

**Quality Products,  
Healthy Lifestyle**



**JS 环球生活有限公司**  
**JS GLOBAL LIFESTYLE COMPANY LIMITED**

Stock code: 1691

(Incorporated in the Cayman Islands with limited liability)

# CONTENTS

<b>ABOUT THIS REPORT</b>	<b>2</b>
<b>MESSAGE FROM THE CHAIRMAN</b>	<b>5</b>
<b>BOARD STATEMENT</b>	<b>7</b>
<b>ABOUT US</b>	<b>8</b>
<b>ALIGNING WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS</b>	<b>11</b>



## 4 ENVIRONMENTAL CONSERVATION AND MANAGEMENT 48

4.1	Environmental Management	50
4.2	Environmental Goals	52
4.3	Use of Resources	53
4.4	Emissions Management	56
4.5	Climate Change	59



## 1 SUSTAINABILITY MANAGEMENT 12

1.1	Corporate Governance	14
1.2	ESG Management	17
1.3	Communication with Stakeholders	19
1.4	Materiality Assessment	21
1.5	Business Ethics	22
1.6	Risk Management	23



## 5 EMPLOYEE MANAGEMENT 66

5.1	Employment	68
5.2	Training and Development	74
5.3	Care for Employees	79
5.4	Health and Safety	82



## 2 PRODUCTS AND SERVICES 24

2.1	Innovative R&D	26
2.2	Product Quality and Safety	31
2.3	Responsible Marketing	34
2.4	Customer Service	35
2.5	Information Security	38



## 6 SOCIAL WELFARE 86

6.1	Charity	88
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## 3 SUPPLY CHAIN MANAGEMENT 40

3.1	Supplier Management	42
3.2	Communication with Suppliers	46

<b>ESG KEY PERFORMANCE INDICATORS</b>	<b>93</b>
<b>INDEX TO THE ESG REPORTING GUIDE</b>	<b>101</b>
<b>FEEDBACK FORM FOR READERS</b>	<b>107</b>

# ABOUT THIS REPORT

This is the fourth environmental, social and governance (“**ESG**”) report (the “**Report**”) published by JS GLOBAL LIFESTYLE COMPANY LIMITED. The Report is prepared in accordance with the actual operational data of the Company and responds to the issues of most concern to our stakeholders, which truly reflects JS Global Lifestyle’s performance of its economic, social and environmental responsibilities. The board (the “**Board**”) of directors (the “**Directors**”) of the Company has reviewed the Report and is responsible for the authenticity and validity of the information contained.

## Reporting Standards

The Report is prepared in accordance with the Environmental, Social, and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix 27 of the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited (the “**Hong Kong Stock Exchange**”) with reference to the United Nations Sustainable Development Goals (SDGs) and recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD).

## Reporting Principles

The Report complies with the following reporting principles under the ESG Reporting Guide:

**Materiality:** Significant stakeholders are identified; stakeholder communication and materiality assessment are included in the preparation of the Report to determine material ESG issues. The assessment process and results of material issues are presented in the Sustainability Management section of the Report.

**Quantitative:** The key performance indicators (the “**KPIs**”) in the environmental and social aspects are disclosed on a quantitative basis, accompanied by a narrative to explain their purposes and impacts, in the Report.

**Balance:** The Company strives to achieve objective information disclosure. The contents of the Report come from the Company’s internal management documents, statistics, and publicly disclosed information, as well as public media reports without improper modification.

**Consistency:** Unless otherwise specified, the data disclosed in the Report have been compiled according to the Company’s unified information collection process and working mechanism, which ensures that the data are comparable year after year.



## Reporting Period and Scope

The reporting scope includes all areas of the Company that are within its financial control and operational influence, as well as areas with ESG significance to the Company and its stakeholders. The content of the Report mainly focuses on the Company's core businesses and, as an annual report, discloses the overall sustainability and corporate social responsibility performance of the Company from January 1, 2022 to December 31, 2022 (the "Year" or the "Reporting Period"). Unless otherwise stated, the policy, environmental and social metrics included in the Report cover the following operations:

SharkNinja Operating LLC, including:

- SharkNinja Operating LLC, with premises in the United States (U.S.):
  - Needham, Massachusetts (HQ)
  - Walpole, Massachusetts
  - Auburn, Alabama
  - Bentonville, Arkansas
  - Chino, California (distribution centre)
  - Irvine, California
  - Minneapolis, Minnesota
  - Madison, Tennessee
- SharkNinja Canada Co., with premises in Canada:
  - Montreal, Quebec
  - Mississauga, Ontario
  - Saint John, New Brunswick
- SharkNinja Europe Ltd. Headquarters in Leeds, the United Kingdom (U.K.), and its subsidiaries:
  - SharkNinja France SAS (premises in Boulogne-Billancourt, France)
  - SharkNinja Germany GmbH (premises in Frankfurt, Germany)
  - UK Euro Pro Ltd., (premises in London, the U.K.)
  - SharkNinja Co. Ltd, (premises in Tokyo, Japan)
  - SharkNinja Italy S.r.l. (premises in Milan, Italy)
  - SharkNinja Iberia, S.L. (premises in Madrid, Spain)
  - SharkNinja Vietnam Company Limited (premises in Ho Chi Minh City, Vietnam)
- Shenzhen SharkNinja Technology Co., Ltd. (premises in Shenzhen, China)
- Suzhou SharkNinja Technology Co., Ltd. (premises in Suzhou, China)
- SharkNinja (Hong Kong) Company Ltd. (premises in Hong Kong, China)

Joyoung Co., Ltd., including:

- Hangzhou Joyoung Household Electric Appliances Co., Ltd.
- Hangzhou Joyoung Life Electric Co., Ltd.
- Hangzhou Joyoung Water Purification System Co., Ltd.
- Hangzhou Joyoung Electronic Technology Co., Ltd.
- Joyoung Holdings (Hong Kong) Ltd.
- Tonglu Joyoung E-commerce Co., Ltd.
- SharkNinja (China) Technology Co., Ltd.
- Shandong Jiuchuang Household Electric Appliances Co., Ltd.
- Zhuhai Hengqin Jiujiu Time Equity Investment Fund Partnership (Limited Partnership)
- Hangzhou Jiuchuang Household Electric Appliances Co., Ltd.
- Lishui Jiuchuang Household Electric Appliances Co., Ltd.

