

WEIYU·ME

SUSTAINABILITY DISCLOSURE
2021 EDITION





LETTER FROM THE CEO: **Thierry Rabu**

2021 was a year of transformation and realignment for Meiyume. Consumer consumption behaviour changed due to the effects of COVID-19 and the revenue spending associated with it. Supply Chain issues on material availability and transportation costs were an ongoing concern.

The organization also went through some internal changes with a change in the top-management of the company. Overall, 2021 was a year that presented many challenges and opportunities. In spite of all the changes, Meiyume still continues to drive sustainability in its operations. It is a much bigger priority for Meiyume as customers, consumers, and governments increase their demands for more environmental and social responsibility from companies.

This sustainability report highlights the performance of Meiyume in the implementation of its sustainability strategy in the year 2021 as we Empower Sustainable Beauty Solutions.

INDEX

DISCLOSURE	LOCATION
2-1 Organizational details	p. 5
2-2 Entities included in the organization's sustainability reporting	p. 6
2-3 Reporting period, frequency and contact point	p. 9
2-6 Activities, value chain and other business relationships	p. 4
2-7 Employees	p.7
2-8 Workers who are not employees	p. 7
2-9 Governance structure and composition	p. 10-11
2-10 Nomination and selection of the highest governance body	p. 10-11
2-11 Chair of the highest governance body	p. 10-11
2-12 Role of the highest governance body in overseeing the management of impacts	p. 10-11
2-13 Delegation of responsibility for managing impacts	p. 10-11
2-14 Role of the highest governance body in sustainability reporting	p. 10-11
2-15 Conflicts of interest	p. 10-11
2-16 Communication of critical concerns	p. 10-11
2-17 Collective knowledge of the highest governance body	p. 10-11

2-18 Evaluation of the performance of the highest governance body	p. 10-11
2-21 Annual total compensation ratio	p. 8
2-29 Approach to stakeholder engagement	p. 12
3-1 Process to determine material topics	p. 12
3-2 List of material topics	p. 13
3-3 Management of material topics	p.12
201-1 Direct economic value generated and distributed	p. 8
302-1 Energy consumption within the organization	p. 45
303-3 Water withdrawal	p. 45
303-4 Water discharge	p. 45
303-5 Water consumption	p. 45
305-1 Direct (Scope 1) GHG emissions	p. 45
305-2 Energy indirect (Scope 2) GHG emissions	p. 45
306-3 Waste generated	p. 45
308-1 New suppliers that were screened using environmental criteria	p. 27
401-1 New employee hires and employee turnover	p. 35-36
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 37
401-3 Parental leave	p. 38-39
404-1 Average hours of training per year per employee	p. 40





**WE ARE
THE
BEAUTY
COMPANY
BEHIND
THE
BEAUTY
INDUSTRY**

ABOUT MEIYUME

Meiyume (Hong Kong) Limited (herein referred to as “Meiyume”, “we” or the “Company”) specializes in the provision of product and retail solutions.

PRODUCT SOLUTIONS

Our Product Solutions empower brands both big and small to bring meaningful products to life.

As an industry leader in innovative packaging and bespoke formulations, we bring from concept to shelf solutions across skincare, colour cosmetics, fragrance, hair, and oral care. Our global network of suppliers and award-winning manufacturing facilities ensure that products can be delivered with speed, quality, and agility.

We are committed to being a world class organization that safeguards resources for the environment, upholds fundamental human rights, and drives an ethical and sustainable supply chain.

RETAIL SOLUTIONS

Our Retail Solutions focus on the pivotal interaction with the consumer as we tailor solutions to meet the unique needs of global brands and retailers.

We create enriching consumer experiences, from promotional and permanent display executions, to more experiential solutions incorporating digital, interactive layers.

All our technology solutions are data-driven and aim to uncover consumer behaviour insights to help shape our customers’ business strategy. By experimenting with different approaches, we can quickly define the right retail strategies that can drive sales and engagement for brands and retailers alike.





BUSINESS STRUCTURE

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

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

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

Meiyume is owned by the Fung Group (55%) and Hony Capital (45%) and operate in two key divisions: Packaging & Turnkey and Retail Solutions.

