness, and integrity that should be followed when communicating with investors and other stakeholders.



### Multi-Channel Communication Pathways

The Company is committed to building a comprehensive and multi-dimensional investor communication system, leveraging both online and offline platforms to continuously deepen two-way interactions with various market participants. It has established a regular communication mechanism encompassing multiple channels, including hotline telephone, fax, email, the official WeChat account of DRCO, the “Investor Relations” section on the company website, and in-person meetings. This approach effectively facilitates engagement with institutional investors, securities analysts, and individual investors, further enhancing the company’s value recognition and visibility in the capital market. The Company strictly complies with regulatory requirements and discloses institutional research activities in a timely manner through the Investor Relations Activity Record Form, ensuring transparency and compliance in information dissemination.

In terms of institutional investor communication, the Company actively collects professional feedback from performance roadshows on company strategy, governance structure, product competitiveness, and shareholder returns, and systematically integrates it into the core management team as an important reference for operational review and strategic optimization. At the same time, the Company irregularly organizes face-to-face meetings between sell-side and buy-side institutions and the founders to promote two-way in-depth communication, ensuring that the Company’s operations remain dynamically aligned with capital market expectations.

In terms of communication with retail and minority investors, the Company uses multiple channels—including shareholders’ meetings, earnings briefings, roadshows, investor hotlines, the IR email, and the Shenzhen Stock Exchange’s Interactive Easy platform—to carefully listen to and promptly respond to their concerns and suggestions. In 2025, the Company held three on-site shareholders’ meetings and three online earnings briefings for all shareholders. In November, the Company actively participated in the “2025 Online Collective Reception Day for Listed Companies in Shenzhen,” ensuring that retail and minority shareholders could access company information equally and in a timely manner.

Key Indicators	Units	2025 Performance
number of investor research and communication activities organized	times	23
total number of institutional investors hosted	people	313

## Disclosing Information in Compliance

The Company strictly follows external regulatory requirements such as the *Measures for the Administration of Information Disclosure by Listed Companies and the Shenzhen Stock Exchange GEM Listing Rules*, and implements internal standards including the *Articles of Association and the Information Disclosure System*. Upholding the principle of “compliance as the foundation, transparency as the criterion, and value as the guide,” the Company continuously improves the quality of information disclosure and strives to build and deepen long-term, stable trust with all stakeholders. In practice, the Company consolidates its information disclosure management foundation along the following three dimensions:



### Institutionalized Disclosure Process

The Company has established an information disclosure process led by the Board of Directors, with the Board Secretary taking primary responsibility and relevant departments providing coordinated support. All material information undergoes strict internal review and confidentiality management before disclosure, preventing selective disclosure and information leakage.



### Legal and Centralized Disclosure Channels

All statutory information is initially released through official media designated by the China Securities Regulatory Commission, such as CNINFO, ensuring that all investors can access the information simultaneously and fairly.



### Structured and Standardized Disclosure Content

Annual, semi-annual, and quarterly reports strictly follow content and format guidelines, ensuring the accuracy and completeness of financial data, and timely disclosing material non-financial information such as corporate governance, internal controls, and related-party transactions as required.

In terms of sustainable development information disclosure, the Company has established an ESG governance framework led by the Board of Directors and its Strategic and Sustainable Development Committee, systematically promoting the integration and management of ESG information. Each year, the Company publishes the *Environmental, Social, and Corporate Governance Report* in both Chinese and English, and, while complying with domestic regulatory requirements, continuously enhances the quantification and comparability of disclosed data. At the same time, the Company communicates relevant policy commitments through official channels, actively fulfilling its corporate social responsibility.

Key indicators	Units	2025 Performance
number of periodic reports published annually	report	4
number of interim reports published annually	report	146

## Profit Distribution and Equity Incentives

The Company adheres to a prudent and sustainable return mechanism. In June 2025, the Company completed the 2024 equity distribution, distributing approximately RMB 200 million in cash dividends to all shareholders, actively implementing policies aimed at enhancing investor returns.

To further consolidate the core team and drive long-term development, the Company issued the *2025 Restricted Stock Incentive Plan (Draft)* in July 2025, proposing to grant a total of no more than 901,900 restricted shares to 27 incentive recipients, representing approximately 0.23% of the Company’s total share capital as of the announcement date of the draft plan. The initial grant covers directors, senior management, and key management and technical personnel, establishing a long-term mechanism that aligns the interests of shareholders, the Company, and the core team. This incentive plan focuses on the Company’s long-term strategy and performance growth, linking key talents to the Company’s long-term value, providing solid intrinsic motivation for sustainable development, and effectively supporting the achievement of strategic objectives.

## Compliant Tax Governance

### Financial and Tax Management System

To support the Company's business development, an Overseas Finance Department has been established separately on the basis of the three-pillar finance model to facilitate the expansion of the Company's overseas operations. The current financial management structure of the Company consists of the Business Finance Department, the Professional Finance Department, the Shared Finance Department, and the Overseas Finance Department.

### Tax Risk Management

In 2025, the Company continued to advance the systematic construction of its financial and tax risk management system. By optimizing the organizational structure and clarifying the responsibilities and authorities of each position, the Company further strengthened the ability of each business unit to independently identify and manage risks in the financial and tax domains. At the same time, the Company continuously improved its financial forecasting and analysis system, enhancing forward-looking insight into potential risks to support the accuracy and timeliness of operational decision-making.

The Company has now established a systematic tax compliance self-inspection system, regularly conducting comprehensive reviews of tax filing data, invoice management, and related tax planning to proactively identify and correct potential compliance gaps. For risks at different levels, the Company has set up a tiered response mechanism:

#### Routine tax issues:

To be explained and handled by financial personnel based on actual business operations.



#### Risk alert issues:

To be led by management in organizing self-inspections, verifying the authenticity of the risks, providing special explanations, and making corrections when necessary.



#### Audit or major risk matters:

An immediate special task force shall be established to proactively engage with regulatory authorities, conduct targeted self-inspections and impact assessments, take timely remedial measures, and simultaneously assess the prevalence of such risks across the group to strengthen systematic prevention and control.



### Finance and Tax Digitalization

In the digital and intelligent transformation of financial and tax management, the Company is committed to building and continuously enhancing its systematic capabilities. Currently, the Company has completed a comprehensive upgrade of the electronic invoicing system and, as a pilot unit, successfully integrated with the Leqi platform, enabling the issuance of fully electronic invoices for gold and silver jewelry.

At the same time, the Company uses the SAP system as the core platform and achieves deep integration of new business models and financial processes through targeted development, significantly improving overall operational efficiency. In addition, by optimizing and restructuring the expense reporting system, the Company has further strengthened automated pre-validation of business rules, ensuring the accuracy of financial data and the reliability of processes from the source.

## Practicing Business Ethics

DRCO upholds high standards in conducting responsible business operations and continuously improve our corporate compliance governance system. In key areas such as anti-bribery, anti-corruption, and anti-unfair competition, we consistently strengthen control measures, enhance institutional norms, and solidify cultural foundations, ensuring that all business activities are fully monitored, operations develop steadily, and we work with stakeholders to build a clean, transparent, and compliant business environment.



## Upholding Ethical Boundaries

### Code of Business Conduct

The company has formulated and published the *Code of Business Conduct*, which applies to all employees and regular business partners. The code clearly defines the bottom line for integrity in operations and strictly prohibits any form of corruption, bribery, and insider trading. It systematically regulates business conduct, reinforces ethical standards, and safeguards the foundation of compliance and the company's reputation for integrity in its global operations.

In December 2025, the Company has supplemented and revised the *Code of Business Conduct*, further emphasizing the avoidance of conflicts of interest, the integration of green development principles, and the clarification of responsibilities related to employee health and safety. The revision also refines and underscores the primary responsibility of management in promoting business ethics—requiring managers at all levels to lead by example, improve systems, enforce strict oversight, and provide active guidance, thereby effectively embedding a culture of compliance into daily operations and ensuring its continuous advancement.

### Strengthening Audit Oversight

In 2025, the Company identified risks across multiple business processes through internal audits, mainly including procurement and bidding, loose diamond acceptance and settlement, gold trading inventory management, supplier management, conflicts of interest, and travel expense reimbursement. In response, the Company actively promoted the implementation of audit recommendations by relevant business departments and completed rectifications, effectively enhancing the standardization and robustness of our operations and internal management.

In 2025, the Company conducted a total of 12 key audit projects covering areas such as procurement and bidding, gold trading, and expense reimbursement. Based on these audits, the Internal Audit Department identified 48 audit findings and issued 44 audit recommendations.

In addition, based on a risk-oriented and internal control professional perspective, the Company conducted due diligence on external investment targets, focusing on core dimensions such as the accuracy of financial data, business compliance, and the effectiveness of system controls. We performed independent and objective in-depth analyses of the targets' financial information, internal control systems, and potential compliance risks, providing strong support for investment decision-making.

## Whistleblowing and Whistleblower Protection

The Company has established a systematic integrity and complaint reporting system, clearly setting up three reporting channels: a dedicated audit department email, a business management department complaint email, and user service hotlines and online customer service platforms, ensuring convenient, effective, and accessible reporting and complaint mechanisms.

At the same time, the Company has published the *Whistleblowing and Whistleblower Protection Policy* on our official website. The policy specifies the scope and methods of reporting, measures to protect whistleblowers, and the procedures for receiving, investigating, and handling reports. It ensures the confidentiality of whistleblower identities and protects them from retaliation, while providing appropriate rewards for verified instances of misconduct.

### DRCO External Reporting Channels

✉ **Whistleblowing Email:** [sj@darryring.com](mailto:sj@darryring.com)

📍 **Whistleblowing Address:** Internal Audit Department, 13th Floor, Block C, China Resources Tower, 9668 Shennan Avenue, Nanshan District, Shenzhen, China

## Anti-Corruption and Anti-Bribery

### Anti-Fraud Management System

As a member of the Corporate Anti-Fraud Alliance, DR Corporation Limited regards corruption as an absolute operational red line and has accordingly established the *DR Corporation Limited Integrity Construction System* and the *DR Corporation Limited Supervision and Reporting System*, clearly defining six categories of integrity boundaries to systematically strengthen constraints and guidance for internal personnel. At the same time, the Company has published its Anti-Corruption Policy on the official website, further clarifying the scope of “zero tolerance” for corrupt behavior, specifying rules and reporting procedures for high-risk actions such as gift acceptance and conflicts of interest, and continuously promoting transparency, fairness, and compliance throughout operations.

For any detected fraudulent behavior, the Company strictly implements a tiered handling approach in accordance with the *Reward and Punishment Management System*. Minor violations are addressed by the Human Resources Department, while serious violations or those involving potential legal infractions are escalated to the Legal Department and coordinated with external judicial resources to ensure full legal accountability. This establishes a closed-loop governance mechanism integrating education and prevention, institutional constraints, and strict penalties.



## Cultivating a Compliance Culture

The Company continuously builds and improves a three-tiered prevention and control system centered on “policy standards – education and awareness – violation reporting”, deeply embedding integrity culture into corporate governance practices. Adhering to the principle of “prevention first, combining punishment and prevention”, we promote the integration of integrity requirements into business processes through comprehensive measures such as strengthening policies, deepening education, cultivating culture, and enhancing supervision, providing a solid foundation for standardized operations and sustainable development.

In 2025, the Company organized multiple rounds of integrity-themed training and continuously published violation notices and integrity warning cases, steadily reinforcing all employees' awareness of integrity and ensuring that integrity education becomes a normalized and long-term practice.



In terms of supply chain integrity management, the Company establishes integrity commitments and responsibility mechanisms with suppliers through a combination of standard contracts and dedicated integrity agreements, ensuring that they clearly understand and strictly comply with fair trade, business ethics, and confidentiality obligations. At the same time, the Company proactively discloses audit and reporting channels to suppliers, strengthening supervision and control over potential corruption, bribery, and other misconduct by business partners during the course of cooperation.

As of 2025, the Company has achieved full coverage of integrity agreement signing with key suppliers engaged in long-term and stable cooperation, with a coverage rate of 99%.

📖

### Integrity Training for Engineering Suppliers

In February 2025, the Company focused on the engineering and construction sector to conduct a dedicated integrity awareness program for suppliers. The training provided a precise analysis of integrity risks in key areas such as tendering, procurement, and construction management, systematically explained the Company's integrity policies and supervision mechanisms, and clarified the integrity responsibilities and behavioral boundaries of both parties through case warnings and the signing of commitment letters. The program aimed to foster a “close but proper, transparent and responsible” cooperative relationship, embed integrity requirements throughout the entire business process, strengthen preventive measures at the source, and establish long-term supervision, jointly building a compliant, transparent, and integrity-driven partnership ecosystem.

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### 2025 Management Trainee Integrity Awareness Program

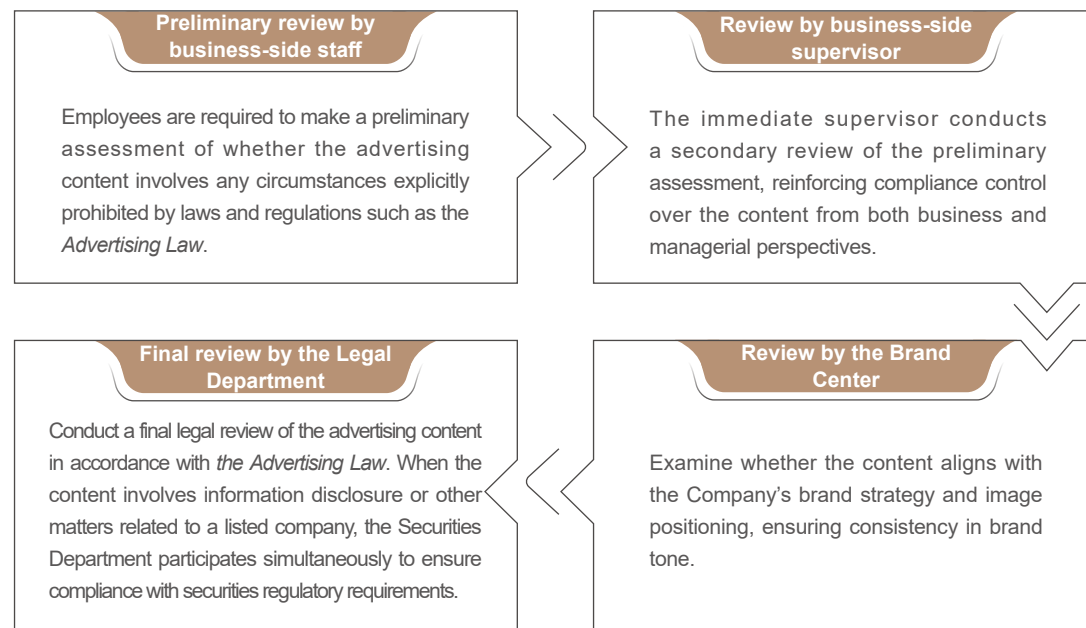
In July 2025, the Company conducted integrity awareness training for the 2025 cohort of management trainees. The training focused on three core objectives: integrity awareness, understanding of policies, and behavioral norms. It combined systematic explanations of the Company's integrity framework, analysis of real cases, integrity pledges, and in-class assessments to help trainees clearly understand behavioral boundaries and strengthen risk prevention awareness. At the same time, through the establishment of a long-term integrity mentor program and a dynamic supervision system, the Company continuously guides trainees to uphold integrity in their future work, instilling a strong foundation for their professional development and cultivating a loyal and principled talent pipeline to support the Company's long-term growth.



## Anti-Unfair Competition

### Responsible Marketing

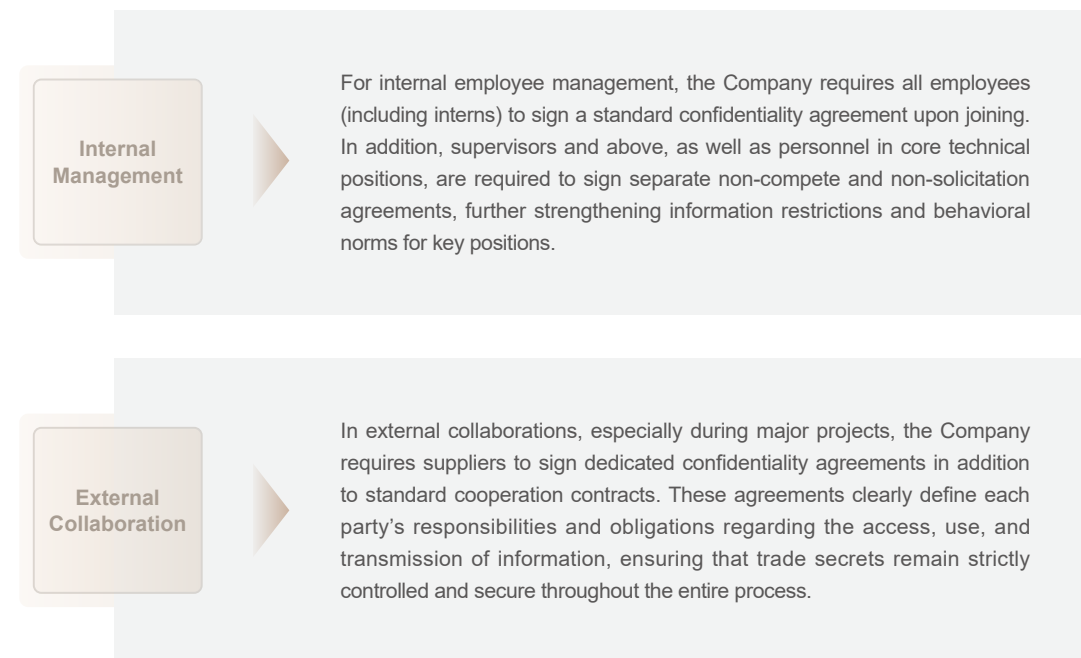
The Company upholds the core principle of responsible marketing, taking truthfulness and transparency as the foundation of brand communication, and firmly resisting any form of false advertising or misleading information. The Legal Department strictly implements a systematic review mechanism—covering pre-release, during-release, and post-release stages—for all external promotional materials in accordance with the *Advertising Law of the People’s Republic of China*, the *Anti-Unfair Competition Law of the People’s Republic of China*, the *Law of the People’s Republic of China on the Protection of Consumer Rights and Interests*, and other relevant laws and regulations. This ensures that all content is legally compliant and factually accurate, comprehensively safeguarding the Company’s brand reputation and public trust.



Brand Promotion Review Process

### Safeguarding Trade Secrets

The Company attaches great importance to the protection of trade secrets and information security. By establishing a comprehensive, end-to-end confidentiality mechanism covering both internal and external operations, it systematically prevents risks of trade secret infringement and information leakage.



## Ensuring Data Security

We believe that true devotion is reflected not only in emotional commitment, but also in the careful protection of customers' personal information. The Company safeguards customer privacy through stringent security measures and transparent data management, ensuring that every trust is respected and every interaction is secure and worry-free.

## Strengthening the Security Barrier

The Company has established an information security management framework with clearly defined responsibilities and corresponding resource allocations for each department. The Smart Technology Department oversees the Company's IT strategy and information security management, ensuring the stable and secure operation of information systems while coordinating cross-departmental information flow and resource integration to provide technical support for business development. The security expert team focuses on information security strategy and risk management, responsible for formulating and implementing security policies, monitoring security operations, and efficiently responding to incidents.

At the same time, we have formulated and published the *Information Security Management Policy Summary*, implementing effective security measures to ensure a safe and reliable service environment for customers. In 2025, the Company revised its internal Information Security Management System, further clarifying the responsibilities of project leaders, project team members, and the Legal Department in the field of information security, and supplementing and adjusting the relevant management standards.

In terms of privacy protection, we have published its *Privacy Policy*, outlining how user information is collected, used, stored, shared, and transferred in the course of providing products and services, as well as how users can exercise their rights to access, update, delete, and protect their personal information.

Wei Ai Zhiyun has established and certified its ISO 27001 Information Security Management System, systematically building a comprehensive information security framework covering policies, processes, technology, and personnel.