## Explanations on Short Names

For ease of presentation, in this report, JS GLOBAL LIFESTYLE COMPANY LIMITED is expressed as “we”, the “Company” and “JS Global Lifestyle”; SharkNinja Operating LLC is expressed as “SharkNinja”; and Joyoung Co., Ltd. is expressed as “Joyoung”.

## Feedback on the Report

We value the recommendations and opinions of stakeholders on the Report. If you have any relevant issues, please contact us at the following email address: [esg@jsgl.com](mailto:esg@jsgl.com).



# MESSAGE FROM THE CHAIRMAN

On behalf of the board of directors, I would like to present to you the 2022 Environmental, Social and Governance Report of JS Global Lifestyle Company Limited, which demonstrates our efforts in undertaking environmental and social responsibilities and building a sustainable business and society.

Looking back at 2022, uncertainties such as inflation, the energy crisis and recurrent outbreaks of COVID-19 have impacted the global market, destabilized global supply chain and raised consumers' concerns about the future economic environment everywhere, which in turn has affected their spending behaviors. JS Global Lifestyle tackled these challenges proactively, strengthened its three core competencies, enhanced its supply chain partnerships and insisted on its two-prong approach, i.e. cutting-edge technologies and influential brands, to consolidate its leading position in the market despite the difficulties. In particular, SharkNinja has maintained its market leadership and continued expansion in the United States and the United Kingdom, while Joyoung has been enjoying the biggest market share in several ground-breaking product categories for years. I would regard such a brilliant performance a perfect fulfillment of our corporate mission known as "To positively impact the quality of daily lives of families around the world through transformational, innovative and design-driven smart home products".

Over the past year, our commitment to ESG has been recognized by a number of professional institutions. For instance, JS Global Lifestyle scored 56 in 2022 in S&P CSA ESG rating, a sharp increase from 45 in 2021, ranking 5th in the household durables industry and outperforming 94% of its peers; besides, it has been awarded A in the Hang Seng Sustainability Rating, outperforming 80% of its peers, and selected as a constituent of the Hang Seng Corporate Sustainability Benchmark Index, and its FTSE Russell ESG Rating has also improved significantly to surpass the industry average level. In addition, we were ranked 3rd among industry peers in the "Best ESG" election organized by the Institutional Investor, a globally renowned financial magazine. These achievements represent public recognition of JS Global Lifestyle's improved ESG management performance and our commitment to the original aspiration.

JS Global Lifestyle constantly improves its corporate governance standards, communicates with stakeholders promptly and incorporates their valuable suggestions into its code of conduct to optimize the Company's practices. We endeavor to create a corruption-free and healthy corporate atmosphere by adopting systematic measures to strengthen our management based on business ethics, setting stringent requirements for our employees, suppliers and other partners, and conducting integrity training. We are people-oriented, always caring for the interests of our employees, listening to their opinions and addressing their reasonable requests actively, thereby helping them to grow and realize their values in the workplace.

As a responsible corporate citizen, we strictly comply with the increasingly stringent environmental laws and regulations to rigorously manage our environmental footprint in terms of carbon emission, waste discharge and resource use. This year, SharkNinja once again invited third-party professional institutions to conduct a detailed ISO14064 carbon emission inventory, and offset its carbon footprint of operations in the U.K. through purchasing Verified Carbon Standard (VCS) carbon credits and planting trees. Joyoung initiated a home appliance trade-in campaign to reclaim obsolete home appliances for proper disposal and encouraged consumers to make responsible consumption choices.

We believe that the value of a business is not just about generating wealth, but also about creating social value. Focusing on areas such as food insecurity, education and health, SharkNinja actively organized its staff to participate in relevant voluntary service activities. Joyoung continued to enhance its efforts in two core branded public welfare projects, namely "Joyoung Charity Kitchen" and "Food Education Workshop", and has built 1,357 charity kitchens and 200 Food Education Workshops. Over the next three years, it plans to cumulatively build more than 1,700 charity kitchens and more than 400 Food Education Workshops.

Looking ahead, we will continue to bring innovative products to the market that truly address consumers' concerns, constantly improve our ESG management and performance, create long-term value and actively give back to the community. At last, please allow me to express again, on behalf of the board of directors of JS Global Lifestyle Company Limited, our sincere gratitude to all stakeholders, partners and friends who have long been concerned about and supported the development of our Company.

**Wang Xuning**

*Chairman*



# BOARD STATEMENT

JS Global Lifestyle attaches great importance to ESG issues and is committed to integrating ESG concepts into the Company's operation and management. It has established and constantly improved its ESG governance and management mechanisms, and has been actively practising the concept of sustainable development and creating long-term stable environmental, social, and corporate values.

The Board of JS Global Lifestyle is the highest responsible decision-making authority for ESG matters. The Board has established a management-level ESG committee (the "**ESG Leadership Committee**") that is responsible for overseeing the implementation of the Board's ESG decisions. The ESG Leadership Committee reviews ESG risks, oversees the implementation and promotion of ESG initiatives and reports to the Board on a regular basis. It takes responsibility for the Company's ESG issues. The ESG Leadership Committee has established an ESG working group. The working group is composed of senior management representatives from JS Global Lifestyle, SharkNinja and Joyoung, who are responsible for monitoring and guiding the implementation of the Company's sustainability policies and programs within their business division.