**At Meiyume,
we connect a
global network
of experience
and expertise.**



11
global
offices

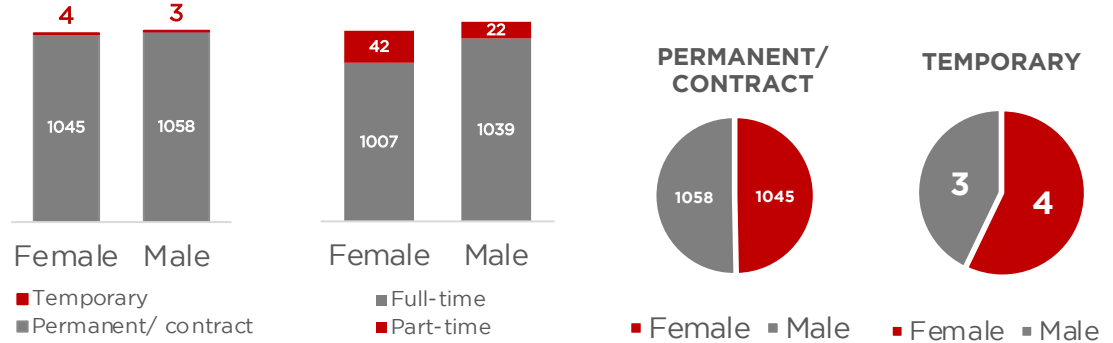
5
manufacturing
facilities

THE MEIYUME TEAM

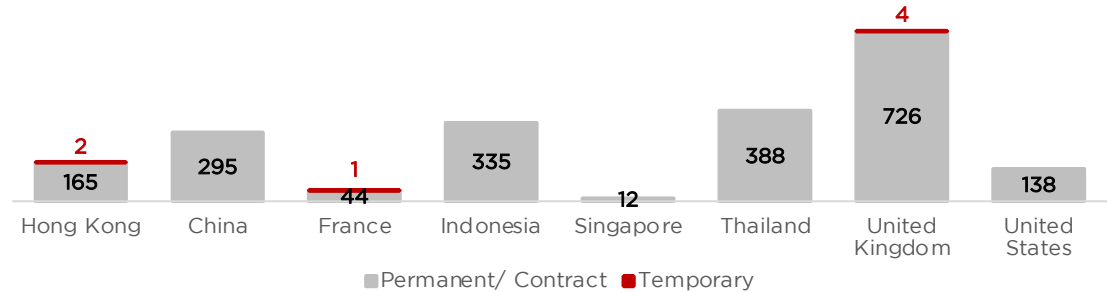
2,110
employees



TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER



TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY REGION

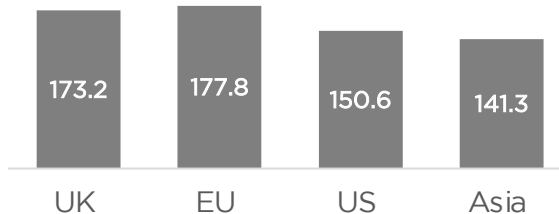


OUR 2021 RESULTS



FY 2021 REVENUE BY REGION IN US\$ MILLION

Total: \$642.8M



Employee Wages and Benefits (FY 2021)	US\$ Million
Direct labour cost under cost of sales	23.3
Indirect labour cost under cost of sales	13
Manpower costs under operating costs	56.8
Total	93.1

RATIO OF THE ANNUAL TOTAL COMPENSATION FOR THE ORGANIZATION



Hong Kong

10.30 : 1



China

11.80 : 1



France

3.40 : 1



Indonesia

36.60 : 1



Singapore

3.10 : 1



Thailand

21.90 : 1



UK

8.50 : 1



US

10.50 : 1

Between highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.



REPORTING PRINCIPLES

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

The data presented in this report was prepared with definitions in alignment with the Global Reporting Initiative (GRI) reporting guidelines.

We structure this report based on our sustainability strategy to showcase our commitments and highlights covering the period of 1 January to 31 December 2021.

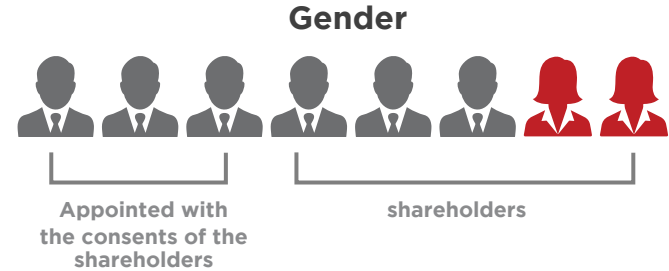
SUSTAINABILITY GOVERNANCE

Meiyume is committed to shaping the future of the beauty industry by embedding sustainability into every aspect of our operations. To achieve a successful integration of sustainability, we have defined clear responsibilities to manage our sustainability strategy and implementation across all departments. We manage sustainability across the organization at three levels: oversight, monitoring, and control.