In 2025, we set "zero major information security incidents" as our core objective and incorporated key performance indicators for information security and privacy protection into our management assessment system. This approach establishes a long-term management mechanism, systematically mitigates major risks, and continuously safeguards customer information security and privacy rights.

Key Indicators	Units	2025 Performance
information security incidents occurred	case	0
number of customer information breach incidents	case	0
losses caused by violations of applicable laws and regulations	RMB 10,000	0

## Strengthening Risk Management and Control

The Company regularly conduct asset inventories and risk assessments, determining the importance of each asset based on multiple dimensions such as potential impact and ease of exploitation, and assign corresponding risk levels.



In terms of overseas information security, the Company has partnered with Tencent to implement host security protection and deploy a situational awareness system, enhancing our ability to identify and alert potential security threats. The system establishes an overseas operational compliance framework in line with international standards. At the same time, we actively conduct third-party security compliance audits to continuously validate and optimize the effectiveness and compliance of our security systems.

In 2025, the Company organized company-wide phishing email cybersecurity drills. By simulating highly realistic attack scenarios, the Company effectively tested and enhanced employees' ability to identify and respond to suspicious emails and links. In response to the rapid growth of our overseas operations, we also conducted targeted follow-up phishing tests to pinpoint areas of weak security awareness within the overseas teams, and implemented focused training and control measures accordingly.

To ensure supply chain data security, the Company has deeply integrated information security controls into our supplier collaboration processes. Based on risk assessment results, key security control measures are explicitly stipulated as contractual obligations, requiring all suppliers to strictly adhere to the principle of data minimization, collecting only business-essential information and controlling data access according to the principle of least privilege. At the same time, any operation involving access to company systems or handling sensitive data is mandated to use multi-factor authentication (MFA).

# 02 Social

DRCO consistently places innovation at the core of its development strategy, driving comprehensive iteration of product R&D, aesthetic design, and service systems with forward-thinking foresight. We are not only committed to building an agile and efficient supply chain system to enhance product market coverage and delivery efficiency, but also dedicated to infusing human-centered care into every user touchpoint. Through continuously optimized product and service experiences, we deepen the emotional connection between the brand and consumers, thereby conveying the brand essence of "Love and Commitment" more vividly and authentically.

## 2025 Highlights

- Number of intellectual property rights obtained during the year: **238**
- Cumulative number of customers served: **2.077** million
- Annual customer satisfaction rate: **99%**
- Number of new suppliers undergoing CSR review: **164**
- Integrity agreement signing rate for long-term stable cooperative and key suppliers: **99%**
- Proportion of women in all management positions: **64.21%**
- Total training hours for all employees: **245,202.73** hours
- Number of employees in financial difficulty receiving assistance: **17**

## Supporting the United Nations Sustainable Development Goals



# Leading Innovation-Driven Development

DRCO positions innovation as the core driving force behind its corporate development. Adhering to a customer-centric approach, the Company integrates innovation mechanisms throughout the entire chain of product R&D, design iteration, and service systems. We continuously improve our intellectual property management system, vigorously foster a culture of innovation involving all employees, and strictly adhere to technological ethics throughout the innovation process. This ensures that all innovation activities not only meet high industry standards but also fulfill our commitments to consumers and society.

## Stimulating Creative Vitality

### Manufacturing Process Innovation

The Company regards process innovation as a core pillar for conveying emotional commitments and creating timeless tokens of love. We believe that true technological breakthroughs should serve a more comfortable wearing experience, a more expressive aesthetic language, and more reliable quality assurance. We strive to ensure that every piece not only shines in the present but also remains fitting and feels as new over the passage of time.



### Piano Master Shank Craftsmanship

Based on ergonomic data, this technology deeply adapts to the morphological characteristics of the finger, ensuring that the ring remains comfortable and well-fitting even after long-term wear. This craftsmanship has been applied to over 80% of the Company's ring products and received professional certification from the Shenzhen Ergonomics Application Association in 2025.

This craftsmanship has been applied to over **80%** of the Company's ring products



### Invisible Suspension Setting Technology

Through a precise invisible suspension setting structure, this technology achieves seamless compression between the gemstone and the metal base, creating a unique "floating suspension" visual effect. The YOU & ME Black and White Diamond Couple Ring Series, comprising 25 individual pieces, pioneeringly applies this patented setting technique.



**Black Diamond Quality Grading Benchmark**

In collaboration with IGI, a globally recognized gemological authority, the Company jointly introduced the industry's first certification for black diamond characteristics and color grading. This establishes a professional selection system for natural FANCY BLACK grade black diamonds and sets a benchmark for quality standards in the industry.



**Five-Nation Craftsmanship International Assortment**

Integrating Japan's refined aesthetics, Germany's precision manufacturing, Italy's traditional goldsmithing, France's artistic design, and China's intangible cultural heritage craftsmanship, the Company transforms the essence of global jewelry artistry into a design language that embodies both modern aesthetics and distinctive brand identity.



## Product Design Innovation

### Diamond Jewelry

We uphold the philosophy of conveying emotions through design, condensing intangible emotional bonds into wearable, perceivable diamond-inspired language. Each piece of jewelry is not merely a vessel of beauty, but a testament to heartfelt emotions.

#### DR HEART Ring Stack Collection

This collection features nine stackable ring designs, crafted with our proprietary free-setting craftsmanship. Breaking away from the fixed form of traditional rings, it enables free rotation of the band and achieves "dual functions in one ring".



### Gold Jewelry

We strive to elevate gold jewelry beyond mere decorative pieces. Through in-depth extraction of cultural imagery, systematic optimization of wearing experience, and diversified expansion of emotional expression, we transform gold into a timeless token that accompanies a lifetime and embodies unique affection.

#### DR Qianjin Tiara - Dragon Scale & Phoenix Feather Tiara

Inspired by heritage treasures and embodying the essence of oriental aesthetics, this piece boasts an exquisite design of nine dragon scales and nine phoenix feathers. Breaking the conventional form of gold jewelry, it achieves versatile wearing aesthetics through ingenious structure, transforming into a bracelet, necklace, brooch, earring and pendant to suit diverse life occasions.



## Heritage of Craftsmanship

We actively collaborate with master artisans and inheritors of intangible cultural heritage, integrating the essence of oriental craftsmanship into modern jewelry design. Committed to creating timeless pieces that carry emotions and memories with meticulous dedication.

Partnering with Yang Rui, a master of intangible cultural heritage, we crafted the Meant to Be collection using the thousand-year-old art of metal chiseling and carving. Drawing inspiration from the oriental imagery of twin fish, the collection encapsulates the essence of traditional Chinese marriage culture in pure gold couple rings, making intangible cultural heritage a wearable token of affection.



Yang Rui:

First-Class Master of Arts and Crafts in Beijing; Former Art Director of Royal Jewelry Metal Chiseling & Carving; Technical Consultant for the Precious Artifacts Replication Project of the Palace Museum.

We have co-created the Bamboo Weaving Collection with He Yuefeng, an artist and designer renowned for revolutionizing bamboo weaving and lacquer art through disruptive innovation.



He Yuefeng:

Master of Cross-Border Innovation in National-Level Intangible Cultural Heritage.

We have invited Ms. Zhang Ping, an inheritor of Suzhou embroidery, to participate in creating part of the Three Letters and Six Etiquettes collection.



Zhang Ping:

Intangible Cultural Heritage Inheritor of Suzhou Embroidery; Disciple of Master Gu Wenxia, who has devoted herself to inheriting and innovating traditional Suzhou embroidery; Director of Suzhou Gu Wenxia Master Suzhou Embroidery Studio.

## Strengthening Innovation Capabilities

### Building an Innovation System

The Company is continuously strengthening its innovation capabilities and systematizing the building of an integrated innovation management system covering R&D, incentives and learning, so as to efficiently transform scientific and technological achievements into practical applications.

#### Three-dimensional collaboration, keeping pace with cutting-edge technologies

Establishing a three-dimensional linkage mechanism of "internal focus, peer learning and business feedback", the Company systematically tracks cutting-edge technological trends, ensuring that technological innovation is always aligned with business needs.

#### Executive coordination, ensuring strategic alignment

Holding regular special weekly AI meetings attended by senior executives including the CEO and CIO, the Company dynamically aligns technology strategies with business requirements and market changes, realizing top-down overall planning and implementation.

#### Technology sharing, fostering a learning atmosphere

Continuously conducting AI-themed technology sharing sessions focusing on cutting-edge fields such as AI-assisted development, MCP Server construction and customized AI toolkits, and adopting a "training + practice + Q&A" model, the Company helps R&D personnel master practical skills and broaden their technological horizons, fostering an organizational atmosphere of continuous learning and flexible innovation.



## Technology Empowering Business

Driven by digitalization and intelligentization, the Company deeply integrates technology, scenarios and people to reshape the process of product creation and delivery. It is committed to conveying emotional warmth at every touchpoint, laying a solid foundation for the sustainable growth of the brand.



Product



Intelligent Design

- Applying AI-assisted design technologies to systematically optimize the product development process, shortening the proofing cycle by approximately 70%–75%.



Intelligent Experience

- Launching 3D modeling and AR try-on functions across multiple channels including overseas official websites, domestic official websites and mini-programs, covering a variety of core products such as diamond rings, couple rings and love gifts.
- Building an AI-powered intelligent service system that analyzes user preferences from multiple dimensions including price, material and diamond carat weight to realize personalized product recommendations. It also provides real-time and accurate intelligent responses to frequently asked questions regarding purchase rules, after-sales service and membership benefits, making services more considerate and user-centric.



Client



Intelligent Retail

- Introducing "Weiai Gou", a customer experience-centric intelligent terminal system for physical retail scenarios. Through technological integration, it achieves seamless connection of product inquiry, inventory checking, intelligent recommendation and immersive ordering.
- Applying NFC chip technology to integrate digital interactive forms such as brand motto walls in the pickup process. Warm-hearted design awakens emotional resonance and demonstrates the value of technology in delivering joyful experiences.



Intelligent Training

- AI Training System: Constructing a dialogue simulation system based on real business scenarios. In 2025, two answering modes, "voice" and "text", were developed. Personalized interactive training helps employees optimize service procedures and improve professional skills in practice, delivering more professional and thoughtful customer experiences.
- AI Q&A Audit System: Supporting employees to conduct standardized skill assessments at any time. The system automatically generates detailed evaluation reports and improvement feedback, improving audit efficiency while reducing human evaluation bias, and facilitating the systematic enhancement of the organization's overall service capabilities.

## Digital System Construction

Continuously advancing the development of digital infrastructure and systems, we integrate data middle platforms and apply intelligent systems to enhance business responsiveness and operational efficiency.

### Data Middle Platform Construction

The Company has steadily promoted the construction of its data middle platform and completed the integration of data from multiple systems including supply chain and product data platforms with the BI platform. Through unified governance and analysis of multi-source data, we gain deeper insights into user preferences and changing demands, providing systematic data support for precise service matching, personalized experience improvement, and full-lifecycle customer care.

### Intelligent Customs Declaration System

To support the expansion of global business, the Company officially launched its export customs declaration system in 2025, realizing automated post-delivery customs clearance, electronic document generation, full-process visual monitoring, and data asset management.

Core functions of the system include: configurable management of customs declaration information, automatic generation of electronic documents, full-process visual monitoring with anomaly alerts, and structured storage and traceable analysis of customs data. This provides strong support for the enterprise to build a compliant data asset library and improve customs clearance efficiency.



Indicator	Unit	2025
Number of R&D employees <sup>3</sup>	Person	79
Ratio of R&D employees	%	3.96
Total R&D investment	RMB 10,000	1,471.73
R&D investment as a percentage of operating revenue	%	0.97

<sup>3</sup>Excluding interns and non-full-time employees.

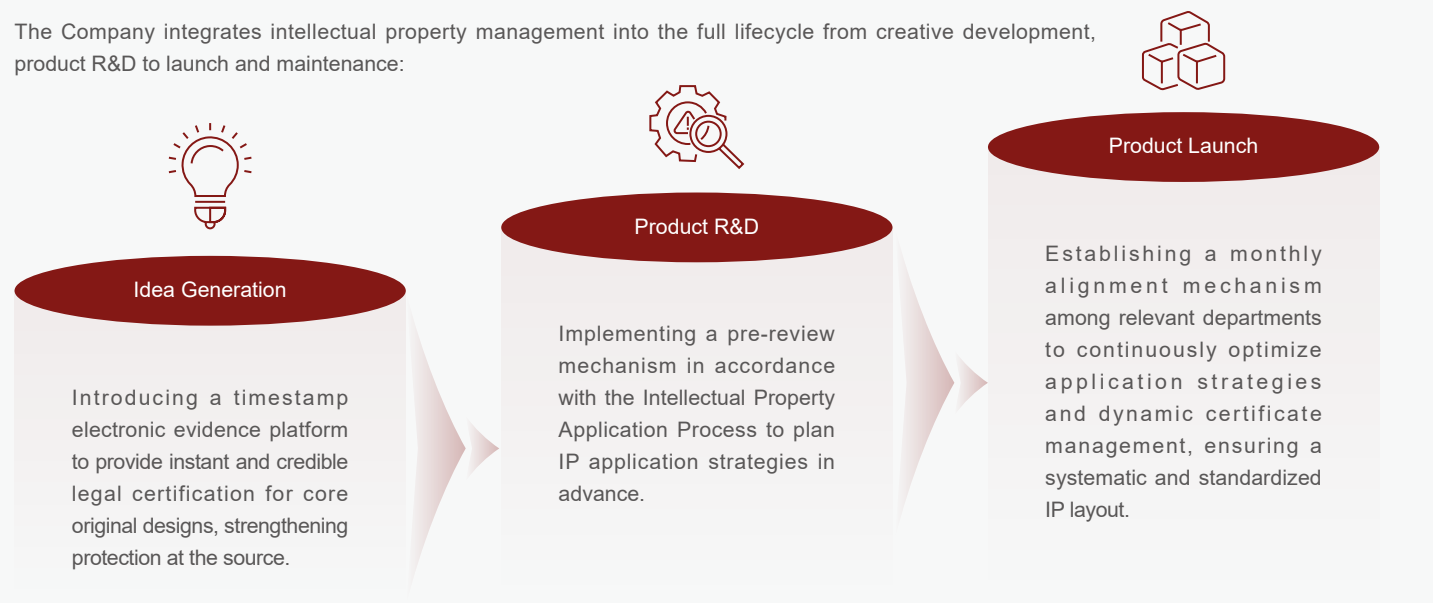
## Intellectual Property Protection

### Full-Lifecycle Management

The Company has established a systematic and standardized intellectual property management system. It clarifies management responsibilities and refines work standards in accordance with the *Legal Affairs Management System* and *Intellectual Property Management System*, ensuring the compliant and orderly progress of IP-related work. The management team actively participates in identifying and addressing key risks through regular monthly special reports, guaranteeing the effective operation of the governance mechanism.

### Internal Process Control

The Company integrates intellectual property management into the full lifecycle from creative development, product R&D to launch and maintenance:



Intellectual Property Control Process

### External Collaboration Management

In external cooperation, the Company incorporates intellectual property protection as a core requirement:

#### Supplier Restraints

Cooperation contracts and confidentiality agreements clearly stipulate that suppliers shall not infringe upon third-party intellectual property rights, and define confidentiality obligations and liability for infringement, so as to avoid risks at the source.

#### Overseas Collaboration

Along with the expansion of overseas business, the Company has established a joint development mechanism with overseas partners with technological advantages, defining ownership, right of use and income rights of achievements in advance to reasonably protect the core rights and interests of both parties.

### Regularized Rights Protection Mechanism

The Company has established a regularized intellectual property monitoring mechanism covering major e-commerce platforms and social platforms. Meanwhile, it leverages external professional resources to improve the efficiency of identifying and handling infringements, forming a full-chain prevention system of "monitoring – identification – disposal".



By 2025, the Company had completed trademark registration and application for its main brand and new categories in more than 20 countries and regions including Singapore, the United States and India, and carried out targeted patent applications in key markets such as Europe and the United States, strengthening intellectual property barriers in overseas markets.



In 2025, the Company handled a total of 964 trademark infringement cases. Through civil litigation, criminal reports and other legal means, it effectively safeguarded brand rights and legitimate interests of consumers, and curbed the spread of infringements.

### Intellectual Property Culture Development

The Company builds an internal and external collaborative IP protection ecosystem by continuously conducting internal awareness promotion and actively expanding external professional exchanges.



Through onboarding training, internal monthly meetings, cross-departmental special briefings and other forms, the Company continuously strengthens the awareness of intellectual property protection among all employees, fostering an internal atmosphere of "full participation and proactive protection".



The Company actively participates in external exchanges and professional training activities organized by industry associations and government institutions such as the Guangdong Small and Medium-sized Enterprise Service Center and Nanshan Science and Technology Innovation Bureau. In 2025, it participated in more than 20 such events. By absorbing advanced industry experience and benchmarking cutting-edge management practices, the Company provides professional support for the continuous improvement of its intellectual property management capabilities, achieving two-way empowerment of internal awareness and external competence.

### Upholding Scientific and Technological Ethics

The Company attaches great importance to scientific and technological ethics. In the application of emerging technologies such as artificial intelligence and big data, we consistently abide by moral norms and fulfill social responsibilities, committed to building a credible and controllable technological system. The Company strictly abides by relevant laws and regulations, with a focus on the ethical performance of technology in terms of transparency, fairness and privacy protection. By establishing internal evaluation mechanisms and risk control procedures, we ensure that technological innovation always serves human dignity and social well-being, promoting the sound and sustainable development of technology for good.

Indicator	Unit	2025
Cumulative number of intellectual property rights held	Piec	1,199
Number of intellectual property rights obtained in the year	Piec	238

## Focus on Lean Products

DRCO consistently adheres to a consumer-centric approach, continuously optimizing internal operational processes and strengthening quality control through a lean product management system, committed to providing the market with high-quality, accessible products that symbolize true love. We believe that every piece of jewelry is not only a crystallization of craftsmanship but also a vessel of emotion. By continuously enhancing product accessibility and experience reliability, we enable true love to be genuinely perceived and cherished in every moment of daily wear.

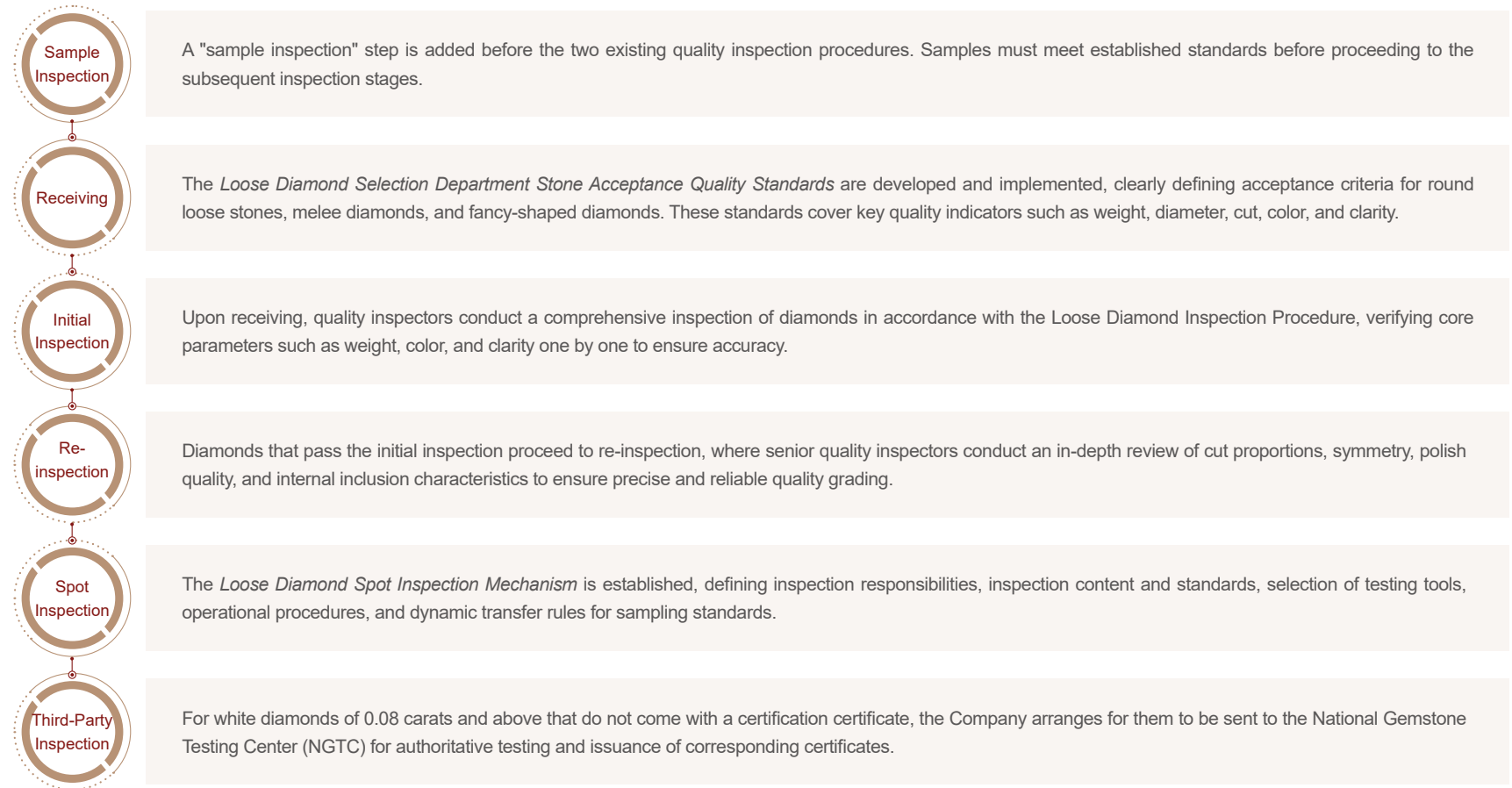
## Commitment to Product Quality

### Strengthening Quality Control

The Company strictly adheres to domestic and international authoritative standards, including the GIA Diamond Grading Standards, Chinese National Standards, EU regulations, and REACH requirements. It has established and implemented a quality management system covering the entire product lifecycle, and has continuously passed ISO 9001 quality system certification for many years.