In 2022, JS Global Lifestyle continued to optimize its ESG governance and management process. Based on the Company's business strategy and a review of external social, economic and environmental developments, we enhanced communication with internal and external stakeholders to identify and evaluate material ESG issues and report them to the Board for review. The Board discusses and identifies ESG risks and opportunities of the Company and makes the management of important issues and performance enhancement an ESG priority. JS Global Lifestyle has also identified the risks and opportunities that climate change brings to the Company and has initiated actions to address them accordingly. In the future, JS Global Lifestyle will continue to strengthen its ability to manage climate risks and opportunities, assess and monitor such risks and opportunities, and optimize the response plans.

JS Global Lifestyle attaches importance to ESG disclosure-related work. The Board oversees the preparation process of the ESG report and reviews the annual ESG report to ensure the veracity and effectiveness of information disclosure. The Company has currently formulated performance targets including environmental and social targets, which will be reviewed and followed up by the Board on a timely manner.

The Report discloses the progress and the effectiveness of JS Global Lifestyle's ESG activities throughout 2022, and was reviewed and approved by the Board on March 31, 2023. The Board and all directors of the Company warrant that the Report does not contain any false information, misleading statement or material omission, and accept joint and several responsibilities for the truthfulness, accuracy and completeness of the contents herein contained.



# ABOUT US

## Company Profile

JS Global Lifestyle Company Limited is a global leader in high-quality, innovative small household appliances with its registered office located in the Cayman Islands and its head office located in Hong Kong, dedicated to positively impacting people's lives around the world every day through transformational, innovative, and design-driven smart home products. The Company's success is centered around our deep understanding of consumer needs and is built on our strong product innovation and design capability powered by a global research and development platform, marketing strengths driving high brand engagement, and an omni-channel distribution network with high penetration. We continuously create new products, expanding and diversifying our product portfolio.

Through this diverse product portfolio, the Company cultivates markets, creates consumer demand, innovates our product categories by building up market anticipation for new products, and reshapes consumer behaviors and lifestyles around the world.

The Company owns multiple trusted market-leading brands — Shark, Ninja, and Joyoung — and continues to maintain a leadership position in China and the U.S., the two largest small household appliances markets, and focuses on expanding globally in new markets.

With JS Global Lifestyle's multi-brand and comprehensive product portfolio, the Company is committed to catering to local needs of household cleaning and kitchens worldwide. The Company has gained and maintained industry-leading market shares in key product categories.

Through its global research and development platform, JS Global Lifestyle has introduced design-driven original products to the market, ranging from original or first-to-market revolutionary products, to market-disruptive evolutionary products, to upgraded products with enhanced functionality and designs.



## Corporate Culture



### VISION

To become a global leader focusing on innovative small household appliances

- Innovation and health as the core DNA of the brand
- To vigorously promote high-tech and intelligent products and improve brand strength around the globe
- To focus on the global small appliance market
- To build a global supply chain system with high flexibility



### MISSION

To positively impact people's lives around the world every day through transformational, innovative, and design-driven smart home products!



### People Orientation

**Respect employees, care for employees, cultivate employees, recognize employees**

Take pride in the achievements and development of employees, and create equitable, fair and transparent working environment with people orientation in innovation.



### Teamwork

**Encourage team collaboration**

Encourage employees to consciously integrate into the team, rely on the team to achieve personal development, and cultivate the ability and habits of conscious communication and collaboration.



### Core Values



### Responsibility

**Be a responsible enterprise and benefit the society**

Insist on being responsible to users, employees, partners and shareholders, and require employees to be sincere, pragmatic, and true to their words.



### Health

**Choose a healthy business, and make healthy products**

Health is the core quality of our business. We pursue simplicity, efficiency and standardization to provide employees with a healthy working platform.



### Development Strategy

- Promote the enterprise's technology innovation
- Drive the healthy development of the industry
- Improve the enterprise's product quality
- Achieve the global breakthroughs in standards

## Honors and Awards

### Capital Market ESG Rating for JS Global Lifestyle:

**S&P Global Corporate Sustainability Assessment (CSA):** JS Global Lifestyle scored **56** in 2022, a sharp increase from **45** in 2021, ranking **5**th in the household durables industry and outperforming **94%** of its peers

**HKQAA-Hang Seng Sustainability Rating:** JS Global Lifestyle was awarded **A** in 2022, up from **A-** in 2021, outperforming **80%** of its peers in the industry

**Hang Seng Corporate Sustainability Benchmark Index:** JS Global Lifestyle was selected as a constituent of the Hang Seng Corporate Sustainability Benchmark Index in 2022

**FTSE Russell ESG Rating:** JS Global Lifestyle scored **3.1** in 2022, up from **2.8** in 2021, while the average score for the industry was **2.3**

**Institutional Investor, a famous international financial magazine:** JS Global Lifestyle was ranked **3rd** among industry peers in the "Best ESG" election in 2022

### SharkNinja

- SharkNinja was named one of the "Boston's Best Workplaces in 2022" and the "100 Best Large Companies to Work in Boston" from Built In
- SharkNinja won seven Home Industry Performance Awards issued by NPD Group
- SharkNinja was honored as the "Best Company to Work in Suzhou, 2022" by Suzhou Industrial Park Human Resources Development Co., Ltd.