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

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

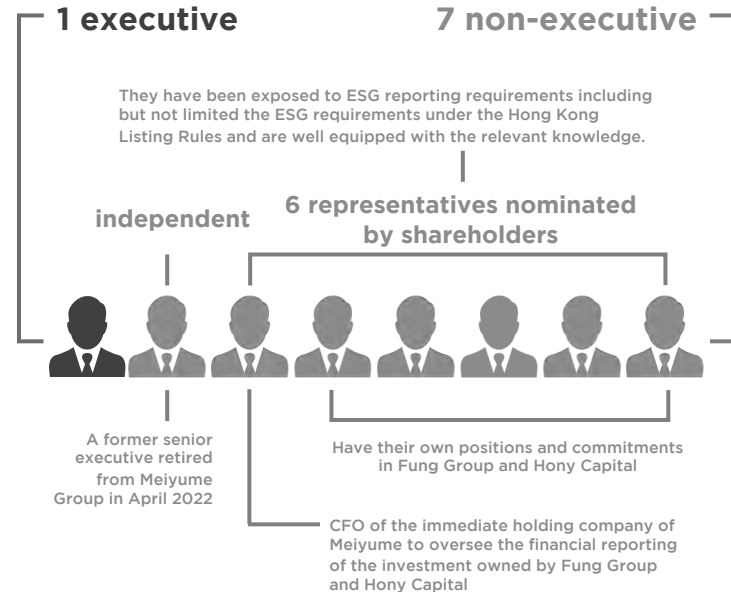
8 Board Directors



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

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

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





MATERIALITY

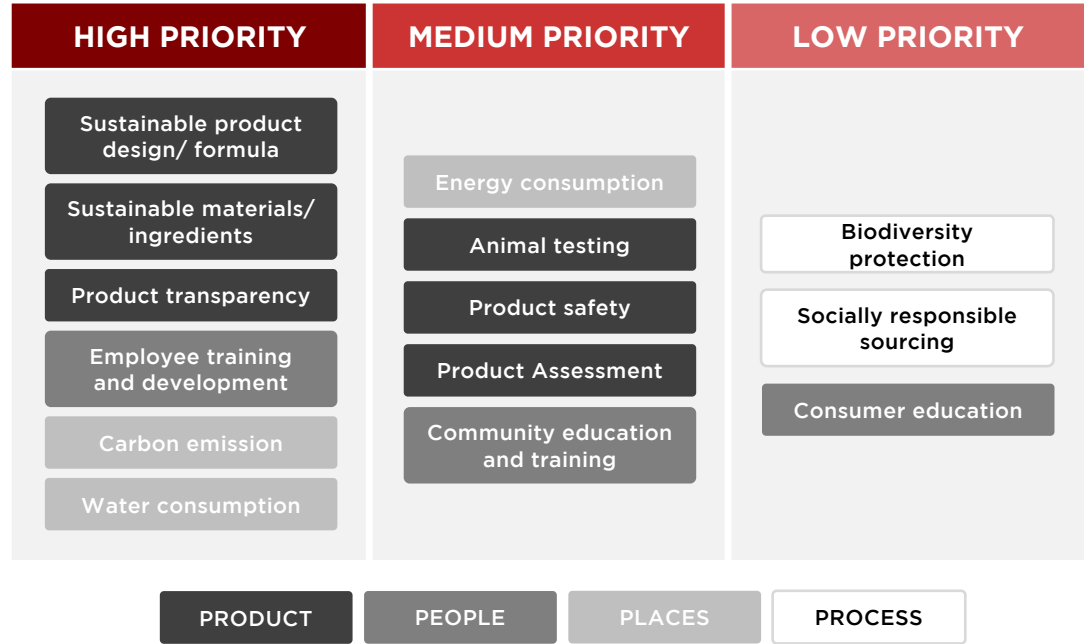
A new materiality assessment was initiated by Meiyume in 2021. This was done by analyzing internal and external stakeholder prioritization of the environmental, social and corporate governance topics. A high-level benchmarking exercise was conducted to better understand what other top performing companies of similar profile and industry are doing with regard to sustainability to inform the development of the Strategy framework. In addition to strategies, we also reviewed how companies are addressing the issues of plastics and packaging. This benchmarking exercise reviews:

- How are companies communicating their strategy to its stakeholders;
- What material topics are addressed;
- What targets are set; and
- What approaches companies are taking to address plastics and packaging.

The findings from the benchmarking exercise allow us to shortlist material topics MEIYUME should consider validating in the stakeholder engagement phase. Interviews were conducted with key stakeholders from strategic customers across all geographies Meiyume operates in. These interviews provided Meiyume with a better understanding of the brand direction and also end consumer sentiment on what material issues need to be addressed.

Drawing from the findings from the benchmarking exercise and stakeholder engagement, shortlists of topics that were considered as important were presented to MEIYUME's Executive Committee (Excom) to allow them to see what topics are considered to be important to industry peers, customers, external and internal stakeholders.

The shortlisted topics were then rated as either High Priority, Medium Priority, or Low Priority in terms of amount of focus in the immediate 2-3 year term.



EMPOWERING SUSTAINABLE BEAUTY SOLUTIONS

VISION

To demonstrate Meiyume's position to revamp the beauty industry with sustainable packaging solutions and formulas as it serves as a solutions provider to mainstream and micro brands across three continents.