### Diamond Product Control

To ensure exceptional quality of diamond products from source to end-user, the Company has established a complete quality inspection process comprising "sample inspection-receiving-initial inspection-re-inspection-spot inspection-third-party inspection." All quality inspection activities are conducted in accordance with internal policies such as *the Diamond Quality Inspection Standard Document*, *Loose Diamond Inspection Procedure*, and *Jewelry Product Quality Assurance Spot Inspection System*, ensuring standardized procedures and consistent operations.



### Key Material Control

The Company has established a systematic quality control mechanism around key materials and finished products, implementing closed-loop management throughout the entire process from material incoming inspection to finished product outgoing inspection.

On the material side, key indicators for each batch of incoming materials are comprehensively reviewed in strict accordance with relevant standards. On the inspection side, differentiated sampling and full inspection rules are implemented based on the risk level of different materials, ensuring zero defects for high-risk materials. Simultaneously, multi-dimensional functional and appearance verification is conducted on finished products, ensuring product quality stability and consistency in all aspects.

### Continuous Quality Improvement

We fully implement high standards and stringent requirements, continuously enhancing product quality to ensure that we not only meet regulatory and market standards in terms of quality and safety, but also maintain industry-leading levels, providing customers with solid and reliable high-quality assurance.

The Company has developed and implemented the Quality Management Team Product Quality Improvement Process, establishing a specialized end-to-end improvement mechanism covering "joint analysis, three-level review, implementation execution, and effectiveness evaluation," systematically driving product quality optimization.



#### 2025 Dual Upgrades in Packaging and Craftsmanship

- **Packaging Quality Enhancement:**The Company has established a rigorous material quality control system, conducting comprehensive testing on packaging materials such as paper, plastics, and wood products. UV curing technology has been introduced for the piano finish process on jewelry boxes, significantly improving coating hardness, wear resistance, and structural strength, thereby enhancing the sense of unboxing ceremony and brand recognition.
- **Precious Metal Craftsmanship Improvement:**By adjusting the platinum formulation, the Company has enhanced material hardness and deformation resistance, effectively addressing the issue of gemstone loss caused by deformed prongs. Additionally, the alloy composition has been optimized to improve machinability and increase production yield.

### Quality Culture Development

The Company places great emphasis on quality culture development and professional capability enhancement, establishing a normalized quality training and knowledge sharing mechanism that covers all employees, focuses on specialization, and emphasizes cross-departmental collaboration.

#### Company-Wide Outreach: Strengthening Quality Awareness

Regular quality awareness training and case study sharing are conducted to continuously reinforce employees' sense of quality responsibility, embedding the concept of "quality first" into daily work.

#### Professional Empowerment: Unifying Inspection Standards

Specialized training is implemented for quality inspection personnel, focusing on critical areas such as new product standards and new process testing, ensuring unified inspection standards and accurate judgment, enabling immediate implementation of new standards.

#### Collaborative Closed Loop: Driving Continuous Improvement

A review and collaborative optimization mechanism has been established. Through regular reviews of supplier production processes, R&D cases, and quality abnormalities, the Company drives internal continuous improvement and empowers suppliers to jointly enhance their quality management capabilities.

## Strict Product Safety Control

The Company consistently places product safety and user health as top priorities. Through stringent hazardous substance control and a robust product recall system, based on systematic management and proactive prevention, we provide end-to-end safety assurance for every product.

### Hazardous Substance Control

We strictly limit the content of hazardous elements such as arsenic, chromium, lead, mercury, cadmium, as well as nickel release, in all precious metal products (including K-gold, platinum, and gold), ensuring compliance with testing requirements in domestic and international markets. Suppliers are required to provide test reports that meet the standards, and the Company regularly engages third-party institutions to conduct spot inspections and destructive testing, ensuring product safety at the source.

### Product Recall System

The Company has established the *Product Recall Policy* and the *Quality Management Team Quality Accountability Mechanism*, clearly defining that under circumstances such as non-conforming raw materials, excessive hazardous substances, or serious quality defects, the recall process may be initiated following assessment by the recall team. Additionally, a full-process management mechanism covering non-conforming product disposal, root cause analysis, and preventive improvement has been established to systematically mitigate product quality risks. To date, the Company has experienced no large-scale product recall events requiring the activation of the recall mechanism.

Indicator	Unit	2025
Number of external quality system audits	Times	1
Litigation matters arising from product quality and safety violations	Cases	0

Indicator	Unit	2025
Litigation penalties arising from product quality and safety violations	Ten thousand RMB	0
Incidents requiring recall due to safety or health reasons out of total products sold or shipped	Incidents	0
Quantity requiring recall due to safety or health reasons out of total products sold or shipped	Units	0
Product recall rate	%	0

## Enhancing Service Accessibility

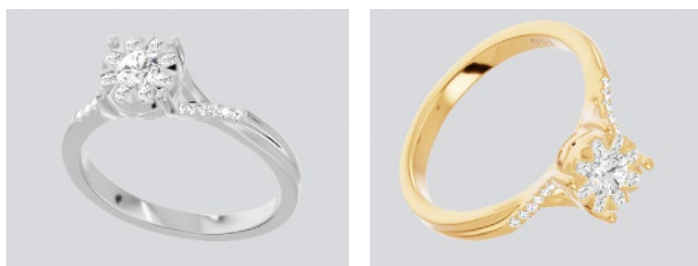
The Company continuously advances the accessibility of its products and services through three key initiatives: channel expansion, digital empowerment, and experience optimization, broadening the brand's reach and lowering the threshold for consumer access.

### Channel Expansion: Extending Service Reach

The Company has established clear channel access criteria and is supplementing store layouts in qualified third- and fourth-tier cities, extending high-quality products and services to a wider consumer base and effectively narrowing regional service gaps.

### Digital Empowerment: Breaking Experience Boundaries

The Company deepens its content ecosystem on online platforms, sharing jewelry knowledge and the culture of true love. The e-commerce channel continues to optimize 3D/AR virtual try-on services, covering more products and allowing consumers to view product details from 360 degrees. Additionally, an online ring size estimation tool has been developed, which accurately calculates ring size based on hand photos and reference objects. This digital approach addresses the limitations of physical try-on in online settings, providing decision-making support that delivers a "what you see is what you get" experience.



DR Diamond Ring 3D Space

### Experience Optimization: Shortening the Purchase Path

The Company reduces consumer decision-making barriers through innovative approaches such as omni-channel inventory synchronization, online ordering with offline pickup, and live streaming content marketing. Meanwhile, digital technologies such as in-store large screens are utilized to enrich experiential services, enhancing product accessibility and service convenience, enabling more consumers to easily access high-quality products while enjoying a warm and emotionally valuable experience.

## Discovery and Delivery of True Love

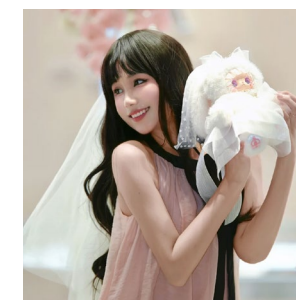
The Company crafts each token of love with unparalleled craftsmanship, shaping products into tangible expressions of true love, helping consumers convey and immortalize their sincere emotions. We consistently connect the brand's core concept of "One Lifetime, One Love" with each consumer's unique emotional story, ensuring that jewelry serves not merely as adornment but as an emotional vessel and a testament to cherished moments. By continuously deepening the emotional resonance and wearing experience of our products, we strive to make every piece a storyteller, guardian, and messenger of love, preserving the warmth and meaning of love through the passage of time.



### DR & LUCKY EMMA Co-Branded Confession Doll

On Qixi Festival (Chinese Valentine's Day) in 2025, DR partnered with trendy toy IP Lucky Emma to launch the "DR Confession Doll," a global limited edition of 1,314 sets. Using emotional tokens as a medium, this collaboration blended trendy toy culture with the expression of true love, offering young consumers a new choice for proposals and confessions that combines individuality, collectible value, and emotional significance.

Numerous users spontaneously shared their precious moments accompanied by the Confession Doll and DR diamond rings on social media platforms, helping them achieve more creative and memorable emotional expressions at important milestones in their lives.



### Valentine's Day DR Joyful Moments Large Screen

During the 2025 Valentine's Day period, DR partnered with Shenzhen Metro to create an immersive emotional communication space, transforming the commuting corridor into a warm medium for witnessing true love. The brand selected real user stories such as "receiving a large diamond ring even after ten years of marriage," using UGC content to illuminate the subway passageway, turning ordinary commutes into places where emotional resonance occurs. This innovative approach not only converted the cold transportation space into a warm emotional connector, but also allowed the brand philosophy of "loving one person for a lifetime" to continuously permeate fragmented commuting moments, deepening users' identification with the value of true love ceremonies through co-created scenarios.

## Delivering High-Quality Service

DRCO consistently places customers at the center, continuously extending the brand's emotional value by establishing a standardized service system, innovating emotional service scenarios, and improving multi-faceted rights protection mechanisms, transforming the philosophy of "ONE LOVE, ONE LIFETIME" into a trustworthy and tangible service practice. We are committed to building long-term service relationships worthy of trust, becoming sincere companions and emotional witnesses to users' important life moments.

## Omni-Channel Experience Upgrade

The Company takes emotional value as its core, deeply integrating a standardized, closed-loop service management system with innovative services. Through the development and continuous updating of policies such as the DR Brand Service Details, the Company has established comprehensive service standards covering the entire journey from pre-sales to after-sales, precisely matching the differentiated experience requirements of online and offline scenarios to create adaptive services. At the same time, it addresses the localization needs of global consumers, comprehensively enhancing the customer's overall experience.

### Offline Experience Upgrade

We are committed to creating a full-chain service scenario that centers on user needs and deeply integrates emotion with technology. Through humanized process design, refined material upgrades, and intelligent technology applications, we systematically enhance customers' sense of ceremony, comfort, and engagement in stores, continuously reshaping the service benchmark for jewelry retail.



#### Warm Service

The Company has established a full-service companionship system, from store greeting and needs communication to try-on guidance, balancing professional expertise with emotional connection at every service touchpoint, allowing customers to feel respected, understood, and professionally supported throughout their selection journey.



#### Tangible Atmosphere

The Company has comprehensively renewed core store materials, enhancing visual texture and sense of ceremony. Simultaneously, based on store positioning, it has optimized product display logic and merchandise pairing, improving spatial aesthetics and browsing convenience, helping customers more intuitively discover and select their desired products.



#### Interactive Engagement

The Company has introduced interactive large screens and other technological tools to provide customers with personalized product display and experience services, using technology to enhance interactive experiences, making information delivery clearer and the selection process more efficient.

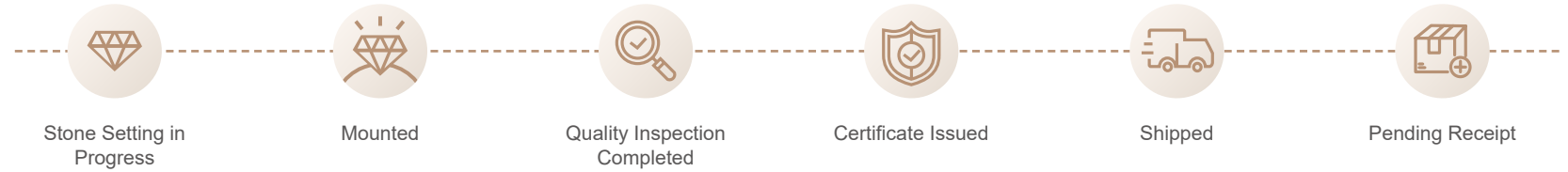
## Online Service Optimization

With information transparency and convenient experience as our core principles, we continuously optimize the omni-channel shopping journey through process visualization and intelligent tools, committed to providing customers with a safe, efficient, and seamlessly integrated consumption experience, making every purchase trustworthy.



### Information Transparency, Process Visualization

With information transparency and convenient experience as its core principles, the Company continuously optimizes the omni-channel shopping journey through process visualization and intelligent tools, committed to providing customers with a safe, efficient, and seamlessly integrated consumption experience.



DR Order Process Nodes

### Digital Tools, Enhanced Efficiency

Through online features such as 3D/AR virtual try-on and ring size estimation tools, customers can remotely experience products, view work details, and obtain accurate sizing, effectively improving selection efficiency. Omni-channel inventory synchronization and the "order online, pick up in store" service provide customers with a more flexible and convenient integrated consumption experience.

### Service Assurance, Global Reach

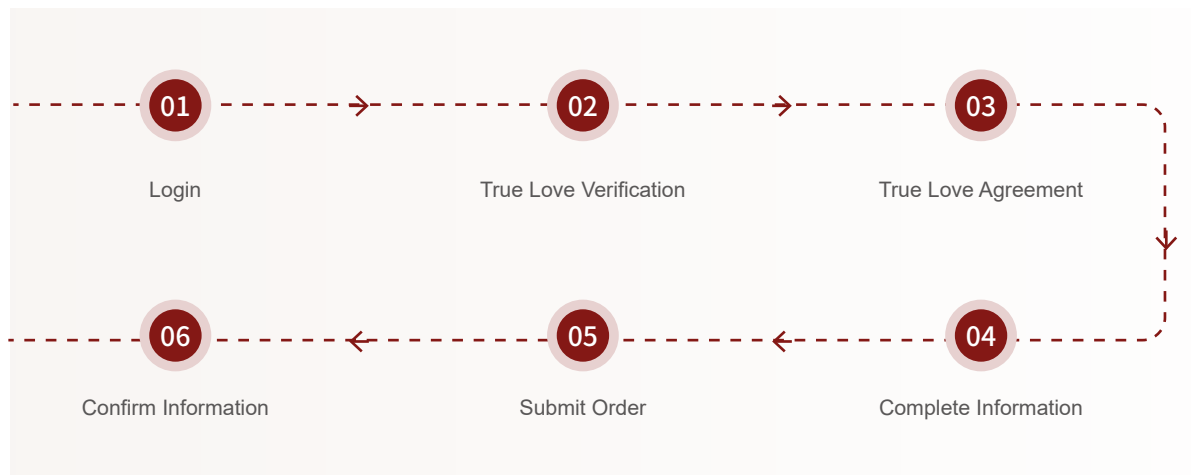
A dual-confirmation mechanism for order modifications has been established, supported by a 24-hour manual response process, ensuring operational security and timely processing. The customer service team includes international employees, providing multi-language support including English and French, delivering a smooth and attentive cross-border shopping experience for global customers.

## Innovative Services and Emotional Care

The Company focuses on customers' emotional needs and product usage experience, establishing a diversified after-sales service system that includes proposal assistance, True Love Agreement upgrades, value-added exchange, membership benefits, and basic after-sales support. Through integrated online and offline services and meticulous attention to detail, the Company provides customers with comprehensive support from emotional expression to long-term use.

### True Love Upgrade, Ceremonial Keepsake

In 2025, the Company comprehensively optimized the True Love Agreement, upgrading the cover visual design, streamlining the signing process, and enhancing personalized content customization, giving customers greater freedom in emotional expression.



DR True Love Agreement Signing Process



DR True Love Agreement

### Value Growth, Lifetime Exchange

Starting from one year after the purchase of the DR proposal diamond ring, customers are entitled to an unlimited number of diamond value upgrade opportunities for life. The diamond's value increases with the duration of ownership, and the appreciated amount can be directly offset against the price of new products, providing customers with long-term product renewal support and value protection. In 2025, we provided diamond value upgrade services to nearly 7,000 customers.

### Proposal Assistance, Empowering Courage

To support more people in bravely expressing their love, the company provides free proposal planning and execution support at offline stores, helping customers create an unforgettable proposal ceremony. Throughout 2025, we assisted in hosting over 15,000 confession-of-love ceremonies, helping customers sincerely express their heartfelt emotions.

## Optimizing Member Experience

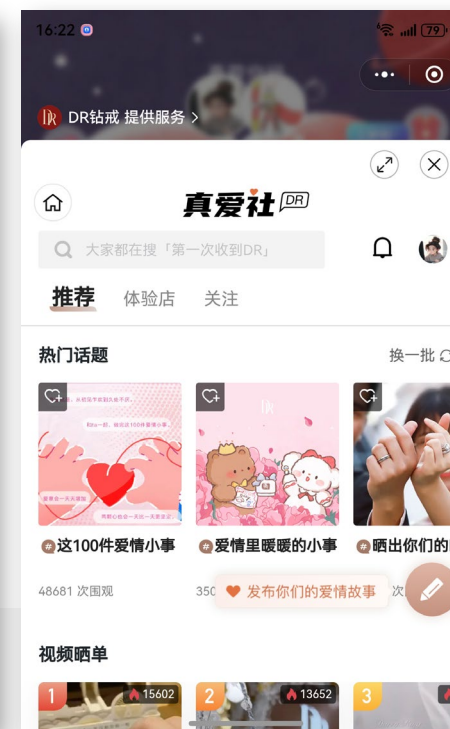
Through a systematic membership operation system, the Company provides substantial value to members' long-term emotional lives, allowing members to continuously experience being understood and cherished throughout the full lifecycle of companionship.

### Emotional Interactive Services

- **Relationship Binding & Exclusive Space:** Supports binding of couples or family relationships. Upon successful binding, an exclusive couple's space is opened, serving as a private interactive and recording space for both parties
- **Daily Interactions:** Daily check-in, True Love tasks
- **Emotional Recording & Reminders:** Provides emotional recording functions to help preserve important moments and precious memories. Anniversary management service automatically records and reminds of important dates

### Personalized Services

- **Exclusive Redemption Channel:** Members can redeem limited products or benefits through the Member Mall
- **Customization & Ceremonial Services:** Provides customization services and ceremonial exclusive benefits to commemorate important moments and deepen emotional experiences



## Comprehensive Assurance with Peace of Mind

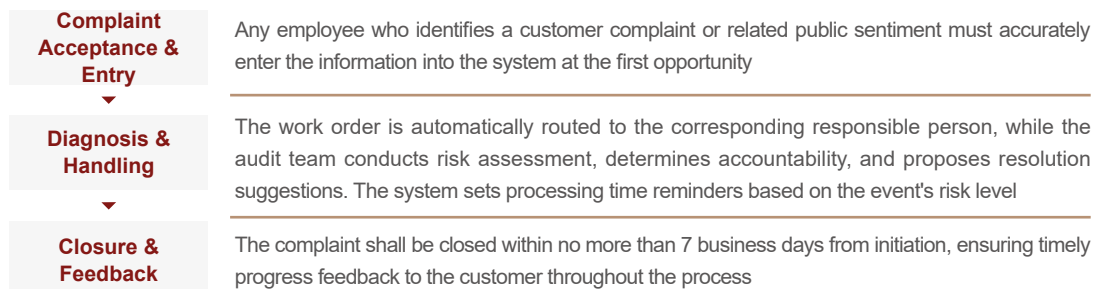
### Clear Accountability System

Through the close integration of institutional processes and the customer complaint work order system, the Company has established a dual-track closed-loop collaboration system consisting of "technical support — business execution," achieving full traceability throughout the processing workflow and standardized approval nodes, ensuring that every customer complaint receives a professional, efficient, and clearly accountable response. All customer complaint processing data is retained, continuously providing a basis for service optimization and process improvement.