### Joyoung

- Joyoung was awarded the National Demonstration Base for Food Nutrition and Health Education
- Joyoung was ranked among the "Top 10 Leading Brands in Kitchen & Sanitary Industry, 2022" at the 4th China Kitchen and Sanitary Industry Innovation and Development Summit, and JYW-RF689s and RF980s, both representative water purifier products of Joyoung, were ranked among the "Top 10 Intelligent Products in Kitchen & Sanitary Industry, 2022" and the "Top 10 Best Selling Products in Kitchen & Sanitary Industry, 2022" respectively



# ALIGNING WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

As a responsible corporate citizen, JS Global Lifestyle’s focus, strategies and goals of sustainability align perfectly with the United Nations Sustainable Development Goals (“SDGs”), i.e. “Creating a better and more sustainable future for all”. We take active steps to address the environmental and social challenges we face. Our sustainability initiatives and goals are in line with the 2030 Agenda for Sustainable Development of the United Nations, and in particular, consistent with the following United Nations Sustainable Development Goals:

<p><b>Environmental Management</b></p> <ul style="list-style-type: none"> <li>SDG 7 AFFORDABLE AND CLEAN ENERGY</li> <li>SDG 13 CLIMATE ACTION</li> <li>SDG 15 LIFE ON LAND</li> </ul>	
<p><b>Safety, Workplace and Operations</b></p> <ul style="list-style-type: none"> <li>SDG 3 GOOD HEALTH AND WELL-BEING</li> <li>SDG 5 GENDER EQUALITY</li> <li>SDG 8 DECENT WORK AND ECONOMIC GROWTH</li> <li>SDG 10 REDUCED INEQUALITIES</li> </ul>	
<p><b>Product and Supply Chain Management</b></p> <ul style="list-style-type: none"> <li>SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</li> <li>SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION</li> </ul>	
<p><b>Corporate Governance</b></p> <ul style="list-style-type: none"> <li>SDG 16 PEACE, JUSTICE AND STRONG INSTITUTIONS</li> </ul>	
<p><b>Community Engagement</b></p> <ul style="list-style-type: none"> <li>SDG 1 NO POVERTY</li> <li>SDG 2 ZERO HUNGER</li> <li>SDG 4 QUALITY EDUCATION</li> <li>SDG 11 SUSTAINABLE CITIES AND COMMUNITIES</li> </ul>	



# 1 SUSTAINABILITY MANAGEMENT





# 1 SUSTAINABILITY MANAGEMENT

Material ESG issues covered in this section

- Business Ethics
- Business Growth
- Corporate Governance
- Risk Management
- Internal Control

SDGs responded under this section



## 1.1 Corporate Governance

JS Global Lifestyle strictly complies with the Companies Ordinance of the laws of Hong Kong, the Corporate Governance Code set out in Appendix 14 to the Listing Rules and the Environmental, Social and Governance Reporting Guide contained in Appendix 27 to the Listing Rules and other applicable laws and regulations and the laws and regulations in the places where it operates, and continues to improve the corporate governance structure. The Board and its specialized committees are responsible for the management with clear and efficient authority and responsibilities to ensure the sound operation of the Company.

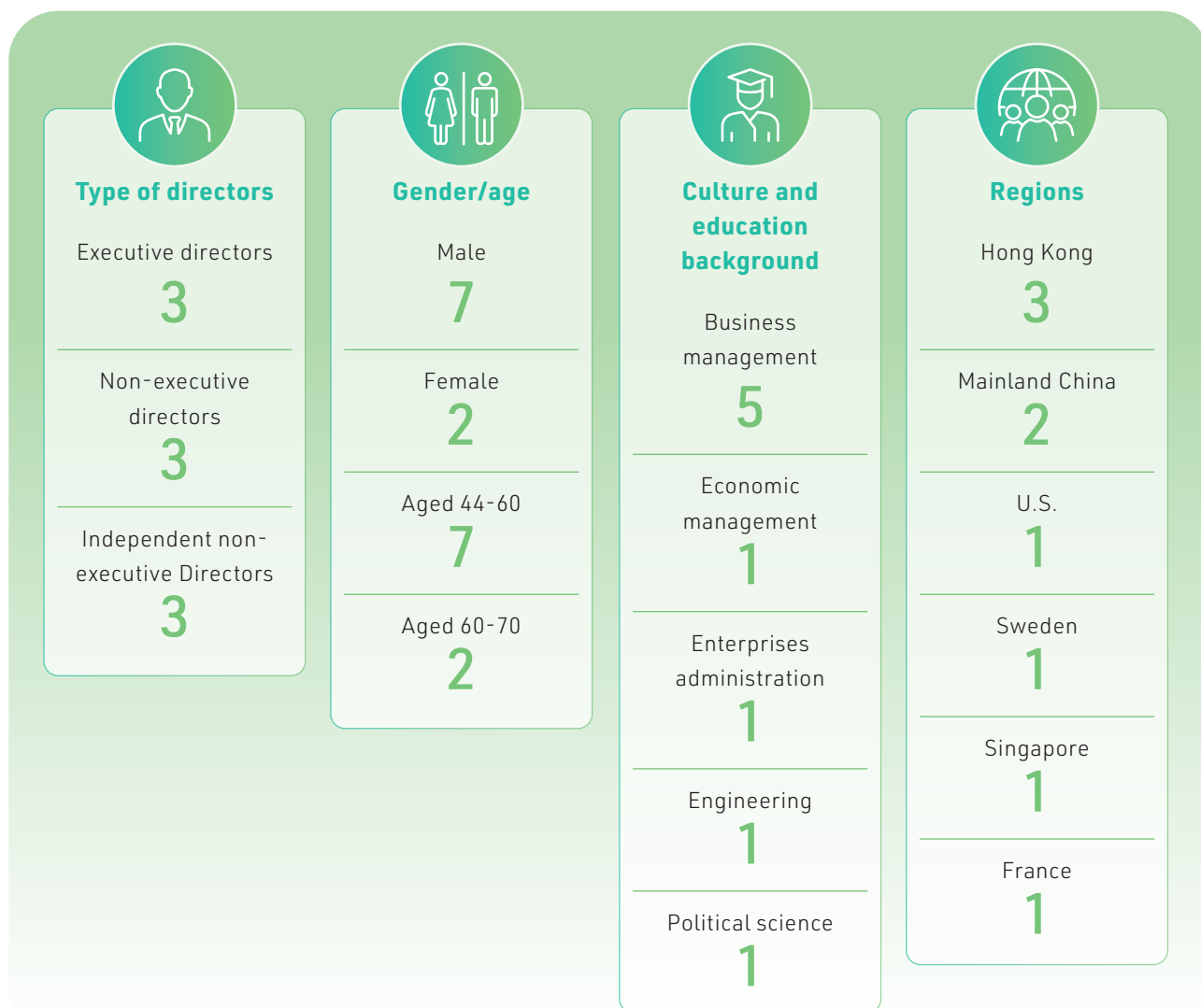
The Board is a standing decision-making body of the Company. The Directors perform their duties conscientiously in the interest of all shareholders. In 2022, the Company held 4 Board meetings. The attendance rate of the Directors was 97%, and the Directors have an average term of service of 2.44 years, ensuring that the Company's operation was carried out in an orderly and compliant manner.