MISSION

Transforming the beauty industry with sustainable solutions.

product

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

- Sustainable formulation
- Sustainable packaging and retail solutions
- Circular economy

process

Continuously engaging our partner factories.

- Supplier engagement
- Purposeful sourcing

people

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

- Employee safety
- Inclusion
- Community engagement

places

Upgrade our facilities to improve our environmental footprint.

- Green facilities

PRODUCT

As an industry leading pioneer in the provision of innovative product and retail solutions, we see the current and emerging trends to advocate sustainability and digitalization.

Hence, we focus our packaging solutions on increasing the recyclability, reusability and biodegradability of products, whereas our retail solutions hinge on elevating consumers' in-store experience while integrating the application of digitalized platforms.

PRODUCT
Targets & Progress

**Sustainable
formulation**

2021 Performance

On Plan

In 2021, the direction for sustainable formulation has been pivoted to move towards life cycle assessment (LCA). Pilot Lifecycle assessments for own formulation were conducted during the year and problem areas for data availability were identified to be addressed in 2022

**Target by 2022
Above Average**

Complete LCA for all products categories

**Target by 2025
Best in Class**

Achieve 100% full traceability of origin and post-consumer environmental impacts

**Sustainable
Packaging
and Retail
Solutions**

On Plan

We have developed the following:

- Refillable Business Model
- Recyclable Product Offering
- Packaging-free Product Offering

Conducted LCA for different packaging materials, including plastic, metal, glass, paper, electronics and textile

Created design assessment process for packaging products and soft goods

Complete life cycle assessment (LCA) for all products categories

Packaging and retail solutions are 100% reusable, recyclable or biodegradable and designed for recovery

**Circular
Economy**

On Plan

We are working on improving visibility on raw materials for the New Plastics Economy Global Commitment. Renewed Membership for Sustainable Packaging Initiative for Cosmetics (SPICE)

Sign up for The New Plastics Economy Global Commitment and SPICE

Develop a ‘Sustainable Materials Guideline’ to support sourcing decisions that fulfil a circular economy model is available

PRODUCT

WHAT WE ARE DOING

To deliver sustainable formulation, packaging and retail solutions, we aim to avoid or minimize environmental impacts, especially carbon footprint, from point of origin to the post-consumer phase by exploring innovative designs and materials used, while meeting customer, consumer and market needs.

CRADLE-TO-GRAVE ASSESSMENT

We assess the environmental footprint of designed products to advise actionable points of improvement in minimizing environmental impacts from material extraction to design and production to disposal.

We plan to conduct cradle-to-grave assessment for our selected products made with tier 1 suppliers. We also provided our commercial and sourcing teams with trainings on LCA, including the respective tools and databases to be utilized. We are collecting environmental data from the production process of our tier 1 suppliers and even tier 2 suppliers, which are not owned by Meiyume, to expand the scope of having a comprehensive set of primary data as possible.

	Material Extraction and Sourcing (traceability)	Product Design Assessment	Disposal and Recycling
Objective	To Increase supply chain visibility to understand the origin of materials and ingredients sourced	To estimate the environmental footprints, covering carbon emissions and energy and water consumption, of a designed product, and turn this data into insights to guide customers' decisions	To reduce disposal to landfill and increase collection rate of recyclable materials by introducing recyclable and reusable packaging options
2021 Highlights	Tracked consumption of main and high-risk materials have been tracked. We also obtained certification from GRS and GOTS to trace origins of recycled and organic materials	We have rolled out procedures to assess the environmental footprint of our main packaging, retail solutions, and soft-goods products	We have begun talks with various recycling organizations to help us design for the recycling infrastructure in specified destination countries of our products.

GOTS & GRS CERTIFIED



Use of Recycled Materials

Global Recycled Standard (GRS) is an international, voluntary, full product standard that sets requirements for third-party certification of Recycled Content, chain of custody, social and environmental practices, and chemical restrictions. The goal of the GRS is to increase use of Recycled materials in products and reduce/eliminate the harm caused by its production.

Use of Organic Materials

Meiyume was certified to Global Organic Textile Standard (GOTS). GOTS is the worldwide leading textile processing standard for organic fibres, including ecological and social criteria, backed up by independent third-party certification of the entire textile supply chain.

GOTS is to define world-wide recognised requirements that ensure the certified organic status of textiles, from the harvesting of the raw fibre, through environmentally and socially responsible manufacturing up to labelling in order to provide credible assurance to the end consumer.





DESIGN ASSESSMENT

Design Assessment Methodologies and Tools have been rolled out to cover estimate the footprint of our Packaging, Retail Solutions and Soft Goods Products. Databases from SPICE, the HIGG Index, and DEFRA were used in the development of these tools.