To systematically enhance customer service quality and complaint handling efficiency, the Company has developed and implemented the *Customer Complaint Handling and Accountability Management System*, clarifying responsibilities and cross-departmental collaboration processes. The after-sales team is responsible for product technical analysis, providing professional support for complaint handling; the operations support team serves as the primary execution body, fully responsible for complaint acceptance, diagnosis, and resolution.

### Standardized Handling Process

Guided by systematic and closed-loop principles, the Company establishes clear time requirements and dynamic progress synchronization, efficiently resolving customer issues while continuously accumulating service data and optimizing response capabilities, providing support for the systematic improvement of service quality.



Customer Complaint Handling Process

### Customer Satisfaction Management

The Company collects customer opinions and suggestions in depth through diverse forms of research to drive deep optimization at the service level. Meanwhile, a customer satisfaction analysis report is regularly distributed via email on a monthly basis to relevant department heads, assisting management in promptly understanding the current service status and identifying directions for improvement.



Indicator	Unit	2025 Performance
Total number of consumer complaints regarding products and services	Cases	6
Thereof, by category		
Product quality complaints	Cases	1
Service complaints	Cases	5
Percentage of customer complaints handled and closed on time	%	100
Number of administrative penalties incurred due to complaints	Cases	0
Annual customer satisfaction rate	%	99

## Witnessing and Guarding True Love

The Company is committed to creating unique experiences for consumers to express and safeguard their love commitments in innovative ways across diverse scenarios. Whether presenting Chinese romance on the international stage, encouraging users to record and share their genuine proposal moments, or collaborating with partners to create special tokens rich in emotional commemorative value, we consistently support the expression of every sincere emotion, ensuring that commitments are treated with solemnity and that stories are preserved with lasting warmth.

### Qixi Festival Event at the Louvre in Paris

On Qixi Festival in 2025, DR's Louvre store in Paris created a unique Chinese cultural experience for local consumers. Centered around the Chinese aesthetic of love—"ONE LOVE, ONE LIFETIME"—the event integrated traditional Chinese romantic elements throughout the service experience, earning participation and acclaim from numerous French consumers through warm and sincere interactions. This event received joint coverage from major international media outlets such as Agence France-Presse (AFP), Associated Press (AP), and The Globe and Mail, successfully bringing Chinese romance and high-quality service to the international stage.



### 2025 Proposal Challenge

In 2025, DR launched a Proposal Challenge for consumers worldwide, encouraging participants to document and share their proposal moments in authentic and personalized ways. Whether amidst the cheers at a concert, the silence of a snowy mountain journey, or the warmth of an everyday carriage, diverse life scenarios became vivid expressions of "ONE LOVE, ONE LIFETIME."



A total of 404 proposal documentary videos were collected during the campaign. These sincere and touching stories not only preserved precious memories for participants but also, through widespread dissemination, embedded the value that "true love deserves to be cherished" into public emotional exchanges, helping to foster a wedding culture enriched with ceremony and resonance.



# Building a Responsible Supply Chain

DRCO integrates supply chain responsibility management deeply into its long-term development strategy. The Company focuses on building a supply chain network that balances compliance, efficiency, and resilience, promoting systematic improvements among suppliers in quality control, environmental protection, and social responsibility through structured management, thereby strengthening sustainability across the entire value chain.

## Full Lifecycle Supplier Management

### Optimizing Management Mechanisms

The Company has established a supplier management mechanism covering the entire procurement process, with a clear closed-loop workflow for supplier development, evaluation, and termination, enabling systematic oversight of all supplier types. In 2025, the Company further focused on process refinement and mechanism optimization, advancing supplier management toward greater standardization, flexibility, and systemization, thereby comprehensively enhancing supply chain efficiency and risk control capabilities.



**Standardized Supplier Development Process**

Establish a full-process framework covering requirement submission, qualification review, inclusion in the preliminary supplier pool, and cooperation evaluation, ensuring supplier development is transparent, efficient, and traceable.



**Optimizing Recruitment of Engineering Suppliers**

Refine the selection process for engineering suppliers, with recruitment standards and evaluations led by specialized departments, enhancing the professionalism and compliance of supplier matching.

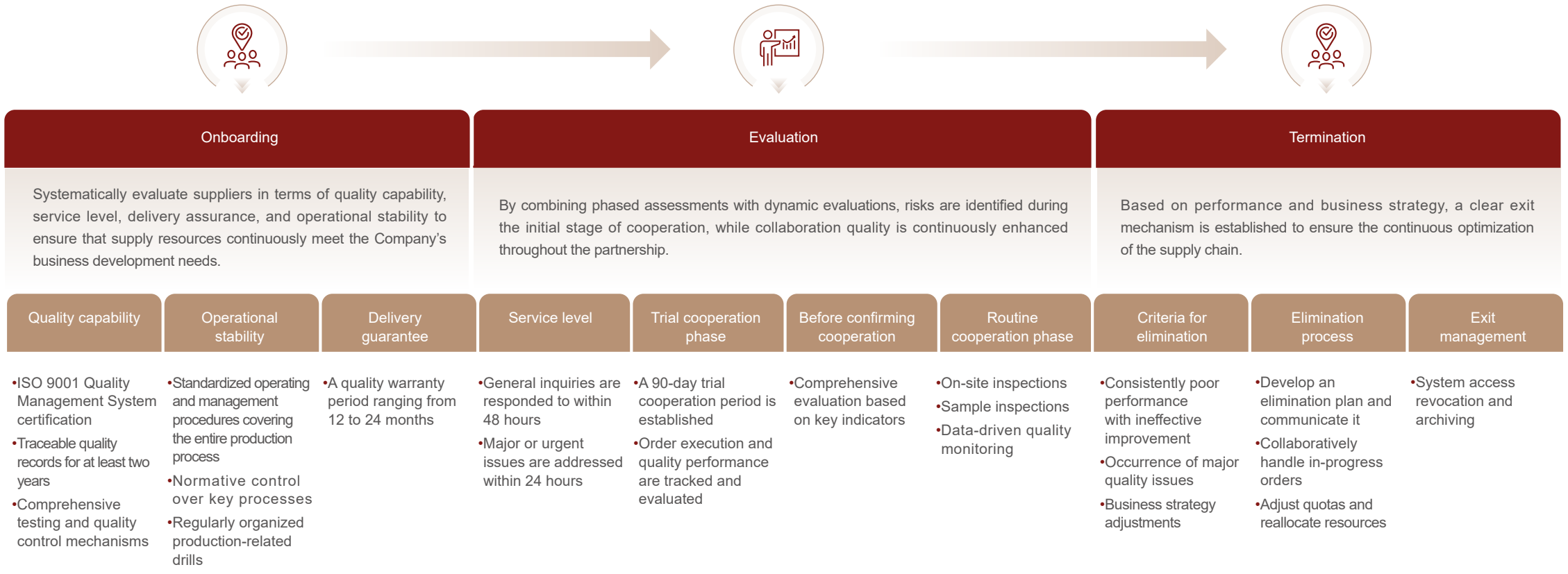


**Improving Direct and Centralized Procurement Mechanisms**

Introduce a direct procurement process for low-value, non-stock materials to enhance operational flexibility. At the same time, consolidate media procurement under centralized management to strengthen coordination efficiency and control.

## End-to-End Management System

The Company has established a supplier management system covering the full lifecycle from “onboarding—evaluation—termination.” Through systematic assessment, differentiated performance reviews, and dynamic management, the Company continuously optimizes supply chain structure and overall quality.

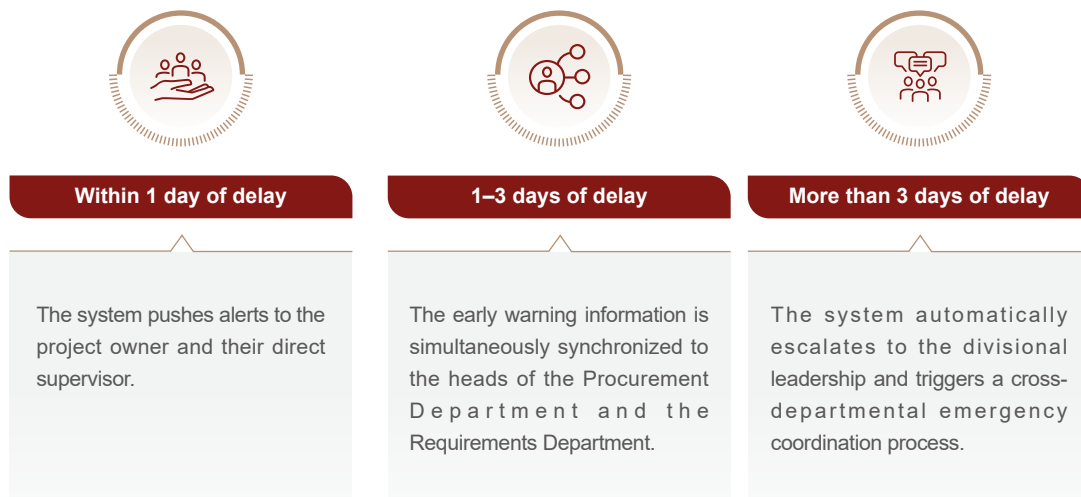


A full lifecycle supplier management system

## Strengthening Supply Chain Resilience

To systematically enhance the supply chain's adaptability and recovery capabilities in the face of uncertainties such as market fluctuations and sudden operational disruptions, the Company has established a node announcement and tiered early warning mechanism covering the entire project lifecycle. This mechanism is built on digital monitoring, with risk control nodes positioned upfront. Through real-time tracking of critical paths and automatic reporting of anomalies, it enables early identification, dynamic assessment, and tiered response to delivery risks—driving a shift in supply chain management from reactive post-incident handling to proactive pre-event prevention and in-process collaboration.

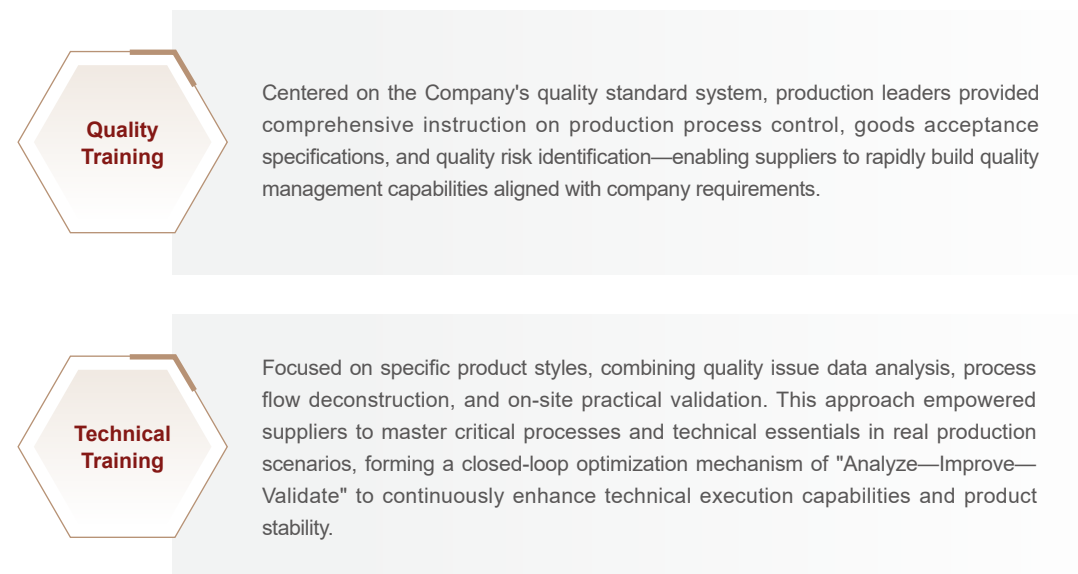
During project execution, the system automatically issues progress announcements prior to each critical milestone. In the event of delivery delays, the system activates a three-tier early warning response based on the number of days behind schedule.



Delivery Delay Early Warning Mechanism

## Empowering Supplier Capabilities

In 2025, to further strengthen supply chain quality management and technical collaboration, the company systematically organized a specialized training program for suppliers. The training focused on two core pillars—"Quality Management" and "Technical Capabilities"—delivered through a blended online and offline approach.



Through systematic training content, the Company drove the comprehensive implementation of unified quality and process standards across the supply chain, covering critical links from raw materials to finished products. This ensured suppliers executed consistent standards in core production processes, improving product quality stability and process reliability.

## Building a Sustainable Supply Chain

The Company has established and publicly disclosed its *Supplier Code of Conduct*, systematically building a responsibility management system that covers the entire supply chain. This Code explicitly requires suppliers and their upstream partners to jointly adhere to international standards encompassing business ethics, labor rights, and environmental protection. By prohibiting forced labor, bribery, and corruption, it safeguards human rights and ensures compliance; it drives environmental performance through resource monitoring and carbon reduction targets; and it establishes a transparent oversight mechanism involving unannounced audits and employee interviews. These efforts effectively translate the principles of sustainable development into an actionable framework for supply chain management.

### environmental management requirements

Relevant suppliers are required to obtain ISO 14001 environmental management system certification, secure fire safety acceptance approvals in accordance with applicable laws, and regularly conduct fire and production safety drills, so as to systematically enhance environmental risk prevention and control capabilities as well as emergency response capabilities.

### compliance and information management requirements

Suppliers shall operate in compliance with all applicable laws and regulations, actively cooperate with the company in completing ESG audits, customs filings, and relevant certifications, provide complete and traceable production records, and strictly fulfill confidentiality obligations regarding business information, thereby ensuring transparency and standardization throughout the cooperation process.

### labor rights protection requirements

Suppliers shall legally pay statutory social insurance for their employees and ensure that there have been no substantiated adverse rulings against them in labor.

### safety management system requirements

Suppliers shall establish a work safety management system covering all production processes, implement specialized control and regular inspections for high-risk processes, and ensure that the working environment, equipment operation, and operational procedures remain in continuous compliance with safety and environmental regulations, thereby effectively preventing workplace safety incidents. arbitration or resulting administrative penalties in the past three years, thereby safeguarding employees' legitimate rights and interests systematically and in practice.



In terms of continuous monitoring and improvement, the company has established a systematic evaluation mechanism for production suppliers, including regular audits and on-site assessments, with a focus on evaluating their performance in areas such as environmental compliance, work safety, employment practices, intellectual property protection, tax compliance, and business ethics. This mechanism enables ongoing oversight of suppliers' fulfillment of corporate social responsibility. For suppliers that fail to meet the Company's social responsibility requirements, the Company will require them to implement corrective actions within a specified timeframe and dynamically adjust cooperation arrangements based on the results, thereby driving continuous improvement in the overall sustainability performance of the supply chain.

Indicators	Units	2025 Performance
Signing rate of integrity agreements with long-term stable partners and key suppliers	%	99
Number of CSR audits for new suppliers	supplier	164
Number of suppliers participating in CSR training	supplier	24

## Diamond Traceability and Precious Metals Procurement

The Company adheres to the principle of responsible sourcing in its procurement processes, aiming to build a transparent, compliant, and sustainable supply chain. Rough diamonds are primarily procured from reputable and compliant suppliers in Mainland China and Hong Kong. All Mainland suppliers are members of the Shanghai Diamond Exchange, while Hong Kong suppliers are leading industry players, ensuring traceable origins and credible qualifications.

## Treating SMEs Equally

The Company attaches great importance to long-term collaborative development with small and medium-sized enterprise partners, strictly adheres to contractual agreements, and continuously optimizes the payment process for accounts payable, committed to building stable and mutually trusting supply chain partnerships.

As of 2025, DRCO's balances of notes payable and accounts payable, along with their respective proportions, remain at healthy levels, falling below the disclosure thresholds for overdue payments specified in the *Shenzhen Stock Exchange Listed Companies Self-Regulatory Guidelines No. 17 — Sustainable Development Report (Trial)*.

## Growing Together with Employees

DRCO places "people" at its core, committed to creating a fair, inclusive, and dynamic work environment. Through a comprehensive rights protection mechanism, systematic career development pathways, and continuously deepening employee care systems, we empower every employee to grow. The Company not only focuses on employees' current development but also emphasizes the realization of their long-term value, striving to create a workplace ecosystem where individuals and the organization achieve mutual success and grow together.



## Employee Rights Protection

### Protecting Basic Human Rights

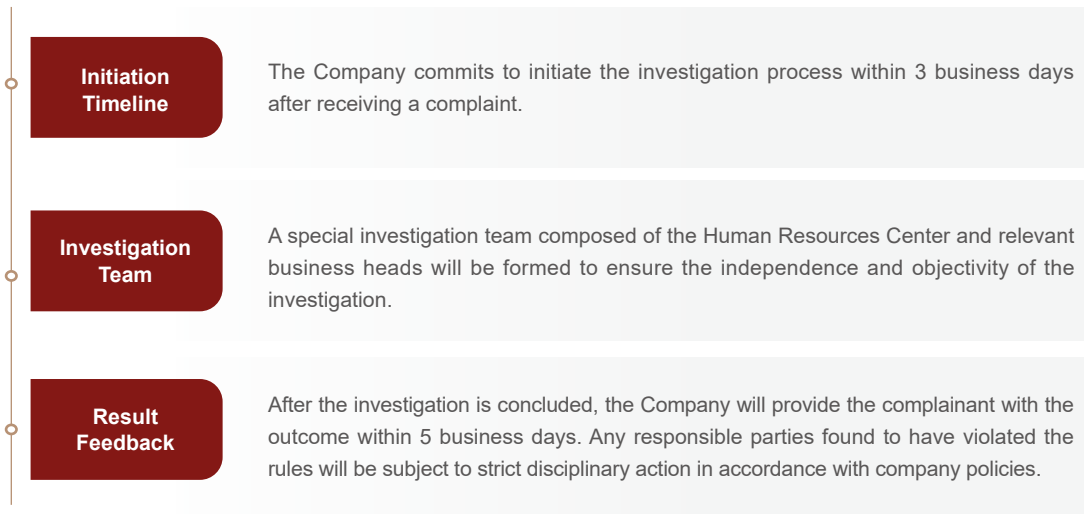
The Company strictly complies with the Labor Law of the People's Republic of China, the *Labor Contract Law of the People's Republic of China*, and other relevant laws and regulations. It actively upholds the *United Nations Universal Declaration of Human Rights*, with reference to the core principles of the International Labour Organization (ILO) conventions, continuously improves its management practices in areas such as employee rights protection, diversity, and workplace equality.