<sup>1</sup> Ms. Huang Shuling (executive Director) is one of our Board members.



## Diversified Board Composition of JS Global Lifestyle



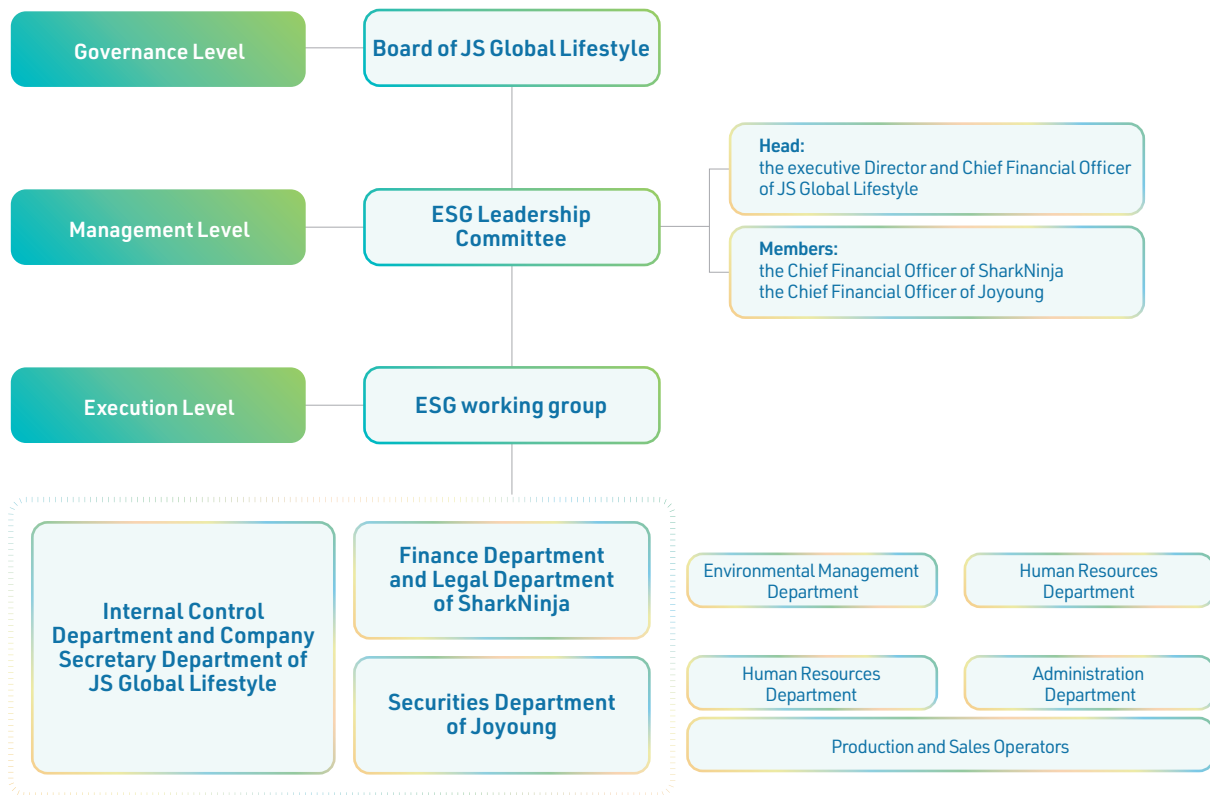
We believe that a diversified and efficient Board is the cornerstone of effective governance in the long term. The Company established the Policy on Diversity of Board Members to ensure the diversity of Board members in terms of age, gender, race, cultural background, professional background and other aspects. The nomination and appointment of Board members will be based on the principle of meritocracy. The Directors come from different industries globally, and the composition of members is diversified. The knowledge structure and areas of expertise of each Director are both professional and complementary to each other, which helps to ensure the scientific nature of the Board's decisions to the largest extent. We promise that the Board of the Company will consist of at least 3 independent non-executive Directors and guarantee that the Board will not consist of members of a single gender. In 2022, the independent non-executive directors of the Company strictly complied with the relevant laws and regulations and the Articles of Association of the Company. They insisted on the independence of independent non-executive directors, played their supervisory function, participated in the formation of various major decisions of the Company and the examination of periodic reports and financial reports, played an important role in the standardized operation of the Company and safeguarded the legitimate rights and interests of minority shareholders.



## 1.2 ESG Management

JS Global Lifestyle has formulated the JSG Environmental, Social and Governance (ESG) Management Measures, so as to ensure the implementation of the ESG management system in terms of organization, management objectives, workflow, supervision and assessment. The Company promoted the normalization, standardization and digitization of the ESG governance system and enhanced the ESG management standard through systematic thinking under the ESG management structure and overall planning of the ESG development strategy.

The Company has established a comprehensive ESG management structure with a three-tier mechanism of “Governance Level – Management Level – Execution Level” and determines the lead departments for relevant responsibilities, covering the Company and all its branches and subsidiaries, including SharkNinja and Joyoung. The structure clearly defines the job responsibilities of personnel at each level, department and position in order to establish a better ESG management mechanism.



Specific responsibilities at each level of JS Global Lifestyle's ESG governance structure

**Governance Level**

**Board**

- Monitoring potential impact of ESG matters on the Company and relevant risks;
- Reviewing and approving long-term ESG strategies and plans, annual ESG reports and ESG goals proposed by the ESG Leadership Committee, to ensure the Company meets the expectations and requirements of investors and regulators;
- Providing statements of the Board.