To be able to effectively integrate these tools, Centres of Excellence within each function have been trained to use the tools and serve as point persons for any questions with regard to their use.

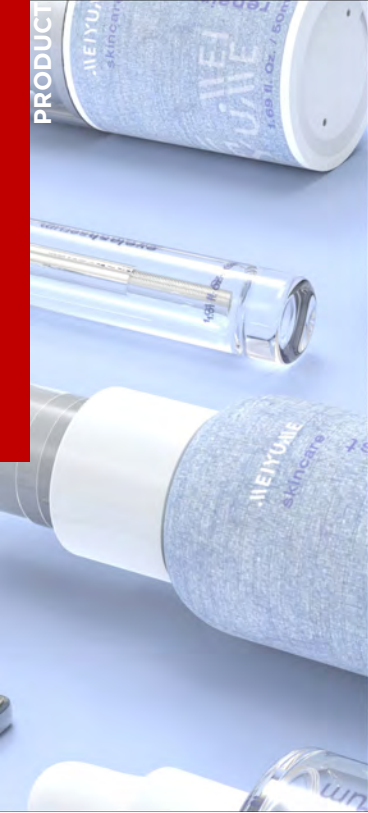


BLOCK PARTY KIT



The playful packaging, all made from sustainable materials, is paired with clean skincare formulated in-house, including a Night-Out Radiance Treatment Mask and a skin-renewing Hangover Moisturizer.





We have seen continuous growth in demand for sustainable products, and more complexity of sustainability terminology.

To address this, we created the Sustainability Innovation Stamp to communicate the sustainable properties of our product solutions.



INFINITE ALUMINIUM LIPSTICK



PLANS FOR 2022

- **Collect raw material usage data globally**
Based on Cradle to Gate assessments we have concluded that raw materials comprise a large portion of the environmental footprint for our product solutions,

With this in mind, we will start understanding our overall raw materials usage on a global level to find ways we can use more sustainable materials and to better understand our scope 3 footprint.
- **Communicate product environmental impacts with customers**
- **Design assessment for Turnkey**
- **LCA for all product categories**
- **Expand End-of-life options to more geographies**
- **Sign up for the New Plastics Economy Global Commitment**



PROCESS

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

PROCESS
Targets & Progress**2021 Performance****Target by 2022**
Above Average**Target by 2025**
Best in Class**Supplier**
Engagement**On Plan**

We have been measuring and evaluating the social compliance performance and impacts of our suppliers to provide recommendations for improvement

Develop programs and certifications to improve suppliers' sustainability performances are developed

Ensure suppliers operate at the same standard as factories owned and operated by Meiyume

Purposeful
Sourcing**On Plan**

We have a supplier scoring methodology that has been developed to understand the performance of the suppliers. This scoring methodology is being rolled out to cover all our suppliers

Develop a system to score suppliers' community impact rolled out to all suppliers

Include community impact as one of the factory allocation criteria for all products



RISK BASED SUPPLIER EVALUATION

After identifying our tier 1 suppliers the main challenge we experienced was bringing them into our compliance framework. We recognized that there was a shortcoming in the evaluation of the “long tail” of suppliers as conducting on-site audits became impractical and posed a safety risk for the auditors and supplier personnel with the spread of COVID-19.

We have developed a risk based model looking at company exposure, country, and inherent supplier industry risk to determine the proper factory evaluation criteria.

SUPPLIER IMPROVEMENT

In 2021, we moved away from general education and training and focused on intensive improvement plans for critical suppliers by having our in-house social and environmental compliance experts closely follow and guide our critical suppliers in improving their performance.

This new action plan helped us transform 3 of our lower performing suppliers with D-rating to B-rating suppliers.

In 2022, we are continuing this approach and starting to track metrics on effectivity of supplier improvement to also improve our internal processes.

PURPOSEFUL SOURCING

Meiyume has been working with Suppliers to provide employment opportunities to persons with disability and elderly workers since 2016.

This year we have expanded this program to provide opportunities for single mothers and ethnic minorities. One of our key suppliers in Hunan China piloted this program where we worked with the supplier to implement process to ensure all Labor and Human Rights requirements are met.





OUR SUPPLY CHAIN BY THE NUMBERS

OUR SUPPLIERS	#
Number of suppliers having signed the supplier code of conduct	486
- Share of suppliers having signed the supplier code of conduct	35%
- Share of suppliers contracts containing CSR clauses	100%
- Share of suppliers self-assessed on CSR issues	1%
Number of suppliers having submitted an external on-site audit CSR certification	206
Number of suppliers having undergone a CSR audit from Meiyume	13
Number of suppliers having undergone a CSR through a 3rd party	5
Total number of suppliers audited on CSR issues	575
- Share of suppliers audited on CSR issues	42%
Total number of suppliers who have failed a CSR (score D or F)	15
Number of audited/assessed suppliers engaged in corrective actions	180
TOTAL NUMBER OF SUPPLIERS	1,370



PLANS FOR 2022

- **Improve effectivity on Supplier improvement Process**
- **Train internal sourcing and buying personnel on purposeful sourcing**
- **Continue remote auditing for our global supply chain network**
- **Improve visibility of tier 2 and tier 3 suppliers**
- **Explore opportunities for local sourcing**

PEOPLE

With 2,110 employees across continents, promoting the health and wellbeing of our employees is a key focus of our strategy.