### Anti-Discrimination and Anti-Harassment

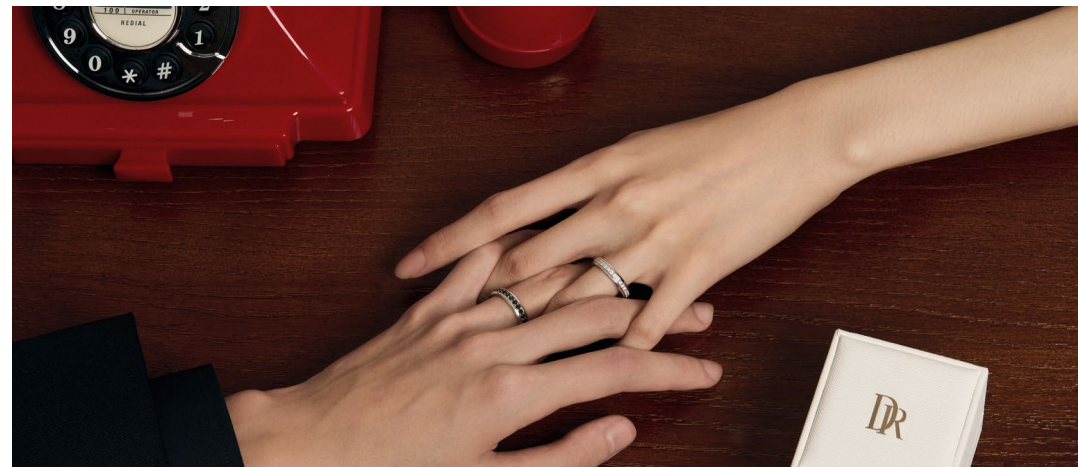
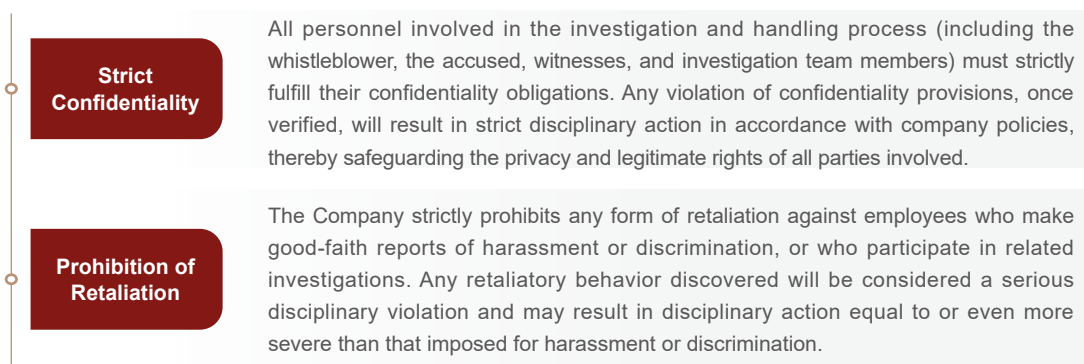
The Company adopts a zero-tolerance approach to harassment and discrimination. In 2025, it issued the *Anti-Harassment and Anti-Discrimination Policy*, which clearly defines workplace harassment and discrimination behaviors and establishes standardized investigation and handling procedures. The Company adheres to the principles of fairness, impartiality, and objectivity in all employment processes, including recruitment, hiring, promotion, compensation, training, and contract termination, providing equal opportunities to all candidates and employees.

Regardless of a candidate's or employee's race, age, gender, ethnicity, marital status, disability status, or other characteristics protected by law, the Company treats all individuals equally in talent selection and recruitment, striving to build a non-discriminatory, transparent recruitment and employment system that ensures everyone can achieve career development on an equal basis.

To ensure effective policy implementation, the Company has established multi-channel complaint mechanisms and rigorous investigation procedures. Employees who experience harassment or discrimination may file a report through any of the following channels: direct supervisor, Human Resources Center, or the designated complaint email address:



To ensure the effective operation of the reporting mechanism and protect the legitimate rights and interests of whistleblowers and related individuals, the Company has established the following core protection mechanisms:



## Prohibition of Child Labor and Forced Labor

The Company firmly opposes all forms of child labor and forced labor, and requires all subordinate branches, subsidiaries, and suppliers providing outsourced production services to adhere to the same standards.

The Company strictly prohibits the employment of child labor under the age of 16. For minor workers aged 16 but under 18, special protections are implemented in strict accordance with national regulations, including prohibitions on arranging them to engage in hazardous work and regular health examinations.

The Company strictly prohibits all forms of human trafficking, forced labor, and related exploitation. It has established robust review and supervision mechanisms to ensure that all forms of human trafficking or forced labor are eliminated from its own employment practices and supply chain, including but not limited to the use of violence, threats, restrictions on personal freedom, confiscation of identification documents, and debt bondage. At the same time, we scientifically arrange employees' working hours, reasonably control overtime, and ensure that monthly working hours do not exceed the legal limits.

## Employee Communication and Democratic Management

We actively promote employee communication and democratic management by establishing regular communication mechanisms and improving democratic management platforms, comprehensively listening to employee voices and building internal consensus.



### Regular Communication Mechanisms

The Company has established regular employee communication mechanisms, widely collecting employees' opinions and suggestions through public mailboxes, departmental interviews, business communications, and quarterly surveys. In 2025, the Company focused on conducting in-depth interviews with core departments such as Brand and E-commerce, ensuring that management accurately captures the true voices of frontline employees. At the same time, regular satisfaction surveys are conducted using digital tools, covering multiple dimensions such as administrative environment, personnel benefits, IT system operations, and merchandise supply, continuously optimizing the employee experience.



### Improving Democratic Management

The Company respects employees' rights to freely form and join trade unions and engage in collective bargaining in accordance with the law, commits to non-interference in employees' lawful activities of forming and joining trade unions, and provides necessary communication channels and procedural support for collective bargaining within the scope permitted by law.

The Employee Representative Congress serves as an important platform for the Company's democratic management, playing a key role in reviewing major policies. In 2025, the Company reviewed and approved the *Experience Store Employee Performance Appraisal and Talent Development Management System* and the *Employee Behavior Audit and Reward and Punishment Management System* through the Employee Representative Congress, ensuring that policies affecting employees' immediate interests fully incorporate employee representatives' opinions during the formulation process, achieving fairness and transparency in policy development.

## Diversity, Equality, and Inclusion

The Company places great emphasis on building workplace diversity and inclusion, committed to creating a work environment that respects differences and provides equal opportunities, enabling every employee to realize their personal value in a fair and caring atmosphere.

We adhere to a combination of global perspective and localized practices, establishing a fair employment mechanism without restrictions based on gender, region, or other factors. Through open and inclusive recruitment policies, the Company has attracted diverse talent from multiple countries and regions, including Mainland China, Hong Kong (China), and Australia, forming a workforce with cross-cultural integration capabilities that injects diverse vitality into the Company's continuous innovation and business development.

## Occupational Health and Safety

The Company strictly complies with national laws and regulations related to occupational health and safety, providing all employees with compliant workplaces, equipment, and necessary labor protection supplies. We regularly conduct workplace safety risk assessments, organize occupational health and safety training, and have established systematic accident emergency response plans and reporting procedures, comprehensively safeguarding employees' occupational health and safety.



### "Healthy China, Science First" Online Learning

In May 2025, the Company organized the "Healthy China, Science First" online special training, actively responding to the national health initiative. The training covered practical topics such as mental health, emergency rescue, healthy lifestyles, and chronic disease prevention, aiming to promote health knowledge and enhance employees' health literacy and self-management capabilities.

## Employee Benefits and Care

### Improving the Employee Benefits System

The Company strictly complies with the *Headquarters and Experience Store Employee Benefits Management Regulations* and the *Hong Kong Region Employee Benefits System Details*, integrating relevant policies such as the *Experience Store Employee Attendance and Leave Management System* to build a comprehensive benefits system covering physical and mental health, work-life balance, and humanistic care, continuously enhancing employees' sense of belonging and organizational cohesion.

#### True Love Cultural Benefits

- On Valentine's Day, Qixi Festival, and other related holidays, employees may leave work one hour early to spend quality time with their partners
- Employees are entitled to additional paid leave on their wedding anniversary to celebrate their special moment

#### Enriching After-Work Life

Regularly organize various recreational clubs and interest activities, encouraging employees to pursue hobbies, maintain physical fitness, and enhance social interaction outside of work

#### Family-Friendly Benefits

Comprehensive leave policies including marriage leave, maternity leave, paternity leave, parental leave, and breastfeeding leave, supporting employees in balancing work and family needs

#### Retirement Care

Organize warm farewell ceremonies upon employee retirement, expressing gratitude and best wishes to retiring colleagues

#### Festival Benefits

- Distribute festive gift boxes to employees during traditional holidays, conveying holiday greetings
- Host themed tea break activities in line with the festive atmosphere, creating a warm and caring workplace environment

#### Other Benefits and Allowances

Provide a range of humanistic benefits including work anniversary celebrations, wedding and childbirth congratulations, illness support, bereavement support, annual health checkups, and more



Thanksgiving Treasure Hunt



Valentine's Day Claw Machine Activity



Weekly Club Activities



Qixi Festival Event



Christmas Event



DR Happiness Salon Employee Care Activity

In 2025, the Company held the "DR Happiness Salon – Seeing the A and B Sides of Love, Exploring the True Meaning of Happiness" employee care activity. The activity was organized around three dimensions: exploration, interaction, and experience. A specially invited Ph.D. in psychology provided a scientific analysis of the essence of happiness based on ACT therapy. Through letter exchanges, interactive games, and other activities, the Company facilitated emotional communication and team integration. Immersive experience sessions were also set up to guide employees in translating their understanding of happiness into daily practice, further enhancing psychological energy and organizational cohesion.

DR幸福沙龙

“看见爱的AB面  
探寻幸福真义”

我们总是匆匆赶路，  
却时常忘记幸福的真义，  
这次，我们让心慢下来  
——  
邀请您和同频的人，  
一起踏上这场关于真爱与幸福的探寻之旅。

In terms of supporting employees in difficulty, the Company relies on the "Warm Heart Fund" to provide financial assistance to employees and their families facing challenges such as serious illnesses. In 2025, the Fund assisted 17 employees, distributing nearly RMB 120,000 in aid. As of 2025, the Fund has supported a total of 105 employees, with total assistance exceeding RMB 860,000, effectively conveying organizational care and warmth.



the Fund assisted

17 employees

distributing nearly RMB

120,000



supported a total of

105 employees

assistance exceeding RMB

860,000

## Building a Female-Friendly Workplace

We attach great importance to protecting the rights and workplace experience of our female employees, and actively build a female-friendly workplace:

### Establish a Female Employee Committee

The Company has established the Female Employee Committee as a permanent organization to safeguard the rights and interests of female employees, listen to their voices, and promote their development, continuously focusing on and improving the workplace environment for female employees.

### Implement paid menstrual leave

The Company provides one day of paid menstrual leave per month for all female employees, who may apply for the leave based on their own circumstances without providing a medical certificate.

### Build a Loving Mother and Baby Room

The Company's headquarters has set up a well-equipped "Loving Mother and Baby Room", providing a private, clean, and comfortable space for resting and nursing for employees during pregnancy and lactation.

Meanwhile, we are committed to breaking the gender ceiling in the workplace and providing broad career development opportunities for female employees. Through diverse recruitment channels, a fair and transparent promotion mechanism, and targeted training and support for female leadership, the Company encourages and helps more female employees to move into management and core technical roles, fully demonstrating its high recognition and respect for the value of women.

Indicators	Unit	2025 Performance
Proportion of women in all management positions	%	64.21
Proportion of women in junior management positions	%	73.91
Proportion of women in senior management positions	%	38.46
Proportion of women in revenue-generating functions (e.g., sales) related positions.	%	92.41
Proportion of women in STEM <sup>4</sup> -related positions	%	36.96

<sup>4</sup>STEM: Science, Technology, Engineering and Mathematics.

## Talent Development and Cultivation

### Talent Acquisition

We attract outstanding talents from diverse backgrounds through multiple recruitment channels, continuously injecting vitality into the organization. In 2025, the Company steadily advanced its strategic talent reserve, solidifying the talent foundation for its sustainable development.



#### Campus Recruitment

Focusing on universities, the Company selects reserve talents in areas such as brand, operations, and technology through campus presentations, cooperative referrals, and capability assessments, while simultaneously clarifying training plans and rotation arrangements. In 2025, the Company officially launched the "DR Star 2026" Global Management Trainee Campus Recruitment Program, covering ten types of positions including brand, retail, product, and supply chain.



#### Social Recruitment

Focusing on mid-to-senior level professional and management positions, the Company builds a high-quality talent pool through channels such as internal referrals and industry headhunters, ensuring that selection criteria are precisely aligned with the core competencies of each position.

### Employee Promotion

The Company is committed to building a scientific talent development system, providing employees with diverse career paths through a "management + professional" dual-track model, and supporting cross-sequence transitions to ensure that talent development aligns with the organizational strategy.

In terms of the selection mechanism, the Company adheres to the principle of "fairness, justice, and openness", and implements differentiated empowerment for different groups:

#### Headquarters

Optimize the annual competitive selection mechanism and iterate promotion rules to let high-performing talents stand out.

#### Regions

Redefining core indicators and making results public, to stimulate healthy competition.

#### Stores

Issue a special talent development system, focusing on performance and customer satisfaction.

#### Campus Recruits

Launch the "Diamond Series" training program to systematically bridge the transition from campus to the workplace.



Campus Recruit "White Diamond, Blue Diamond, Green Diamond, Pink Diamond Program"

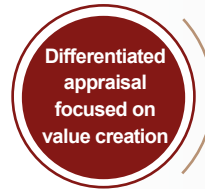
Through systematic and transparent evaluation and defense processes, the Company ensures professionalism in talent selection, providing every employee with clear and predictable opportunities for career advancement. Meanwhile, the Company has established a comprehensive internal transfer mechanism, providing employees with diverse cross-functional and cross-regional development opportunities. Employees may apply proactively based on their personal career plans, and the Human Resources department will provide professional assessment and communication support when necessary, thereby facilitating the flow of experience and optimal allocation of talent within the organization.

## Employee Incentives

We adhere to the fundamental principle of "equal pay for equal work" and, based on *the Headquarters Performance Management System, the Experience Store Employee Performance Appraisal and Talent Development Management System, the Rewards and Punishments Management System, and the Employee Performance Improvement System*, have established a distribution system grounded in a job grade structure and salary broadband. Through continuous optimization of the compensation structure, we strengthen incentive effectiveness.



The Company implements a compensation model of "base salary + performance commission", and in 2025 further enriched incentive scenarios. On the basis of monthly, quarterly, and annual bonuses, it added special incentive plans for middle- and back-office departments and store partner incentive plans, deeply tying employees' personal development to the Company's overall performance.



The Company implements a differentiated appraisal cycle management system. Some positions are subject to annual appraisal, while others receive a combination of "quarterly appraisal + annual cumulative payout". The entire appraisal process focuses on value-based behavioral evaluation and strengthens regular feedback, ensuring standardized procedures and fair results.



The Company has established a comprehensive performance appeal channel, requiring managers to conduct performance interviews with employees, provide feedback, and jointly set goals for the next cycle. If employees have any objections, they may file an appeal with the Human Resources Center at any time, ensuring that every employee's legitimate rights and opportunities for development are effectively protected.



## Employee Development

The Company consistently focuses on employee growth and development, striving to build a tiered and categorized training system that covers all employees throughout their entire career lifecycle. Through a diversified "online + offline" teaching model, it precisely empowers employees at different levels and in different positions, enhancing organizational effectiveness while helping employees achieve their career aspirations, thereby achieving deep alignment between personal growth and the Company's strategy.

**Tailored Training for Management Trainees**

The Company adheres to a long-term talent development philosophy and designs a training path for management trainees consisting of "store mentoring – departmental rotation – position placement", helping them understand the business, broaden their horizons, and deepen their expertise through hands-on experience, thereby continuously supplying high-quality talent to the organization.

**Headquarters Management and Core Talent Development**

Closely aligning with the strategic goals of "brand upgrading, multi-category expansion, and globalization," the Company has established high-caliber development programs such as the "Management Huangpu Class" and the "Retail Marshal Plan." By integrating the expertise of external specialists with the experience of internal senior executives, these programs systematically enhance the strategic thinking and operational management capabilities of core talents, thereby ensuring a sustainable talent pipeline for the organization.

**Retail Frontline Empowerment and Development**

The Company has established an empowerment system covering new employees, in-service employees, and core talent, strengthening professional foundations through standardized training courses, and jointly building a talent cultivation base with the IGI International Gemological Institute to enhance high-end service capabilities. At the same time, it implements differentiated empowerment based on regional market characteristics, continuously supporting store operation quality and the realization of employee value.



# Contributing to True Love Public Welfare

## Conveying True Love Values

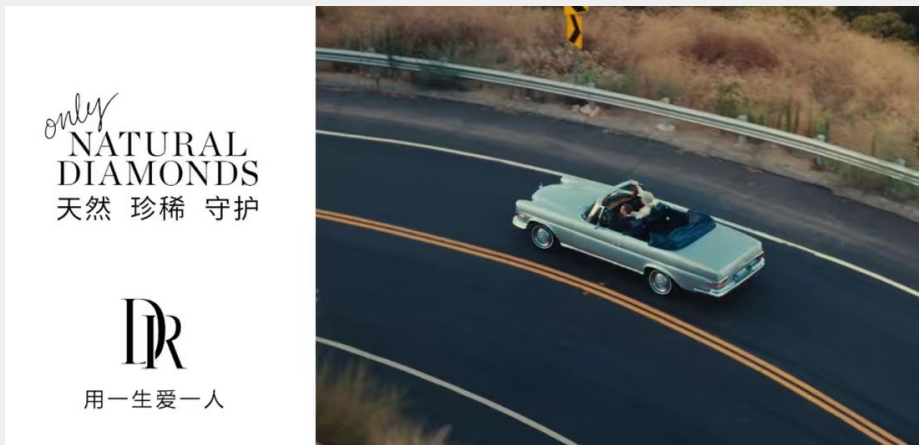
DRCO consistently upholds the concept of "True Love Public Welfare", actively transforming its brand culture into social responsibility actions, committed to caring for customers, giving back to communities, deepening humanistic care, expanding social impact, and helping to build a more harmonious and warm social atmosphere.

In January 2025, the Company officially launched the "Global Landmarks of Love Program", with its first landmark located in Changbai Mountain. The project deeply integrates the traditional Chinese culture of "being together for life" with the Company's brand philosophy of "ONE LOVE, ONE LIFETIME", creating a series of immersive emotional experience settings including "Ice Heart Island", "1314 True Love Path", and "Lock of a Lifetime". Among these, the "1314 True Love Path" winds through 99,000 century-old Korean pines, using a progressive ritual of "ringing the happiness bell – walking the true love path – hanging the lifetime lock" to transform the brand promise into a tangible, participatory real-world experience. This landmark quickly became a widely recognized must-visit destination for true love. This initiative not only successfully created a romantic space that combines cultural distinctiveness with global emotional resonance, but also pioneered a new model of deep integration between "jewelry and cultural tourism", elevating the brand philosophy into a global emotional vehicle that conveys eternal love.



During the 520 period in 2025, the Company simultaneously launched the "Free Gold Distribution" public welfare campaign in multiple cities across the country. Using gold as a medium, the campaign honors those who cherish their partners and diligently nurture their relationships, echoing the brand philosophy of "loving one person for a lifetime". It encourages the public to express their love sincerely and strengthen family emotional bonds, effectively raising public awareness of emotional responsibility and demonstrating the Company's commitment to guiding the positive development of social values.

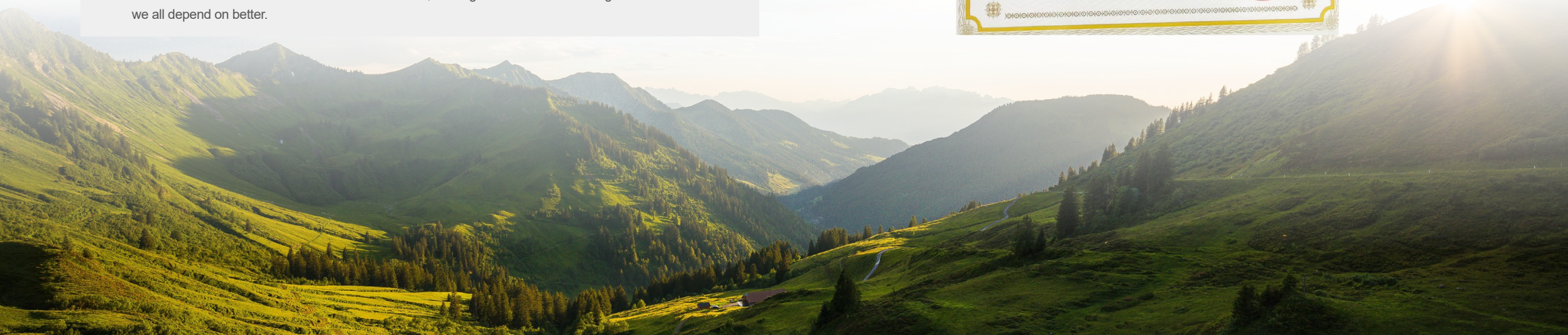




DR has entered into a 2024-2025 strategic partnership with the Natural Diamond Council (NDC). Together, the two parties will co-create diverse digital content and online and offline communication programs. Through this in-depth cooperation with NDC, DR will continue to convey the value and belief in sustainable natural diamonds and true love, making love better and making the environment we all depend on better.