**Management Level**

**ESG Leadership Committee**

- Setting and preparing ESG strategies, long-term ESG plans and annual ESG plans;
- Setting measures to promote and implement ESG management policies and supervising the promotion of ESG works;
- Assessing ESG risks and opportunities;
- Monitoring the progress of ESG goals;
- Setting work principles and plans for preparation of annual ESG reports and determining the content of ESG reports.



**Execution Level**

**ESG working group**

- Developing annual ESG work plans;
- Reporting the operation of ESG system and the progress of each stage goals to the chairman of the ESG Leadership Committee;
- Organizing and coordinating all works for the preparation of annual ESG reports;
- Organizing ESG experience exchange meetings, providing ESG trainings and incorporating the latest regulatory requirements into daily ESG management works;
- Building channels for communication with stakeholders, improving the communication mechanism, promoting regular communication and recording the communication activities, and conducting annual materiality assessment;
- Coordinating and facilitating the communication and cooperation between internal departments and external advisors, intermediaries.

**Lead departments**

- Assisting the ESG Leadership Committee in setting annual ESG plans and advancing relevant works;
- Assisting the ESG Leadership Committee in setting ESG goals, collecting data from relevant functional departments and project companies and analyzing such data;
- Providing reports on the operation of ESG system and the progress of each stage goals;
- Promoting and implementing ESG management policies and measures that have been set;
- Implementing all works for the preparation of annual ESG reports;
- Organizing ESG experience exchange meetings, providing ESG trainings and incorporating the latest regulatory requirements into daily ESG management works;
- Building channels for communication with stakeholders, improving the communication mechanism, promoting regular communication and recording the communication activities, and conducting annual materiality assessment.





## 1.3 Communication with Stakeholders

We attach great importance to communication with stakeholders. Through various channels in daily work, important functional departments regularly collect the opinions and suggestions of internal stakeholders such as employees and senior management, as well as the expectations and feedback of external stakeholders such as regulators, customers, suppliers, and media, and actively listen to and respond to the demands of stakeholders.

Stakeholders	Needs and expectations	Communication and response methods
<b>Regulators</b>	<ul style="list-style-type: none"> <li>• Compliance with laws and regulations</li> <li>• Tax payment in accordance with laws</li> <li>• Economic development facilitation</li> <li>• Communities and livelihood support</li> <li>• Resources utilization</li> </ul>	<ul style="list-style-type: none"> <li>• Practice in accordance with relevant laws and regulations</li> <li>• Tax payment in accordance with laws</li> <li>• Meetings and symposiums</li> <li>• Written response to public consultation</li> <li>• Compliance reports</li> </ul>
<b>Shareholders and investors</b>	<ul style="list-style-type: none"> <li>• Compliant operation</li> <li>• Return on investment</li> <li>• Risk management</li> <li>• Protection of intellectual property rights</li> <li>• Information disclosure</li> </ul>	<ul style="list-style-type: none"> <li>• General meetings</li> <li>• Interim and annual reports</li> <li>• Other shareholder and investor meetings</li> <li>• Senior management meetings</li> <li>• Company website</li> <li>• Regular disclosure of operating information</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Provision of high-quality products and services</li> <li>• Protection of customers' health and safety</li> <li>• Protection of customers' privacy</li> <li>• Fulfillment of the diverse needs of customers</li> <li>• Sustainability aspects of products and services</li> <li>• Product pricing</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term agreements</li> <li>• Service quality assurance</li> <li>• Protection of consumer data</li> <li>• Customer satisfaction surveys and feedback forms</li> <li>• Customer consultation groups</li> <li>• Customer services centre and online customer services platform</li> <li>• Routine engagement and communications</li> <li>• Social media</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Protection of employee rights</li> <li>• Sound development channels</li> <li>• Occupational health protection</li> <li>• Work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>• Equitable pay</li> <li>• Career development channels</li> <li>• Staff training</li> <li>• Staff opinion surveys</li> <li>• Volunteer work</li> <li>• Forums/Seminars/Workshops</li> <li>• Publications for staff communication</li> <li>• Town hall meetings</li> </ul>

Stakeholders	Needs and expectations	Communication and response methods
<b>Media partners</b>	<ul style="list-style-type: none"> <li>• Brand marketing</li> <li>• Business performance and new opportunities</li> <li>• Product development</li> <li>• Community investment</li> <li>• Customer satisfaction</li> <li>• Environmental performance</li> <li>• Labor issues</li> <li>• Product health and safety</li> </ul>	<ul style="list-style-type: none"> <li>• Press releases</li> <li>• Interviews with senior management</li> <li>• Preliminary announcements</li> <li>• Media gatherings</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Fair procurement</li> </ul>	<ul style="list-style-type: none"> <li>• Regular meetings</li> <li>• On-site visits</li> <li>• Supply chain management procedure</li> <li>• Supplier audit and assessment system</li> </ul>
<b>Distributors and retailers</b>	<ul style="list-style-type: none"> <li>• Open, fair and impartial procurement</li> <li>• Compliance with contracts</li> </ul>	<ul style="list-style-type: none"> <li>• Contract fulfillment in accordance with laws</li> <li>• Fair procurement</li> <li>• Regular meetings</li> <li>• On-site visits and inspections</li> </ul>
<b>Community/NGO partners</b>	<ul style="list-style-type: none"> <li>• Social harmony promotion</li> <li>• Charitable activities support</li> <li>• Energy conservation and emission reduction promotion</li> </ul>	<ul style="list-style-type: none"> <li>• Community communication</li> <li>• Strategic partnerships</li> <li>• Company announcements</li> <li>• Sponsorships and donations</li> <li>• Industry forums/Seminars/Conferences</li> </ul>
<b>Trade and industry associations</b>	<ul style="list-style-type: none"> <li>• Experience and best practice sharing</li> <li>• Labor issues</li> <li>• Market trends</li> <li>• Social compliance issues</li> <li>• Environmental issues</li> </ul>	<ul style="list-style-type: none"> <li>• Charity work</li> <li>• Volunteer work</li> <li>• Community investment projects</li> <li>• Community programs</li> <li>• Forums/Seminars/Workshops/Meetings</li> </ul>
<b>External rating agencies</b>	<ul style="list-style-type: none"> <li>• Information disclosure</li> <li>• Risk management</li> <li>• Disclosure of information</li> <li>• Labor issues</li> <li>• Social compliance issues</li> <li>• Environmental issues</li> </ul>	<ul style="list-style-type: none"> <li>• Regular disclosure of operating information</li> <li>• Interim and annual reports</li> <li>• Company website</li> </ul>