As we cultivate a safe and inclusive environment, we are able to work collaboratively and partner with NGOs to serve our communities.

PEOPLE Targets & Progress

Employee Safety

2021 Performance

On Plan

We have communicated our goals and targets set around health and safety with relevant staff, and established a baseline for injuries near misses

Target by 2022 Above Average

Zero workplace injuries and near misses

Provide basic safety training for all employees and refresher training every two years

Target by 2025 Best in Class

Zero workplace injuries and near misses

Provide basic safety training for all employees and refresher training every two years

Inclusion

On Plan

We have continued to monitor gender pay gap and other metrics as part of the strategy to promote Inclusion.

Establish a steering committee to support improving inclusion in the workplace

Be recognized as one of the top 10 companies for gender equality by Equileap

Community Engagement

On Plan

We have been reviewing our community engagement strategy to better align with the United Nation's Sustainable Development Goals (SDGs), and exploring partnerships with Non-Governmental Organizations (NGOs)

Partner with NGOs to promote sustainable cosmetics

Define and implement a company-wide community investment program



SAFETY IN OPERATIONAL FACILITIES AND OFFICES

We enforce safety protocol at every manufacturing site based on internationally recognized standards, such as OHSAS 18001 and ISO 45001. In particular, we record safety performances on-site to review current initiatives in place and identify preventive measures to mitigate occupational hazards.

In addition, our employees are required to undertake mandatory training and regular refresh as to enhance their safety awareness.

We have also begun to develop safety protocols in our offices. Training on office specific hazards have started to be rolled out in 2021 and will continue to be pushed through 2022.

LEARNING & DEVELOPMENT

One of the priority issues that Meiyume has identified in its materiality analysis is the need to improve Employee Training and Development. In 2021, two separate lunch and learn series were rolled out: People Manager Series and General Function Series

The people manager series equipped managers of teams with the knowledge necessary to manage their teams throughout the employee lifecycle. Emphasis to soft skills such as coaching and effective communication was also a feature of the training.

The general function series introduced all interested staff to about certain job related or industry related information through lectures delivered by in-house subject matter experts.





COMMUNITY ENGAGEMENT

As part of our CSR program **#MeiyumeCares**, our local team provided the city government of East Jakarta with a well-drilling machine to tackle flooding in surrounding areas. This led to the development of more absorption wells and started a movement to save water in the East Jakarta area. In appreciation for Meiyume Indonesia's participation in dealing with floods in the East Jakarta area, the city government invited the team to an awards ceremony to receive recognition for their initiative.



On 22 Oct 2021, our colleagues in Finance & Accounting volunteered at the ECF Food Sharing Project, a community waste reduction project approved by the HKSAR government aimed to recover surplus food and redistribute to people in need and other community organisations. The team worked to help distribute the food that was prepared by the organisation.

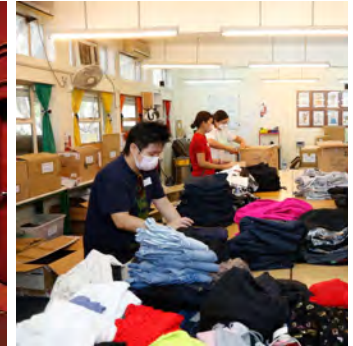
All of the FNA team members also partnered with LF Foundation to donate money to buy extra food such as instant noodles, drinks, soy sauce, and biscuits for distribution.



In Hong Kong, our colleagues in global supply chain operations, finance, and human resources volunteered at Crossroads Foundation, a Hong Kong non-profit organization helping to redistribute quality goods donated by the Hong Kong local community to NGOs around the world.

The Meiyume team helped to move, sort, pack, and clean hundreds of donated goods. We were inspired the most by the encouraging words from the Engagement Manager at Crossroads: “What you have done today means so much, not just to the people we help with but also to our onsite full-time volunteers, who are so devoted to the good cause.”

Our Packaging Engineering & Innovation team also organized a beach-cleanup in Hong Kong’s Po Toi Island during the summer of 2021.