## Fulfilling Social Welfare

In 2025, adhering to the original public welfare intention of "letting love continue to happen", DRCO continued to pay attention to the needs of vulnerable groups in society and actively fulfilled its corporate social responsibility. Through the "CSC-Promising for Good DR Warm Heart Single Asset Management Plan", the Company donated charitable funds to the Disability Assistance Service Committee of the Shenzhen Lions Club, specifically earmarked for the Lions Club of Shenzhen's disability assistance public welfare projects, supporting the care and assistance of persons with disabilities through concrete actions.



# 03 Environmental

DRCO consistently adheres to the baseline requirements of environmental regulations in its global operations, systematically integrating the concept of green development throughout the entire management process. By implementing energy efficiency improvement plans, advancing carbon footprint management, and optimizing whole-chain resource recycling, the Company continuously strengthens its environmental risk management foundation, proactively enhances its adaptability and resilience in the context of climate change, and is committed to achieving a long-term balance between business value and ecological responsibility.

## 2025 Highlights

- Reduced greenhouse gas emissions of **627.52** tonnes of CO2 equivalent.
- Reduced municipal water withdrawal of **251.67** tonnes.
- Recycled water volume of **44.48** tonnes.
- Store counter reuse saved **23.97** tonnes of various raw materials including panels, metals, and glass.

## Supporting the United Nations Sustainable Development Goals



# Addressing Climate Change

DRCO attaches great importance to the opportunities and challenges brought by climate change, and has integrated climate change response into the Company's sustainable development and ESG management system. Through systematic identification and response to climate-related physical risks and transition risks, the Company continuously promotes energy conservation, emission reduction and green operation measures to reduce the environmental impact of its business activities. While ensuring the stable operation of the Company, it actively fulfills its environmental responsibilities and contributes to the coordinated advancement of economic development and ecological environmental protection.

## Climate Change Governance

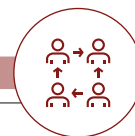
The Company incorporates climate change issues into the unified management of the ESG governance system, relying on the three-level governance structure of "Decision-Making Level – Management Level – Implementation Level" to promote the effective connection and implementation of climate-related strategic decisions, risk identification and specific actions within the Company.



The Board of Directors and the Strategic and Sustainable Development Committee, as the highest decision-making level of ESG governance, are coordinated by the Chairman of the Company. They are responsible for studying and reviewing the Company's medium and long-term development strategies and special plans, and supervising major sustainable development issues including climate change.



At the management level, the Sustainable Development Steering Working Group consists of the Company's senior executives and managers of various departments. It conducts research and analysis on ESG and climate change-related risks and opportunities, and uses the relevant results as a reference for the Company to formulate climate change strategies and annual key work.



At the implementation level, the Sustainable Development Office consists of ESG liaisons from various departments, responsible for implementing climate change-related management requirements, promoting specific actions, and carrying out data collection and effectiveness feedback.

## Climate Change Strategy

### Risk and Opportunity Identification

The Company fully recognizes the potential short-, medium-, and long-term impacts of climate change on its own operations and value chain, and conducts risk and opportunity assessments on an annual basis. In 2025, as the Company's business model and core operational structure remained stable, the risks and opportunities related to climate change saw no material changes.



Climate Change-Related Risk and Opportunity Register

Physical Risks



Risk Type	Risk Description	Financial Impact	Time Horizon	Likelihood of Impact	Value Chain Impacted	Response Measures
Acute Risk	Increased frequency of extreme weather events such as typhoons, heavy rainfall, high temperatures, and cold weather, which may affect normal store operations and customer traffic	Increased costs↑ Decreased revenue↓	Short-term	Medium-term	Own operations	<ul style="list-style-type: none"> <li>Integrate regional climatic conditions and disaster prevention capabilities into store site selection and operation management</li> <li>Optimize equipment configuration and operational processes to improve facility stability</li> </ul>
	Impact of extreme weather on logistics and supply chain stability	Increased costs↑	Short-term	Low	Upstream value chain	<ul style="list-style-type: none"> <li>Gradually incorporate environmental and climate risk management requirements into supply chain management, and strengthen risk identification and assessment for key suppliers and logistics links</li> <li>Improve supplier communication mechanisms and enhance supply chain collaboration to strengthen supply chain stability and resilience under extreme weather conditions</li> </ul>

Transition Risks



Risk Type	Risk Description	Financial Impact	Time Horizon	Likelihood of Impact	Value Chain Impacted	Response Measures
Policy and Legal Risks	Relevant policies, laws, regulations and regulatory requirements concerning climate change are becoming increasingly stringent, including the legal advancement of the carbon emission trading system, the development of carbon emission accounting and low-carbon standard systems	Increased costs↑	Long-term	High	Own operations	Consistently monitor policy and regulatory developments, improve the ESG governance system, and enhance compliance awareness and implementation capabilities through internal training

Opportunities



Type of Opportunity	Description of Opportunity	Financial Impact	Impact Duration	Probability of Impact on Value Chain	Countermeasures	
Value Chain Opportunities	Against the backdrop of climate change and low-carbon transition, the Company collaborates with suppliers to promote eco-friendly packaging and material optimization, so as to enhance supply chain stability and mitigate long-term operational risks	Decreased costs↓	Long-term	Medium	Upstream value chain	Gradually introduce environmental and climate-related requirements into supply chain management, and strengthen collaboration with suppliers on green materials and packaging optimization
Brand Image & Customer Recognition	Consumers have shown growing attention to low-carbon and sustainable products. Products compliant with green design and environmental standards help strengthen brand differentiation and drive the Company's expansion in the mid-to-high-end market	Increased revenue↑	Long-term	Medium	Own operations Donestream value chain	Integrate sustainable development concepts into product design, packaging and brand management, strengthen value delivery through green product practices, and enhance market competitiveness

## Risks and Opportunities Response

We enhance resilience against climate change risks by improving energy efficiency, optimizing store construction and operation models, and reducing carbon emissions in daily operations. Aligned with its financial management strategies, the Company monitors potential changes in costs, revenues and asset values arising from climate risks, and gradually incorporates climate-related factors into long-term business decision-making.

Meanwhile, the Company actively focuses on ESG-related asset allocation and business opportunities. It explores ways to address long-term challenges brought by climate change through optimized resource allocation and green practices, so as to achieve coordinated improvement in environmental benefits and business development.

### Full Life Cycle Carbon Footprint Management

The Company regards the sustainable management of raw materials and packaging materials as a key link to realize the circular economy and reduce the environmental footprint. It is committed to reducing resource consumption at the source, optimizing material selection, and promoting material recycling, so as to achieve a win-win outcome for both economic and environmental benefits.

### Sustainable Product Design and Raw Material Procurement

Starting from the source of product design, the Company systematically integrates the concept of sustainable development into solution formulation. It commits to reducing resource consumption through scientific design and promoting responsible raw material procurement. In terms of packaging management, the Company focuses on design optimization, strictly follows the green packaging principles of "reduction, recyclability, degradability and harmlessness", and firmly eliminates excessive packaging.

#### ● Design Priority and Source Reduction

During the design phase of products and packaging solutions, clear requirements for reduction and sustainable design are specified. By optimizing structural design and functional configuration, the usage of raw materials is reasonably controlled while meeting application demands and quality standards, laying a foundation for subsequent material selection and procurement.

#### ● Preference for Certified Materials

When procuring wood and paper-based raw materials, the Company prioritizes materials certified by the Forest Stewardship Council (FSC), ensuring traceability and sustainability of material sources and demonstrating care for forest resource protection as well as the rights and interests of local communities and forest workers.

#### ● Increase the Proportion of Green Materials

On the basis of finalized design solutions, the Company continuously explores and expands the application of eco-friendly materials in products, and steadily raises the proportion of green, low-carbon and renewable raw materials in procurement.

### Material Recycling in Service Operations

In specialized services such as wedding planning, the Company deeply incorporates green and sustainable concepts into the entire business operation process. While ensuring on-site presentation and service quality, it systematically reduces the consumption of disposable supplies and promotes environmental-friendly practices throughout services.

#### ● Promote Durable and Recyclable Supplies

For decorative materials and props, high-quality, long-lasting and reusable items are prioritized.

#### ● Extend Service Lifespan

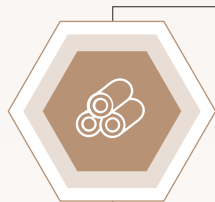
Through scientific warehouse management, meticulous maintenance and standardized circulation, the service life of operational supplies is maximized, achieving optimal resource efficiency via recycling and reuse.

## Green Store Construction

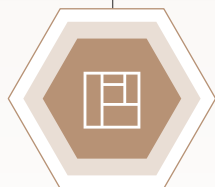
Centering on its operational activities, the Company upholds the philosophy of "green store construction, energy conservation and emission reduction, and sustainable development". It continuously promotes energy-saving and efficient resource utilization measures throughout the entire process of store planning, design, construction and operation, so as to reduce energy consumption and environmental impacts during store operations.

### Eco-friendly Construction

By selecting high-standard eco-friendly materials and optimizing construction techniques, the Company fully reduces environmental impacts and health risks in store construction.



For basic decorative materials, materials meeting international environmental grades (such as E0-grade boards) are required to reduce the emission of volatile pollutant gases. Meanwhile, the proportion of renewable materials such as metals used exceeds 50%.



For surface decorative materials, prefabricated wall panels are adopted to reduce gas pollution caused by on-site painting construction. This ensures that stores can pass volatile gas inspections upon completion and be put into use immediately after renovation.



For construction sections where coatings are necessary, 100% water-based paints and natural adhesive materials are mandated to further lower impacts on the environment and human health.

### Green Circular Operation

The Company systematically advances low-carbon and sustainable store operations through multi-dimensional measures including power saving optimization, material recycling and resource regeneration.



**Power and Energy Conservation:** The Company continuously optimizes the power consumption systems of operating stores. By replacing outdated lamps, reasonably reducing lamp quantities and lowering lamp power, it improves energy efficiency while ensuring lighting effects and display requirements. In 2025, the overall power consumption of stores decreased by approximately 9% compared with 2024.



**Counter Reuse:** The Company promotes the reuse of counters and prioritizes existing available counters to reduce the input of new materials. In 2025, among 101 operating stores, 25 achieved counter reuse, with a counter reuse rate of 24.8%, cutting resource waste at the source.



**Recycled Material Application:** Intelligent metal display cabinets are adopted, which are mainly made of metal and glass. Such materials feature high recyclability, with a recycled material utilization rate reaching 90%.

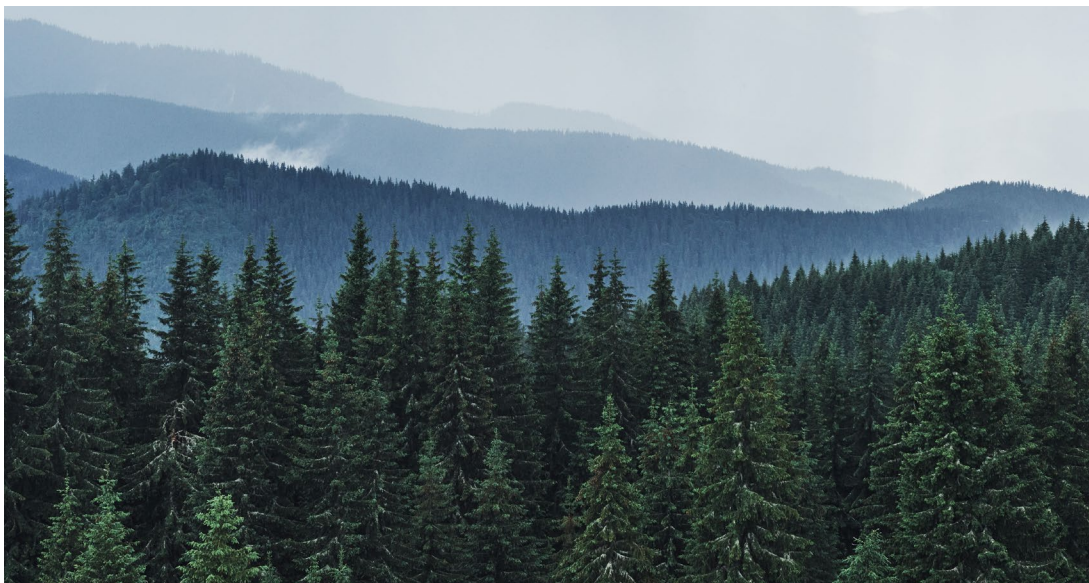


**Waste Asset Disposal:** A national resource recycling network has been established to standardize the recycling and disposal of waste assets generated from store construction and operation. This realizes resource recycling and guarantees the reuse of recyclable materials at the systematic level.

## Climate Change Risk and Opportunity Management

The Company integrates climate change risk and opportunity management into its daily business operation and management processes. The Strategy and Sustainability Committee keeps a close eye on the potential impacts of climate change on business, and promotes the systematic internal management of relevant issues.

By identifying key risk factors, relevant departments and stakeholders, the Company conducts categorized assessment on climate change-related risks and opportunities, clarifies their impact on operational and strategic objectives, and organizes reviews by relevant functional teams and management. By incorporating the requirements of climate risk control and opportunity management into the daily work of all departments, the effective implementation of the sustainable development strategy is ensured.



## Climate Change Indicators and Targets

With the goal of reducing the impacts of business activities on climate change, the Company continuously improves energy efficiency, advances energy conservation, consumption reduction and green operation. It also gradually incorporates climate change factors into business management and decision-making processes to enhance its capability in responding to climate change risks.

Indicator	Unit	2025 Performance
<b>Greenhouse Gas Emissions</b>	tCO <sub>2</sub> e	5,443.24
<b>Scope 1: Direct Greenhouse Gas Emissions<sup>5</sup></b>	tCO <sub>2</sub> e	10.65
<b>Scope 2: Indirect Greenhouse Gas Emissions<sup>6</sup></b>	tCO <sub>2</sub> e	5,432.59
<b>Reduced Greenhouse Gas Emissions</b>	tCO <sub>2</sub> e	627.52
<b>Greenhouse Gas Emission Intensity</b>	tCO <sub>2</sub> e per million revenue	3.58
<b>Per Capita Carbon Dioxide Emissions from Business Operations</b>	tCO <sub>2</sub> e per person	2.72

<sup>5</sup>The Company mainly adopts an entrusted processing production model and is not involved in large-scale manufacturing processes. Therefore, its direct greenhouse gas emissions mainly derive from gasoline consumption for official vehicles. In 2025, the Company consumed 4,797.69 liters of gasoline in total. The calculation was conducted in accordance with the IPCC 2006 Guidelines for National Greenhouse Gas Inventories and the accounting factors recommended by the Ministry of Ecology and Environment of China.

<sup>6</sup>Indirect greenhouse gas emissions mainly come from purchased electricity. In 2025, the Company's total electricity consumption reached 10,238,569.9 kWh. Emission accounting was based on the Announcement on Issuing the 2023 Power Carbon Dioxide Emission Factors jointly released by the Ministry of Ecology and Environment and the National Bureau of Statistics, adopting the national average power carbon dioxide emission factor (0.5306 kg CO<sub>2</sub>/kWh) for calculation.

# Fulfilling Environmental Responsibilities

DRCO mainly adopts an entrusted processing-based production model. Under this model, through continuous and systematic environmental management, the Company effectively controls the use of environmental resources at the headquarters, global stores and limited in-house production links, keeps reducing the environmental impact of operations, and actively fulfills corporate environmental responsibilities.

## Strengthening Environmental Management

### Standardized System Control

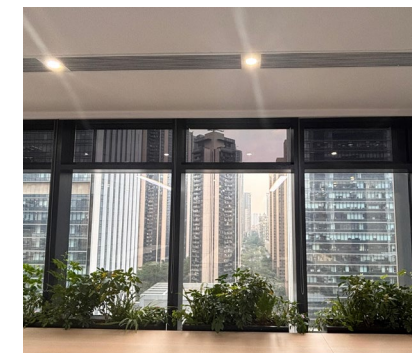
The Company strictly complies with the *Environmental Protection Law of the People's Republic of China* and relevant laws and regulations in operating regions, and has formulated and publicly released the *Environmental Management Policy*. This policy clarifies the Company's environmental management framework: the Administrative Service Department is responsible for formulating, promoting and implementing environmental management policies, with all departments collaborating on execution. The policy also specifies detailed provisions covering energy consumption management, water resource management, green product innovation and promotion, as well as green procurement, ensuring all business activities comply with environmental protection standards.

In 2025, the internal environmental and resource management policies were effectively implemented on an ongoing basis. Supported by the *DR Headquarters Office Environmental Management Regulations*, the Company standardized the management of office areas, built a clean, elegant, harmonious and orderly working environment, maintained regular office operations, and continuously improved overall office efficiency.

### Promoting Green Office Initiatives

The Company conducts regular assessments on green operations, actively explores feasible solutions to improve resource efficiency and lower environmental costs, and strives to build a systematic and sustainable green office environment.

In 2025, the Company continued to optimize the headquarters office space. With scientific spatial layout and ecological plant arrangement, it further created a healthy, comfortable and vibrant workplace. An indoor greening upgrading project was launched throughout the year, integrating green landscapes with functional office areas naturally to balance aesthetics and practicality. It injected more natural vitality into daily work and received positive feedback from all employees.



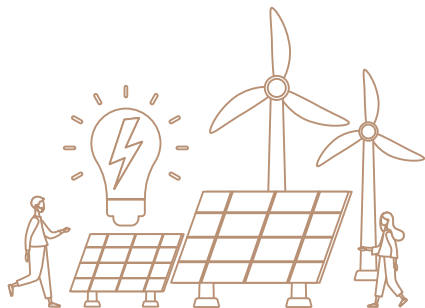
Office Area Green Plants

## Efficient Resource Utilization

### Energy Management

As a non-manufacturing enterprise, the Company's greenhouse gas emissions in daily operations mainly refer to indirect carbon dioxide emissions generated from power consumption. To deliver on low-carbon operation goals, we continuously optimize energy management, embed energy-saving practices into daily workflows, and adopt refined operational controls to effectively reduce the overall carbon footprint.

To drive energy conservation and emission reduction on the ground, multiple power-saving measures have been fully implemented at the headquarters building. Intelligent lighting shutdown systems have been deployed in offices to automatically turn off lights according to preset schedules and support remote control via mobile devices. Daily on-site inspections are also conducted to switch off idle equipment in a timely manner, further cutting standby energy consumption.



In 2025, the Company optimized its air conditioning usage strategy to minimize large-scale and prolonged operation of cooling and heating systems. Where cooling is required on-site, air supply is directed precisely to actual usage areas to avoid unnecessary energy waste. When air conditioning is not in use, fans are adopted to boost air circulation and maintain indoor comfort. For carpet drying after cleaning, blowers are used instead of raising room temperature with air conditioning, effectively lowering energy consumption in this process.

In terms of awareness building, regular publicity and advocacy activities are carried out in multiple formats. Energy-saving posters are placed in office areas to encourage small daily actions such as turning off lights when not in use and using air conditioning reasonably, helping employees develop sustainable office habits.