## 1.4 Materiality Assessment

In accordance with the requirements of the ESG Reporting Guide, JS Global Lifestyle conducts an anonymous questionnaire survey of internal and external stakeholders approximately every two years, identifying ESG issues and comprehensively assessing the importance of each issue to its business development and the level of stakeholders' concern. Candidate issues are reported to the Board for review and approval, and a matrix of material issues is then created, with reporting topics ranked in order of importance. This approach determined the focus of the Report, enhanced the relevance of the Report, and responded to the expectations and demands of internal and external stakeholders. The areas of greatest priority for the Company for 2022 are detailed as follows:



## 1.5 Business Ethics

The Company strictly complies with the laws and regulations relating to business ethics in the regions where its operations locates worldwide, including the Prevention of Bribery Ordinance in Hong Kong, the U.S. Foreign Corrupt Practices Act (FCPA), the 2010 UK Bribery Act (UKBA), the Anti-monopoly Law of the People's Republic of China, the Anti-unfair Competition Law of the People's Republic of China, the Supervision Law of the People's Republic of China and the Anti-Money Laundering Law of the People's Republic of China as well as all applicable laws and regulations in Japan and other jurisdictions where its operations locates. The Company upholds exceptional ethical standards, and competes in the market in a lawful and compliant manner. The Company opposes any form of commercial bribery, money laundering, monopoly, and improper competition. During the Reporting Period, JS Global Lifestyle did not experience any incidents of corruption, anti-competitive or anti-trust investigations litigation against the Company or its employees, or other business ethics violations.

The Company has established and published the Code of Business Conduct and the Supplier Code of Conduct, which illustrate our compliance vision and compliance philosophy. Meanwhile, we regulate the ethical behavior of our employees in accordance with our internal management systems, including the Reward and Punishment Management System, the Anti-fraud Investigation Management System, the Management Accountability System, the Customer Emotion Management System, the Integrity Management System of Supply Chain Operation Department, the Policies on Anti-money Laundering, the Policies on Conflict of Interest and other related management systems, establish a prevention and inspection mechanism, clearly define reward and punishment and establish the best business practices. We prohibit our employees from offering or accepting any form of bribes, including but not limited to cash payments, gifts, hospitality, travel, job opportunities, sponsorship, etc. JS Global Lifestyle comprehensively covers business ethics issues such as anti-corruption, anti-trust, fair competition, and prevention of conflicts of interest in our due diligence of potential business partners, signs an integrity cooperation agreement with each of its partners, including suppliers and contractors, etc., and conducts anti-corruption training, requiring partners to comply with the Supplier Code of Conduct, the Company's other anti-bribery and anti-corruption policies and relevant regulations, and is committed to establishing a mutually respectful, cooperative and win-win relationship with its business partners.

As the responsible and decision-making authority for the Company's ESG management, the Board comprehensively oversees the anti-corruption and anti-bribery issues. The internal audit team of SharkNinja regularly reviews potential risks of corruption. The compliance team will use Factiva to screen all new suppliers and high-risk customers for identification to check whether there is any corruption. Under the guidance from a third-party professional institution, Joyoung conducts a comprehensive risk sorting and assessment of all departments of the Company every year, including corruption and compliance risks, and incorporates the high-risk businesses identified into the annual audit priorities and implements comprehensive anti-corruption rectification and avoidance measures.



In accordance with the Complaint and Suggestion Management System, the Company sets up complaint reporting channels and encourages its employees and the public to report any suspected corruption behavior by mails and telephone or make an anonymous report directly to the internal anti-corruption department. We have established a dedicated team to investigate reported incidents and take appropriate actions. The Company strictly adopts the principle of confidentiality of whistleblowers, protects whistleblowers from retaliation, controls the scope of reports and investigation clues, strictly prohibits the disclosure of investigation clues and the treatment, and prohibits anyone from accessing investigation clues without approval. We prohibit any form of retaliation against good-faith whistleblowers, as well as false and malicious reports framing others, and will take serious disciplinary action if found.

The Company regularly provides business ethics training for all employees and Directors, and will keep attendance records. The training comprehensively covers important business ethics issues such as anti-corruption, anti-monopoly, fair competition and prevention of conflict of interest, as well as a detailed introduction of the Company's relevant rules and regulations, popularization of the laws and regulations applicable to the Company's business in the place of operation, and the precautions to be taken in daily work.

## 1.6 Risk Management

In accordance with the Risk Management System of the Group, the Internal Audit System of the Group and other relevant systems, the Company continues to improve the risk identification and assessment to ensure the effective implementation of the Company's internal control and risk management. The Company has set up an internal audit department to conduct regular evaluations of risk management and the effectiveness of internal control systems, and to make relevant risk management recommendations to the management. We have established a risk management system in line with COSO ERM<sup>2</sup> as well as the three defense lines which have been functioning effectively.

We carry out a comprehensive corporate risk sorting every year. During the Reporting Period, the Company incorporates ESG risks into the annual risk sorting and sets up more than 100 effective risk control measures, constantly adjusts and perfects the various types of risk alert in the process of enterprise operation, continuously enhances risk prevention awareness, strengthens risk management capabilities, ensures that the Company carries out business activities within the acceptable risks in a compliant and efficient manner, and protects the interests of the Company and its shareholders as a whole.