PEOPLE: STATISTICS AT A GLANCE

NEW HIRE

	NEW HIRE #	AVERAGE HC	%
AGE 30 OR BELOW	233	387	60.2%
AGE 30-50	221	1382	16.0%
AGE 50+	42	333.5	12.6%
GRAND TOTAL	496	2102.5	23.6%

	NEW HIRE #	AVERAGE HC	%
FEMALE	205	1044.5	19.6%
MALE	291	1058	27.5%
GRAND TOTAL	496	2102.5	23.6%

	NEW HIRE #	AVERAGE HC	%
HONG KONG	35	170	20.6%
CHINA	40	303.5	13.2%
FRANCE	12	42	28.6%
INDONESIA	83	318	26.1%
SINGAPORE	3	11	27.3%
THAILAND	51	384.5	13.3%
UNITED KINGDOM	218	739	29.5%
UNITED STATES	54	134.5	40.1%
GRAND TOTAL	496	2102.5	23.6%

PEOPLE: STATISTICS AT A GLANCE

TURNOVER

	LEAVER #	AVERAGE HC	%
AGE 30 OR BELOW	165	387	42.6%
AGE 30-50	258	1382	18.7%
AGE 50+	69	333.5	20.7%
GRAND TOTAL	492	2102.5	23.4%

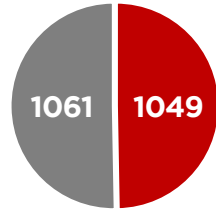
	LEAVER #	AVERAGE HC	%
FEMALE	202	1044.5	19.3%
MALE	290	1058	27.4%
GRAND TOTAL	492	2102.5	23.4%

	LEAVER #	AVERAGE HC	%
HONG KONG	46	170	27.1%
CHINA	55	303.5	18.1%
FRANCE	5	42	11.9%
INDONESIA	49	318	15.4%
SINGAPORE	2	11	18.2%
THAILAND	45	384.5	11.7%
UNITED KINGDOM	243	739	32.9%
UNITED STATES	47	134.5	34.9%
GRAND TOTAL	492	2102.5	23.4%

PEOPLE: STATISTICS AT A GLANCE

PARENTAL LEAVE

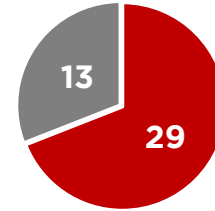
NUMBER OF
EMPLOYEES THAT
WERE ENTITLED
TO PARENTAL
LEAVE



Total: 2110

■ Female ■ Male

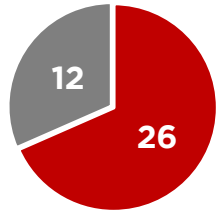
NUMBER OF
EMPLOYEES WHO
TOOK PARENTAL
LEAVE



Total: 42

■ Female ■ Male

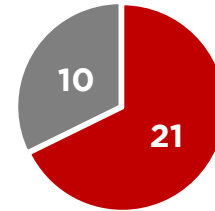
NUMBER OF
EMPLOYEES THAT
RETURNED TO
WORK AFTER
PARENTAL LEAVE



Total: 38

■ Female ■ Male

NUMBER OF
EMPLOYEES THAT
WERE STILL
EMPLOYED 12
MONTHS AFTER
RETURNING FROM
PARENTAL LEAVE



Total: 31

■ Female ■ Male

PEOPLE: STATISTICS AT A GLANCE

PARENTAL LEAVE

RETURN TO WORK AND RETENTION RATES OF EMPLOYEES THAT TOOK PARENTAL LEAVE

	# of employees		GRAND TOTAL
	Due to return to work	That did return to work	
FEMALE	29	26	89.7%
MALE	13	12	92.3%
GRAND TOTAL	42	38	90.5%

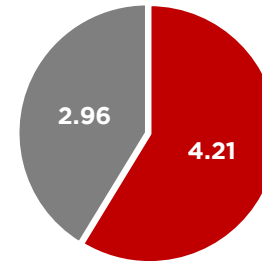
	# of employees		GRAND TOTAL
	Return to work prior reporting period (2020)	Retained 12 months	
FEMALE	17	16	94.1%
MALE	12	10	83.3%
GRAND TOTAL	29	26	89.7%

PEOPLE: STATISTICS AT A GLANCE

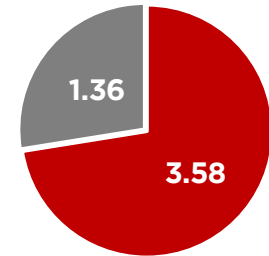
TRAINING



AVERAGE HOURS OF TRAINING EMPLOYEES HAVE UNDERTAKEN



■ Female ■ Male



■ Permanent/ Contract
■ Temporary



PLANS FOR 2022

- **Work towards zero cases of unethical behavior, as reported through our whistle-blowing procedure**
- **We aim to offer an average of at least 8 hours of skills-related training per employee by 2025**
- **Explore partnership and collaboration opportunities to promote sustainability**

PLACES

Challenges associated with resource scarcity and climate change are affecting every corner of the world. We want to be a part of the global effort to address these challenges.