Indicator	Unit	2025 Performance
Total Energy Consumption	kWh	36,858.85
Energy Consumption Intensity	kWh per million revenue	24.25
Total Electricity Consumption	kWh	36,858.85
Per Capita Electricity Consumption	kWh per person	18.4
Energy-saving Training Coverage Rate	%	90



## Water Resource Management

The Company actively advocates eco-friendly water consumption and promotes systematic water conservation by upgrading facilities and improving management guidelines. Employees are encouraged to drink direct purified water. In 2025, an additional water dispenser was installed to enhance accessibility on-site and reduce the consumption of barreled and bottled water.

For meetings, clear environmental water usage standards have been introduced: employees are encouraged to bring their own cups for internal meetings, while bottled water is provided only on demand for external events, with brewed tea offered as a preferred alternative. A unified collection and reuse mechanism has been established for unopened bottled water to avoid waste.

In 2025, water-saving awareness campaigns were launched throughout the Company. Posters highlighting daily practices such as monitoring running water, cherishing every drop, controlling detergent dosage, and fetching water as needed were displayed, continuously strengthening water-saving awareness among all employees.



Indicator	Unit	2025 Performance
Municipal Water Intake	tons	622.33
Reduced Municipal Water Intake	tons	251.67
Circulated Water Volume	tons	207.36
Increased Circulated Water Volume	tons	44.48
Per Capita Water Consumption	tons per person	0.31

## Pollutant and Waste Management

The Company strictly enforces a standardized waste sorting and management system. Recyclables, kitchen waste, hazardous waste and other categories are classified and disposed of in compliance with regulations, aiming to maximize resource utilization.

### Recycling of Recyclables

The Company actively promotes resource circulation in daily office scenarios. In 2025, five new meeting rooms were added at the headquarters. All audiovisual equipment was reused from internal existing assets, while tables and chairs were purchased from secondhand channels, effectively extending the service life of supplies.

The Company also advances the recycling of daily materials



Promote paperless office practices: adopt electronic communication instead of paper documents, implement doublesided printing, avoid colour printing unless necessary, use singleside waste paper for internal circulation, and set designated collection areas for waste paper reuse.



Implement shared stationery management: recycle and reuse office supplies, employee ID badges and other recyclable items from departing employees.



### Centralized Disposal of Kitchen & Hazardous Waste

To standardize handling procedures, unified management is applied across all stores and the headquarters building. Such waste is collected indoors on a centralized basis, delivered to property-designated collection points at scheduled times, and then professionally disposed of by the property management team.

Indicator	Unit	2025 Performance
Weight of Non-hazardous <sup>7</sup> Waste	tons	276.48
Total Quantity of Hazardous Waste	tons	0.004

<sup>7</sup>The statistical scope covers waste generated from store renovation.



### Material Management

We implement standardized management for office supplies and daily necessities. The Company strictly enforces the *DR Express Receiving & Sending Management Policy* to regulate the process of official express delivery, ensuring timeliness, accuracy and efficiency. Meanwhile, in accordance with the *Fixed Assets Management Policy*, we strengthen the control and maintenance of fixed assets based on actual business needs, so as to guarantee asset safety and integrity and improve overall utilization efficiency.

Common materials available for employees' access in office areas are listed below

Safety facilities

Fire extinguishers and gas masks have been equipped in all office areas with regular inspections conducted to ensure validity.

Daily necessities

First-aid kits, sanitary pads, warm patches, masks, hand sanitizer, disinfectant spray, hair dryers and sewing kits are kept available at the reception desk.

Emergency equipment

Automated External Defibrillators (AED) have been installed in elevator lobbies to provide support for emergency rescue situations.

## Key ESG performance data

ESG Indicators	Units	2025 Performance
<b>Governance Indicators</b>		
<b>Governance</b>		
Number of directors <sup>8</sup>	person	9
Number of male directors	person	6
Number of female directors	person	3
Proportion of female directors	%	33.33
Number of directors with a background in risk management	person	3
Number of directors with an accounting background	person	3
Number of independent directors	person	3
Proportion of independent directors	%	33.33
Proportion of independent directors in the Audit Committee	%	66.67
Proportion of independent directors on the Remuneration and Appraisal Committee	%	66.67
Proportion of independent directors on the nomination committee	%	66.67
Proportion of independent directors on the Strategic and Sustainable Development Committee	%	66.67
Average tenure of board members	year	5
Number of board meetings held annually	times	5
Board members' attendance rate	%	100

<sup>8</sup>To ensure the timeliness of the disclosed information, all board-related data have been updated to reflect the latest status as of the report publication date, i.e., April 2026.

ESG Indicators	Units	2025 Performance
Number of Audit Committee meetings held annually	times	6
Number of Remuneration and Appraisal Committee meetings held annually	times	3
Number of Nomination Committee meetings held annually	times	1
Number of Strategy and Sustainability Committee meetings held annually	times	2
Number of shareholders' meetings held annually	times	3
Average attendance rate of shareholders at general meetings	%	88.97
Number of Supervisory Board meetings held annually	times	2
Number of periodic reports published annually	paper	4
Number of ad hoc reports published annually	paper	146
Number of investor research and communication activities conducted	times	23
Cumulative number of institutional investors hosted	person	313
<b>Commercial bribery and compliance</b>		
Number of corruption lawsuits initiated and concluded against the Company	cases	0
Number of corruption lawsuits initiated and concluded against employees	cases	0
Total number of trademark infringement cases handled by the Company (concluded)	cases	331
Number of business ethics violations that occurred in a year	cases	2
Number of reports generated through the anti-corruption whistleblowing procedure	cases	2

ESG Indicators	Units	2025 Performance
Number of anti-bribery due diligence and monitoring activities conducted on business partners (including intermediaries)	times	2
Number of anti-corruption and anti-bribery trainings for general employees	times	1
Proportion of regular employees covered by anti-corruption and anti-commercial bribery training	%	10
Proportion of management covered by anti-corruption and anti-commercial bribery training	%	100
Proportion of directors covered by anti-corruption and anti-commercial bribery training	%	100
Lawsuits or major administrative penalties resulting from unfair competition	cases	0

#### Environmental Indicators

##### Greenhouse Gas Emissions

Greenhouse Gas Emissions	tCO <sub>2</sub> e	5,443.24
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##### Energy Utilization

Total Energy Consumption	kWh	36,858.85
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<sup>9</sup>The Company mainly adopts an entrusted processing production model without engaging in large-scale manufacturing processes. Therefore, its direct greenhouse gas emissions are primarily generated from gasoline consumption for official vehicles. In 2025, the Company consumed 4,797.69 litres of gasoline in total, calculated in accordance with the *2006 IPCC Guidelines for National Greenhouse Gas Inventories* and the accounting factors recommended by China's Ministry of Ecology and Environment.

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Circulating Water Volume	tons	207.36
Increased Circulating Water Volume	tons	44.48
Per Capita Water Consumption	tons per person	0.31

##### Material Management

Paper Consumption	tons	357
Per Capita Paper Consumption	tons per person	0.18

##### Waste Management<sup>11</sup>

Non-Hazardous Waste Weight	tons	276.48
Total Hazardous Waste Volume	tons	0.004
Number of Waste Toner Cartridges (Stores)	units	130
Weight of Waste Toner Cartridges (Stores)	kg	72.62
Number of Waste Ink Cartridges (Stores)	units	3,514
Weight of Waste Ink Cartridges (Stores)	kg	304.77
Weight of Waste Paint Drums from Store Renovation	kg	138.67
Weight of Saved Raw Materials (Plates, Metals, Glass, etc.) via Reused Store Counters	tons	23.97

<sup>11</sup>The statistical scope covers waste generated from store renovation.

<sup>12</sup>Scope: Jewelry boxes, delivery boxes, shopping bags & cartons

ESG Indicators	Units	2025 Performance
<b>Packaging Material Consumption</b>		
Total Packaging Weight <sup>12</sup>	tons	148.15
Packaging Material Intensity	tons per million revenue	0.097
Plastic Packaging Consumption		
Foam Cotton	rolls	1,100
Adhesive Tape	rolls	1,580
Paper Packaging Consumption		
Cartons	units	64,400
Delivery Boxes	units	79,800
Shopping Bags	units	79,930
Documents & Supporting Papers	sheets	224,080
Other Packaging Materials Consumption		
Jewelry Boxes	units	162,800
Polishing Cloths for Jewelry	units	80,940
<b>Social Indicators</b>		
<b>Employee Profile</b>		
The total number of employees worldwide (including interns and part-time / non-full-time employees)	Person	2,003
Of which, by gender		
Male Employees	Person	249
Female Employees	Person	1,754
Proportion of male employees	%	12.43

ESG Indicators	Units	2025 Performance
Proportion of female employees	%	87.57
Of which, by age		
Employees aged ≤29	Person	738
Employees aged 30-49	Person	1,259
Employees aged ≥50	Person	6
Of which, by education level		
Doctoral Degree	Person	1
Master's Degree	Person	51
Bachelor's Degree	Person	507
Other Educational Backgrounds	Person	1,444
Of which, by position		
Number of management personnel	Person	95
Number of non-management personnel	Person	1,908
Number of female employees in senior management	Person	10
Number of male employees in senior management	Person	16
Number of female employees in executive management	Person	51
Number of male employees in executive management	Person	18
Proportion of women in all management positions	%	64.21
Proportion of women in junior management positions	%	73.91
Proportion of women in senior management positions	%	38.46
Proportion of women in revenue-generating functions (e.g., sales) related positions	%	92.41

ESG Indicators	Units	2025 Performance
Proportion of women in STEM <sup>13</sup> -related positions	%	36.96
Of which, by region		
Mainland China	Person	1,990
Hong Kong, Macao, Taiwan and overseas regions	Person	13
Of which, by job type		
Full-time employees	Person	1,993
Non-full-time employees	Person	1
Interns	Person	9
Total New Hires	Person	774
Of which, by gender		
Male employees	Person	97
Female employees	Person	677
Of which, by age		
Employees aged ≤29	Person	531
Employees aged 30-49	Person	456
Employees aged ≥50	Person	1
Of which, by region		
Mainland China	Person	768
Hong Kong, Macao, Taiwan and overseas regions	Person	6
Number of ethnic minority employees	Person	116

<sup>13</sup>STEM: Science, Technology, Engineering and Mathematics.

<sup>14</sup>Average revenue per employee = Operating revenue / Average total number of employees. Average total number of employees = (Number of employees at the beginning of the period + Number of employees at the end of the period) / 2

ESG Indicators	Units	2025 Performance
Proportion of ethnic minority employees	%	5.79
<b>Employee Compensation</b>		
Average Compensation per Employee	RMB 10,000/year	13.45
Average compensation for male employees	RMB 10,000/year	23.27
Average compensation for female employees	RMB 10,000/year	12.17
Average Revenue per Employee <sup>14</sup>	RMB 10,000	72.03
The number of recipients of equity incentive awards	Person	26
<b>Employee Turnover</b>		
Total Employee Turnover	Person	988
Of which, by gender		
Male employees	Person	135
Female employees	Person	853
Of which, by age		
Employees aged ≤29	Person	531
Employees aged 30-49	Person	456
Employees aged ≥50	Person	1
Of which, by region		
Mainland China	人	982
Hong Kong, Macao, Taiwan and overseas regions	Person	6
Employee Turnover Rate <sup>15</sup>	%	33.02

<sup>15</sup>Employee turnover rate = Number of employee departures / (Number of employees at the beginning of the period + Number of new hires during the period) × 100%

ESG Indicators	Units	2025 Performance
Average years of service per employee	Year	3.73
Average years of service for female employees	Year	3.73
Average years of service for male employees	Year	3.75
<b>Employee Training and Development</b>		
Total training attendances	Person-times	260,668
Of which, by gender		
Male employees	Person-times	22,635
Female employees	Person-times	238,033
Proportion of male employees	%	8.68
Proportion of female employees	%	91.32
Of which, by job category		
Training attendances of management personnel	Person-times	68,287
Training attendances of non-management personnel	Person-times	192,381
Total training hours for all employees	Hours	245,202.73
Of which, by gender		
Male employees	Hours	18,422.8
Female employees	Hours	226,779.93
Of which, by position		
Management employees	Hours	67,637.94
Non-management employees	Hours	177,564.79
Average training hours per employee	Hours	122.42
Number of training sessions conducted	Times	178

ESG Indicators	Units	2025 Performance
Total employee training expenditure	RMB 10,000	181.91
New employee training participation	Person-times	373
Number of new employee training sessions	Sessions	11
New employee training hours	Hours	64
<b>Employee Benefits and Care</b>		
Number of employees provided with hardship assistance	Person	17
Number of employees provided with hardship assistance per million yuan of revenue	Person	0.01
<b>Employee Health and Safety</b>		
Safety production investment <sup>16</sup>	RMB	1,000
Number of work-related fatalities (global)	Person	0
Number of work-related fatalities per hundred million yuan of revenue	Person	0
Number of employee work-related injuries (global)	Times	5
Number of recordable work-related injuries	Person	5
Proportion of recordable work-related injuries (injury rate)	%	0.25
Days lost due to work-related injuries	Days	476
Days lost due to work-related injuries per million yuan of revenue	Days	0.31
Injury frequency rate per million working hours <sup>17</sup>	Incidents/million working hours	1.27
Occupational disease incidence rate	%	0
Safety Drill Activities	Times	2

<sup>16</sup>The Company mainly adopts an outsourced processing production model and is not involved in large-scale manufacturing. Therefore, the scope of safety production investment statistics mainly includes: safety equipment for office buildings, first-aid equipment investment and maintenance costs, as well as annual health and safety training expenses.

<sup>17</sup>Injury frequency rate per million working hours = (Total number of work-related injuries / Standard working hours during the statistical period) × 1,000,000.

ESG Indicators	Units	2025 Performance
Number of Safety Training Sessions	Times	2
Number of participants in safety training	Person	30
Safety training coverage rate	%	1.5
Safety training hours	Hours	60
<b>Suppliers Management</b>		
Suppliers Amount	suppliers	3,244
Of which, data are reported by region		
Domestic suppliers in China	suppliers	3,076
Hong Kong, Macao, and Taiwan-based suppliers	suppliers	103
Suppliers from other regions	suppliers	65
Number of core suppliers	suppliers	163
Supplier localization rate	%	77
Proportion of local procurement	%	94.82
Number of sustainably certified suppliers	suppliers	15
Proportion of sustainably certified suppliers	%	15
Number of supplier onboarding and audit activities	Times	1,617
Of which, statistics are compiled by category		
Production suppliers	Times	7
Diamond rough stones and processing suppliers	Times	22
Diamond setting, gold, and silver material and processing suppliers	Times	52
General procurement suppliers	times	1,536

ESG Indicators	Units	2025 Performance
Signing rate of integrity agreements with long-term and key suppliers	%	99
Number of CSR audits for new suppliers	suppliers	164
Number of CSR audits for existing suppliers	suppliers	0
Number of suppliers participating in CSR training	suppliers	24
Number of participants in supplier safety training	person	1,850
Proportion of certified raw materials <sup>18</sup>	%	100
<b>Research &amp; Development and Innovation</b>		
Cumulative number of intellectual property held	items	1,199
Of which, by intellectual property category		
Patents	items	394
Copyrights	items	162
Trademarks	items	643
Number of intellectual property obtained in the current year	items	238
Of which, by intellectual property category		
Patents	items	148
Copyrights	items	12
Trademarks	items	78
Number of R&D employees <sup>19</sup>	person	79
Proportion of R&D employees	%	3.96
Total R&D investment	RMB 10,000	1471.73

<sup>18</sup>Statistics scope covers diamond rough stones. The company has completed 100% testing and certification of diamond rough stones.

<sup>19</sup>Excluding interns and non-full-time employees.

ESG Indicators	Units	2025 Performance
Proportion of R&D investment to operating revenue	%	0.97
<b>Information Security</b>		
Recorded information security incidents	items	0
Number of customer information leakage incidents	items	0
Losses incurred due to violation of relevant laws and regulations	RMB 10,000	0
<b>Customer Service</b>		
Cumulative number of customers served	10,000 people	207.7
Total cumulative number of followers across the Company's internet platforms	10,000 people	3,000+
Cumulative number of consumer complaints regarding products and services	items	6
Of which, by category		
Product Quality Complaints.	items	1
Service complaints <sup>20</sup>	items	5
Number of customer complaints per million yuan of revenue	items	0.003
Product quality complaint rate	%	0
Proportion of customer complaints that are promptly handled and closed on time	%	100
Number of administrative penalty incidents resulting from complaints	Cases	0
Annual Customer Satisfaction	%	99

<sup>20</sup>Logistics complaints

ESG Indicators	Units	2025 Performance
<b>Quality Management</b>		
Number of external quality system audits received	Times	1
Litigation matters arising from violations of product quality and safety laws and regulations	Cases	0
Litigation penalties arising from violations of product quality and safety laws and regulations	RMB 10,000	0
Events requiring recall due to safety or health reasons out of total products sold or shipped	Incidents	0
Number of products recalled due to safety or health reasons out of total products sold or shipped	Cases	0
Product recall rate	%	0
<b>Public Welfare and Charity</b>		
Number of public welfare projects	Projects	4
Basic Social Contribution per Share <sup>21</sup>	RMB/share	1.75

<sup>21</sup>Basic Social Contribution per Share = Earnings per Share + (All Taxes and Fees Paid + Employee Costs + Interest Expenses) / Number of Outstanding Shares at Period-End

## Standards Index Table

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Clause and Disclosure Content		Issue	Corresponding Report Section
Chapter 1 General Provisions			
Chapter 2 Framework for Sustainable Development Information Disclosure			
Article 11	Four Pillars of Sustainability Information Disclosure		ESG Management: ESG Governance ESG Strategy ESG Risk Management
Article 12(1)	Sustainability Governance Structure		
Article 12(2)	Diversity and Competencies of Sustainability Governance		
Article 12(3)	Information Reporting Mechanism		
Article 12(4)	Sustainability Oversight and Management Mechanism		
Article 12(5)	Integrating Sustainability into Corporate Governance and Decision-Making		
Article 13	Formulating and Implementing Sustainability Strategy		
Article 14(1)	Identification of Sustainability Risks and Opportunities		
Article 14(2)	Definition and Alignment of Time Horizons		
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Article 17	Adaptability of Strategy and Business Model to Sustainability-Related Risks		

Clause and Disclosure Content			Issue	Corresponding Report Section
	Article 18(1)	Methods for Identifying Sustainability Risks and Opportunities		ESG Management: ESG Risk Management
	Article 18(2)	Prioritization and Criteria for Ranking Risks and Opportunities		
	Article 18(3)	Oversight Processes and Mechanisms for Risk and Opportunity Identification		
	Article 18(4)	Integration of Sustainability Risk and Opportunity Management into Internal Management (if any)		
	Article 19	Sustainability Goal Setting and Implementation Progress		
<b>Environmental Information Disclosure</b>				
Section1 Tackle Climate Change	Article 20	Actively achieve green and low-carbon development and support the Beautiful China initiative through measures such as improving processes, upgrading production equipment, optimizing energy mix, enhancing production energy efficiency, developing and providing green products and services, and improving and strengthening management.		Environmental: Addressing Climate Change
	Article 21	Climate Change Information Disclosure	Addressing Climate Change	Environmental: Addressing Climate Change
	Article 22(1)	Assessment of the Impact of Climate Change on the Company's Strategy and Business Model		
	Article 22(2)	Uncertainties in Climate Change Adaptation Assessment		
	Article 22(3)	Capacity for Climate Change Adaptation Adjustments		
	Article 23(1)	Climate Adaptation Adjustments to Strategy, Business Model and Resource Allocation		
	Article 23(2)	Process Improvement and Equipment Upgrade Measures to Address Climate Risks		
	Article 23(3)	Transition Plans for Climate-Related Risks and Opportunities and Their Assumptions		
	Article 23(4)	Resource Support for Transition Plans		
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	Article 24	Greenhouse Gas Emissions Accounting and Disclosure Requirements		
		Carbon Credit Allowances and Carbon Emission Rights Trading		
		Third-Party Verification or Assurance		
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Article 25(3)	Greenhouse Gas Emissions by Source Type			