As we commit to be best in class in the industry, we also pledge to become a driver to continuously improve environmental performance beyond our own operations, and also across our value chain.

As such, we strive to operate responsibly and efficiently to promote environmental stewardship, particularly in areas that we have larger footprints.



PLACES Targets & Progress

Carbon Emissions

2021 Performance

On Plan

Establish the Scope 1, 2 and 3 baseline for our decarbonization target

Set Targets to half Carbon Emissions by 2030 and achieve Net Zero by 2050 from baseline

Target by 2022 Above Average

Submitted and approves Science Based Targets (SBTs) in line with a 1.5°C future

Target by 2025 Best in Class

Implement emission reduction measures to achieve the - 1.5°C target

Water

On Plan

Established water use and discharge baseline for each manufacturing facility

Treat 100% wastewater before discharging at manufacturing facilities

Reduce water consumption from manufacturing process compared to the 2019 baseline

Waste

On Plan

Established waste monitoring system to help establish the baseline for our target

Record by-products at all factories by type and weight

Achieve zero waste generated from the manufacturing process to landfills

Green Building Certification

Achieved

Our new factory in Indonesia will obtained Leadership in Energy and Environmental Design (LEED) Platinum certification

Obtain LEED certification for all new Meiyume factories built after 2019

Obtain the LEED certification for all new Meiyume factories built after 2019

PLACES WHAT WE ARE DOING

We target our efforts to study and reduce the environmental footprint associated with our operations, especially our manufacturing sites, and supplier factories. Currently, we are taking steps to establish baselines for carbon, water and waste to better manage the respective issues.

We are also committed to improving resource efficiency in line with green building standards.

Since 2019, we adopted an online monitoring system to track the environmental performances of our manufacturing sites. We review these data, including energy and water consumption, GHG emissions and waste, to analyze areas for improving resource and operation efficiency.

To better understand our environmental footprint, we streamline the scope and process of data collection to build up our data inventory and progressively improve data accuracy.



For instance, we are working with the data partner to clearly define and record different types of segregated waste in order to have a clearer view of our waste stream, helping us to measure our impact and identify mitigative measures.

We also plan to utilize this dataset to establish a clear baseline of our carbon footprint for designing our SBTs.

SUSTAINABILITY KPI DASHBOARD

	UNIT	TOTAL	ASIA	EUROPE	NORTH AMERICA
ENVIRONMENTAL MANAGEMENT					
ISO 14001 certified facilities	%	60%	100%	0%	0%
ISO 45001 certified facilities	%	60%	100%	0%	0%
ISO 50001 certified facilities	%	20%	33%	0%	0%
Operational facilities covered by an environmental risk assessment	%	60%	100%	0%	0%
Operational facilities covered by energy audits	%	40%	66%	0%	0%
New (post 2020) buildings LEED certified	%	100%	100%	N/A	N/A
ENERGY USE					
Total energy consumption	kWh	33,899,934.76	22,384,196.21	8,440,755.20	3,074,983.35
Total electricity consumption	kWh	20,942,372.86	13,997,253.98	5,727,594.20	1,217,524.68
Total fuel & gas consumption	KWh	12,957,561.90	8,386,942.23	2,713,161.00	1,857,458.68
GHG PERFORMANCE					
Total CO2 emissions	tonnes CO2e	14,034	11,033	2284	717
CO2 emissions - scope 1	tonnes CO2e	1,559	724	499	337
CO2 emissions - scope 2	tonnes CO2e	8,378	6,953	1216	209
Biogenic Emissions	tonnes CO2e	4	4		
Outside of Scopes	tonnes CO2e	1,007	1,007		
WATER USE					
Total water consumed	m3	660,132	539,750	112,568	7,814
Share of wastewater treated	%	47.60%	48.80%	45.20%	0
Share of operational facilities covered by a water quality tests		2	2	N/A	N/A
Amount of water reused/recycled	m3	N/A	N/A	N/A	N/A
WASTE					
Total amount of waste	tonnes	4,418	1,534	2,883	N/A



PLANS FOR 2022

- **Enhance our own data collection process and inventory to better understand our footprint and identify improvement areas**
- **Map our indirect environmental footprints, such as those associated with suppliers and customers/consumers**
- **Establish our SBTs in line with a 1.5°C future and developing our carbon reduction plan including for Scope 3**
- **Establish baseline Scope 3 footprint for setting our environmental targets**



Thank you.

FOLLOW US:



INSTAGRAM:
MEIYUMEOFFICIAL



LINKEDIN:
MEIYUME




WECHAT:
利妍 MEIYUME



RED:
利妍 MEIYUME

MEIYUME.COM

 Member of the Fung Group
馮氏集團成員