Clause and Disclosure Content			Issue	Corresponding Report Section
Section 1 Tackle Climate Change	Article 26	Greenhouse Gas Emissions Accounting Standards and Methods	Addressing Climate Change	Environmental: Addressing Climate Change
	Article 27	Greenhouse Gas Emission Reduction Practices and Achievements		
		Greenhouse Gas Emissions Directly Reduced by Mitigation Measures		
		Participation and Trading in Greenhouse Gas Emission Reduction Projects (if any)		
Article 28	R&D Progress on Carbon Emission Reduction Technologies and Products			
Section 2 Pollution Prevention and Ecosystem Protection	Article 29	Integrate support for the Beautiful China initiative and ecological and environmental protection into the Company's development strategy and governance process, and in light of its actual circumstances such as production and operation characteristics, ecological and environmental management requirements, environmental impacts, and the consistent demands of affected publics, implement relevant environmental management systems, take effective measures to fulfill ecological and environmental protection responsibilities, prevent environmental pollution, and protect biodiversity.		Environmental:Fulfilling Environmental Responsibilities
	Article 30(1)	Pollutant Discharge Information	Environmental Resource Management	Environmental:Efficient Resources Utilization
	Article 30(2)	Operation Status of Pollutant Treatment Technologies and Facilities		
	Article 30(3)	Pollutant Reduction Targets and Measures		
	Article 30(4)	Impact of Pollutant Discharge on Stakeholders		
	Article 30(5)	Major Pollutant Discharge Incidents		
	Article 31(1)	Total Waste Volume and Density	Environmental Resource Management	Environmental:Efficient Resources Utilization
	Article 31(2)	Waste Treatment Methods and Disposal Status		
	Article 31(3)	Waste Reduction Targets and Specific Measures		
	Article 32(1)	Withdrawal and Disposal Activities within the Ecological Protection Red Line Areas	Biodiversity Conservation	Not disclosed due to lower significance
	Article 32(2)	Protection and Restoration Measures for Ecological Function Zones		
	Article 32(3)	Protection Measures for Wildlife and Natural Habitats		
	Article 32(4)	Protection and Management Measures for Biological Genetic Resources		
	Article 32(5)	Actions and Effects to Reduce Product Impact on Ecosystems		
	Article 33(1)	Environmental Incident Risk Assessment and Emergency Management Measures	Environmental Resource Management	Environmental:Strengthening Environmental Management
Article 33(2)	Details and Impacts of Major Sudden Environmental Incidents During the Reporting Period			
Article 33(3)	Administrative Penalties and Criminal Liability Arising from Environmental Incidents			

Clause and Disclosure Content			Issue	Corresponding Report Section
Section 2 Innovation-Driven and Scientific Ethics	Article 34	Intensive and efficient utilization of energy, water, raw materials, and other resources, strengthening resource saving management during the resource use process, and promoting the reduction, reuse, and recycling of production and circulation processes		Environmental:Efficient Resources Utilization
	Article 35(1)	Basic Information on Energy Use	Environmental Resource Management	Environmental:Efficient Resources Utilization
	Article 35(2)	Use of Clean Energy		
	Article 35(3)	Energy Saving Goals and Specific Measures		
	Article 36(1)	Water Resource Use	Environmental Resource Management	Environmental:Efficient Resources Utilization
	Article 36(2)	Water Resource Saving Goals and Specific Measures		
	Article 37(1)	Goals and Plans for Circular Economy	Circular Economy	Environmental:Efficient Resources Utilization
	Article 37(2)	Specific Measures for Circular Economy		
	Article 37(3)	Progress and Achievements of Circular Economy		
Chapter 4 Social Information Disclosure				
Section 1 Rural Revitalization and Social Contributions	Article 38	Combine the company's main business with the implementation of rural revitalization and social public welfare, while ensuring the healthy development of the company and sustainable returns to investors, promote the sustainable development of the economy and society		
	Article 39 (1)	Integration of Rural Revitalization and Poverty Alleviation Strategies into the Company's Strategy	Social Contribution	Not disclosed due to lower significance
	Article 39 (2)	Rural Revitalization Support Measures		
	Article 39 (3)	Achievements of Rural Revitalization Work		
	Article 40	Public and Social Contributions		
Section 2 Innovation-Driven and Scientific Ethics	Article 41	Actively implement the innovation-driven development strategy, continuously enhance innovation capabilities and competitiveness, comply with scientific ethics norms in innovation decision-making and practice, respect the spirit of science, and give full play to the positive effects of science and technology		
	Article 42 (1)	Strategy and Goals for Technology Innovation	Innovation-Driven	Social: Leading Innovation-Driven Development
	Article 42 (2)	Specific Situations of Technology Innovation		
	Article 42 (3)	Research and Development Progress and Achievements of Technology Innovation		

Clause and Disclosure Content			Issue	Corresponding Report Section
Section 2 Innovation-Driven and Scientific Ethics	Article 43 (1)	Scientific Ethics Norms	Innovation-Driven	Social: Leading Innovation-Driven Development
	Article 43 (2)	System, Governance Structure, and Operation of Scientific Ethics		
	Article 43 (3)	Behaviors Violating Scientific Ethics (if any)		
	Article 43 (4)	Internal and External Training and Science Popularization of Scientific Ethics		
Section 3 Suppliers and Customers	Article 44	While pursuing economic benefits and protecting the interests of shareholders, protect the interests of creditors, treat suppliers, customers, and consumers with integrity	Responsible Sourcing	Social: Delivering High-Quality Service
	Article 45 (1)	Supply Chain Risk Management		
	Article 45 (2)	Measures to Ensure Supply Chain Security		
	Article 46	Amount of overdue payment and its solution	Business Ethics and Compliance	Social: Delivering High-Quality Service
		Disclosure requirements and solutions of overdue payment for small and medium-sized enterprises		
	Article 47 (1)	Construction and Implementation of Product and Service Quality Management System	Product and Service Safety and Quality	Social: Delivering High-Quality Service
	Article 47 (2)	Quality Management and Product and Service Quality Certification		
	Article 47 (3)	Handling and Impact of Product and Service Quality Incidents During the Reporting Period		
	Article 47 (4)	Implementation of After-Sales Service and Product Recall System, and Customer Complaint Handling		
	Article 48 (1)	Data Security Management and Certification (if any)	Data Security and Privacy Protection	Governance: Ensuring Data Security
	Article 48 (2)	Handling of Data Security Incidents (if any)		
	Article 48 (3)	Customer Privacy Protection System		
Article 48 (4)	Handling of Customer Privacy Leakage Incidents (if any)			
Section 4 Employees	Article 49	Legally protect the legitimate rights and interests of employees, provide employees with healthy and safe working conditions, pay employee salaries and social security on time, strengthen employee training, and establish a reasonable and effective employee grievance system	Employees	Social: Growing Together with Employees
	Article 50 (1)	Policies and Implementation in Employee Employment, Treatment, and Other Aspects		Social: Growing Together with Employees
	Article 50 (2)	Basic Situation of Occupational Health and Safety		
	Article 50 (3)	Basic Situation of Employee Career Development and Training		

Clause and Disclosure Content			Issue	Corresponding Report Section
<b>Chapter 5 Information Disclosure Related to Sustainable Development Governance</b>				
<b>Section 1 Sustainable Development Governance Mechanisms</b>	Article 51	Actively integrate the concept of sustainable development into the company's governance systems and processes in combination with the company's actual situation and the requirements of this Guideline, further improve and perfect the company's governance mechanisms, and promote the company's sustainable development		ESG Management: ESG Governance ESG Strategy ESG Risk Management
	Article 52	Due Diligence on Identification and Response to Sustainable Development Risks	ESG Governance	ESG Management: ESG Risk Management
	Article 53 (1)	Construction and Implementation of Stakeholder Communication System	ESG Governance	Double Materiality Analysis: Stakeholder Engagement
	Article 53 (2)	Construction and Implementation of Stakeholder Communication System		
<b>Section 2 Business Conduct</b>	Article 54	In business activities, it shall follow the principles of voluntariness, fairness, equality, and mutual benefit, observe social ethics and business ethics, shall not seek illegal interests through bribery and other illegal activities, shall not infringe upon others' trademarks, patents, and copyrights and other intellectual property rights, and shall not engage in unfair competition		Governance: Practicing Business Ethics
	Article 55 (1)	Anti-Bribery and Anti-Corruption Management System	Business Ethics and Compliance	Governance: Practicing Business Ethics
	Article 55 (2)	Anti-Bribery and Anti-Corruption Risk Assessment		
	Article 55 (3)	Number of Employees Trained in Anti-Bribery and Anti-Corruption		
	Article 55 (4)	Handling of Bribery and Corruption Incidents (if any)		
	Article 56 (1)	Anti-Unfair Competition System and Construction	Business Ethics and Compliance	Governance: Practicing Business Ethics
Article 56 (2)	Litigation (if caused by unfair competition)			
<b>Chapter 6 Supplementary Provisions and Interpretations</b>				
	Article 57	Index table		Appendix
	Article 58	Report Attestation or Audit		

## GRI Index

**Statement of use** DRCO has reported the information cited in this GRI content index for the period January 1, 2025 through December 31, 2025 with reference to the GRI Standards.

**GRI used** GRI 1: Foundation 2021

GRI Standards/Other Resources	Serial Number	Disclosure Item	Location	Omission Requirements	Reasons for Omission	Explanation
GRI 2: General Disclosures 2021	2-1	Organizational details	About DRCO			
	2-2	Entities included in the organization's sustainability reporting	About This Report			
	2-3	Reporting period, frequency and contact point	About This Report			
	2-4	Restatements of information	About DRCO			
	2-5	External assurance	Omitted	2-5-a 2-5-b	Information lacking/ incomplete	External assurance on the report not yet conducted
	2-6	Activities, value chain and other business relationships	About DRCO			
	2-7	Employees	Supporting Employee Growth			
	2-8	Workers who are not employees	Key ESG Performance Data			
	2-9	Governance structure and composition	Establishing Sound Corporate Governance			
	2-10	Nomination and selection of the highest governance body	Establishing Sound Corporate Governance			
	2-11	Chair of the highest governance body	Establishing Sound Corporate Governance			
	2-12	Role of the highest governance body in overseeing the management of impacts	ESG Governance			
	2-13	Delegation of responsibility for managing impacts	ESG Governance			
	2-14	Role of the highest governance body in sustainability reporting	ESG Governance			
	2-15	Conflicts of interest	Establishing Sound Corporate Governance			
	2-16	Communication of critical concerns	Establishing Sound Corporate Governance			

GRI Standards/Other Resources	Serial Number	Disclosure Item	Location	Omission Requirements	Reasons for Omission	Explanation
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	Establishing Sound Corporate Governance			
	2-18	Evaluation of the performance of the highest governance body	Omitted	2-18-a 2-18-b 2-18-c	Confidentiality restrictions	Non-disclosure due to confidentiality requirements
	2-19	Remuneration policies	Omitted	2-19-a 2-19-b	Confidentiality restrictions	Non-disclosure due to confidentiality requirements
	2-20	Process to determine remuneration	Omitted	2-19-a 2-19-b	Confidentiality restrictions	Non-disclosure due to confidentiality requirements
	2-21	Annual total compensation ratio	Omitted	2-21-a 2-21-b 2-21-c	Confidentiality restrictions	Non-disclosure due to confidentiality requirements
	2-22	Statement on sustainable development strategy	ESG Strategy and Risk Management			
	2-23	Policy commitments	ESG Strategy and Risk Management			
	2-24	Embedding policy commitments	Upholding Business Ethics Building a Responsible Supply Chain			
	2-25	Processes to remediate negative impacts	Upholding Business Ethics			
	2-26	Mechanisms for seeking advice and raising concerns	Upholding Business Ethics			
	2-27	Compliance with laws and regulations	Upholding Business Ethics			
	2-28	Membership associations	Awards and Honors			
	2-29	Approach to stakeholder engagement	Stakeholder Communication and Engagement			
	2-30	Collective bargaining agreements	Omitted	2-30-a 2-30-b	Confidentiality restrictions	Non-disclosure due to confidentiality requirements
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Methodology and Topic List			
	3-2	List of material topics	Methodology and Topic List			
	3-3	Management of material topics	Impact, Risk, and Opportunity Analysis			

GRI Standards/Other Resources	Serial Number	Disclosure Item	Location	Omission Requirements	Reasons for Omission	Explanation
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	See the 2025 Annual Report			
	201-2	Financial implications and other risks and opportunities due to climate change	Climate Change Response			
	201-3	Defined benefit plan obligations and other retirement plans	Safeguarding Statutory Employee Rights			
	201-4	Financial assistance received from government	Omitted	201-4-a 201-4-b 201-4-c	Confidentiality restrictions	Non-disclosure due to confidentiality requirements
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Omitted	202-1-a 202-1-b 202-1-c 202-1-d	Confidentiality restrictions	Non-disclosure due to confidentiality requirements
	202-2	Proportion of senior management hired from the local community	Omitted	202-2-a 202-2-b 202-2-c 202-2-d	Information lacking/ incomplete	This information has not been tallied yet and cannot be disclosed in full
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Social Contribution and Public Welfare			
	203-2	Significant indirect economic impacts	Impact, Risk, and Opportunity Analysis			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Omitted	204-1-a 204-1-b 204-1-c	Confidentiality restrictions	Non-disclosure due to confidentiality requirements
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Upholding Business Ethics			
	205-2	Communication and training about anti-corruption policies and procedures	Upholding Business Ethics			
	205-3	Confirmed incidents of corruption and actions taken	Upholding Business Ethics			
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Upholding Business Ethics			
GRI 207: Tax 2019	207-1	Approach to tax	Establishing Sound Corporate Governance			
	207-2	Tax governance, control, and risk management	Establishing Sound Corporate Governance			

GRI Standards/Other Resources	Serial Number	Disclosure Item	Location	Omission Requirements	Reasons for Omission	Explanation
GRI 207: Tax 2019	207-3	Stakeholder engagement and management of concerns related to tax	Establishing Sound Corporate Governance			
	207-4	Country-by-country reporting	Omitted	207-4-a 207-4-b	Information lacking/incomplete	This information has not been tallied yet and cannot be disclosed in full
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Efficient Resource Utilization			
	301-2	Recycled input materials used	Efficient Resource Utilization			
	301-3	Reclaimed products and their packaging materials	Efficient Resource Utilization			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Key ESG Performance Data			
	302-2	Energy consumption outside of the organization	Key ESG Performance Data			
	302-3	Energy intensity	Key ESG Performance Data			
	302-4	Reduction of energy consumption	Key ESG Performance Data			
	302-5	Reductions in energy requirements of products and services	Omitted	302-5-a 302-5-b	Information lacking/incomplete	This information has not been tallied yet and cannot be disclosed in full
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Efficient Resource Utilization			
	303-2	Management of water discharge-related impacts	Efficient Resource Utilization			
	303-3	Water withdrawal	Efficient Resource Utilization			
	303-4	Water discharge	Omitted	303-4-a 303-4-b 303-4-c 303-4-d	Information lacking/incomplete	This information has not been tallied yet and cannot be disclosed in full
	303-5	Water consumption	Key ESG Performance Data			
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Omitted	304-1	Not applicable	During the reporting period, the company did not have any operations located in or near biodiversity-rich areas, either through ownership or lease
	304-2	Significant impacts of activities, products and services on biodiversity	Omitted	304-2-a 304-2-b	Not applicable	During the reporting period, the company did not have any operations located in or near biodiversity-rich areas, either through ownership or lease
GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	Omitted	304-3-a 304-3-b 304-3-c 304-3-d	Not applicable	During the reporting period, the company did not have any operations located in or near biodiversity-rich areas, either through ownership or lease

GRI Standards/Other Resources	Serial Number	Disclosure Item	Location	Omission Requirements	Reasons for Omission	Explanation
GRI 304: Biodiversity 2016	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omitted	304-4	Not applicable	During the reporting period, the company did not have any operations located in or near biodiversity-rich areas, either through ownership or lease
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Key ESG Performance Data			
	305-2	305-2 Energy indirect (Scope 2) GHG emissions	Key ESG Performance Data			
	305-3	305-3 Other indirect (Scope 3) GHG emissions	Omitted	305-3-a 305-3-b 305-3-c 305-3-d305-3-e 305-3-f 305-3-g	Information lacking/ incomplete	This information has not been tallied yet and cannot be disclosed in full
	305-4	GHG emissions intensity	Key ESG Performance Data			
	305-5	Reduction of GHG emissions	Key ESG Performance Data			
	305-6	Emissions of ozone-depleting substances (ODS)	Omitted	305-6-a 305-6-b 305-6-c 305-6-d	Not applicable	During the reporting period, the company did not have significant emissions of refrigerants or other ODS (ozone-depleting substances), hence no quantification was made
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Omitted	305-7-a 305-7-b 305-7-c	Not applicable	During the reporting period, the company did not have significant emissions of nitrogen oxides (NOx), sulfur oxides (SOx), or other major gaseous pollutants, hence no quantification was made
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Efficient Resource Utilization			
	306-2	Management of significant waste-related impacts	Efficient Resource Utilization			
	306-3	Waste generated	Key ESG Performance Data			
	306-4	Waste diverted from disposal	Efficient Resource Utilization			
	306-5	Waste directed to disposal	Efficient Resource Utilization			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Building a Responsible Supply Chain			
	308-2	Negative environmental impacts in the supply chain and actions taken	Building a Responsible Supply Chain			

GRI Standards/Other Resources	Serial Number	Disclosure Item	Location	Omission Requirements	Reasons for Omission	Explanation
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Key ESG Performance Data			
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Supporting Employee Growth			
	401-3	Parental leave	Supporting Employee Growth			
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Omitted	402-1-a 402-1-b	Not applicable	No operational changes occurred during the reporting period
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Supporting Employee Growth			
	403-2	Hazard identification, risk assessment, and incident investigation	Supporting Employee Growth			
	403-3	Occupational health services	Supporting Employee Growth			
	403-4	Worker participation, consultation, and communication on occupational health and safety	Supporting Employee Growth			
	403-5	Worker training on occupational health and safety	Supporting Employee Growth			
	403-6	Promotion of worker health	Supporting Employee Growth			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Supporting Employee Growth			
	403-8	Workers covered by an occupational health and safety management system	Supporting Employee Growth			
	403-9	Work-related injuries	Key ESG Performance Data			
	403-10	Work-related ill health	Supporting Employee Growth			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Key ESG Performance Data			
	404-2	Programs for upgrading employee skills and transition assistance programs	Supporting Employee Growth			
	404-3	Percentage of employees receiving regular performance and career development reviews	Key ESG Performance Data			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Supporting Employee Growth			
	405-2	Ratio of basic salary and remuneration of women to men	Omitted	405-2-a 405-2-b	Confidentiality restrictions	Non-disclosure due to confidentiality requirements
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Supporting Employee Growth			

GRI Standards/Other Resources	Serial Number	Disclosure Item	Location	Omission Requirements	Reasons for Omission	Explanation
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Omitted	407-1-a 407-1-b	Confidentiality restrictions	Non-disclosure due to confidentiality requirements
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Building a Responsible Supply Chain			
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Building a Responsible Supply Chain			
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Omitted	410-1-a 410-1-b	Information lacking/incomplete	This information has not been tallied yet and cannot be disclosed in full
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Omitted	411-1-a 411-1-b	Information lacking/incomplete	This information has not been tallied yet and cannot be disclosed in full
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Omitted	413-1	Information lacking/incomplete	This information has not been tallied yet and cannot be disclosed in full
	413-2	Operations with significant actual and potential negative impacts on local communities	Omitted	413-2	Information lacking/incomplete	This information has not been tallied yet and cannot be disclosed in full
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Building a Responsible Supply Chain			
	414-2	Negative social impacts in the supply chain and actions taken	Impact, Risk, and Opportunity Analysis			
GRI 415: Public Policy 2016	415-1	Political contributions	Omitted	415-1-a 415-1-b	Confidentiality restrictions	Non-disclosure due to confidentiality requirements
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Focus on Lean Products			
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Focus on Lean Products			
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Creating Exceptional Services			
	417-2	Incidents of non-compliance concerning product and service information and labeling	Creating Exceptional Services			
	417-3	Incidents of non-compliance concerning marketing communications	Creating Exceptional Services			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ensuring Information Security			



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