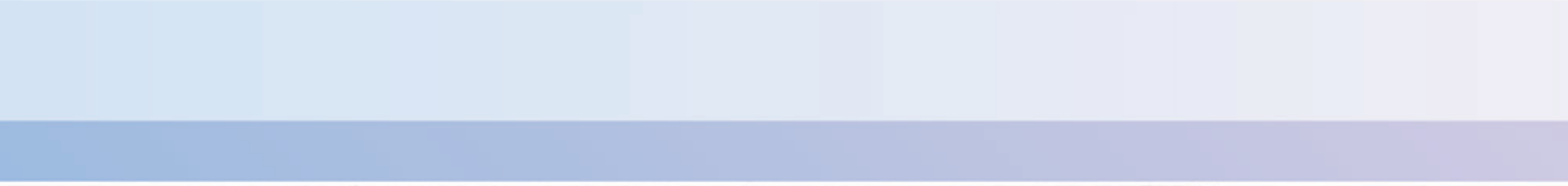
<sup>2</sup> COSO ERM refers to the enterprise risk management framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO)





# 2 PRODUCTS AND SERVICES





## 2 PRODUCTS AND SERVICES

Material ESG issues covered in this section

- Innovative R&D
- Product Quality and Performance
- Health and Safety
- Customer Service
- Privacy and Data Protection

SDGs responded under this section



JS Global Lifestyle values product quality, safety, and customer service, with a focus on new technologies and applications in smart homes. We are leading the trend of innovation-driven experiences and design in the smart home products, aiming to enhance the quality of life for families worldwide, actively promoting the development of the home appliance industry, and striving to become a global leader in high-quality, innovative small home appliances.

### 2.1 Innovative R&D

We have always adhered to innovative technology and keep ourselves abreast of the latest technological developments to actively research and develop innovative, intelligent, safe and sustainable products that are meaningful to the environment, society and consumers' daily lives.

We have established a complete and scientific research and development system, using Goldfire (a best decision platform), Computer Aided Engineering (CAE), Product Lifecycle Management (PLM) system, Theory of Inventive Problem Solving (TRIZ), and other advanced innovation methods and tools to improve the development efficiency of products. At the same time, we follow a strict project planning, establishment and evaluation process to ensure that the Company can produce products with high quality and excellent experience on a systematic and long-term basis.

To maintain our long-term competitive advantages, we constantly invest capital and resources in enhancing our technical capabilities. In 2009, the testing laboratory established by the Company was accredited by the China National Accreditation Service for Conformity Assessment (CNAS) as a national-level laboratory, and has become a witness laboratory of UL (one of the world's leading testing and certification organizations), TUV (German Technical Supervision Association), ITS (one of the world's leading consumer product testing, inspection and certification companies), SGS (one of the world's leading product control and technology certification companies), and Korea Testing Laboratory (KTL). In 2022, JS Global Lifestyle invested US\$225.3 million in research and product technology enhancement.



### 2.1.1 Innovation in Products

With efficient and coordinated global R&D capabilities, the Company continues to produce innovative products with a "five-star" customer experience. In 2022, SharkNinja expanded its product matrix and launched new products such as the portable electric outdoor grill, waffle maker and hand blender. Joyoung is committed to researching and developing new advanced materials and intelligent digital products.



- Ninja's hand blender and outdoor griller



- Joyoung's JYW-RF660 bacteriostat and heat purification integrated water purifiers

#### SharkNinja's food waste solution

#### Case Study

To encourage consumers to make greener life choices, SharkNinja is actively exploring solutions to reduce food waste in 2022. As an example, Ninja has piloted and tested bin products that would make it easier for consumers to compost their food waste.

### Joyoung's innovative water purification

#### Case Study

With the introduction of aerospace water purification technology into civil water purification, Joyoung has developed the bacteriostat and heat purification integrated water purifiers with five-step filtration plus quadruple bacteriostatic functions. In the water purifiers, Joyoung uses a 5-in-1 compound antibacterial filter and carbon fiber to absorb abnormal colors, odors and residual chlorine, PP cotton to filter out rust, sand and other coarse particles, RO membrane to eliminate heavy metals and bacteria, post-activated carbon to improve taste, and aerospace antibacterial material to inhibit the growth of bacteria. The total dissolved solids (TDS) of tap water was reduced from 237 to 8 to comply with the direct consumption standard. The water purifier effectively addresses the problem of drinking water at home and maximizes the protection of water safety for consumers to allow consumers to drink clean and hot water at any time.

Joyoung's innovation in water purifiers has also been recognized externally. At the 4th China Kitchen and Sanitary Industry Innovation and Development Summit, Joyoung received the title of the "Top 10 Leading Brands in the Kitchen & Sanitary Industry, 2022". Its representative products JYW-RF689s and RF980s were also awarded the "Top 10 Intelligent Products in Kitchen & Sanitary Industry, 2022" and the "Top 10 Best Selling Products in Kitchen & Sanitary Industry, 2022", respectively.

## 2.1.2 Support for Innovation

JS Global Lifestyle adheres to the concept of openness and win-win, focuses on cultivating corporate innovation culture, and keeps close and long-term cooperation with well-known enterprises, various research institutes and universities to accelerate the transformation of scientific and technological achievements and provide a new dynamic for the long-term development of the corporate.

Professional R&D personnel is the driver of corporate innovation. Our product development team is comprised of members with diverse professional and educational backgrounds. Through cross-functional collaboration with other teams in the Company, we constantly explore innovative technologies and new potential products with a focus on consumer needs to drive the global product roadmap from product to the shelf. At the same time, we provide a series of innovation training courses for our team to refine our product innovation and development capabilities continuously. As of December 31, 2022, JS Global Lifestyle has 2,338 employees in STEM<sup>3</sup> positions.

We are dedicated to creating an innovative atmosphere within our company, establishing incentive systems such as innovation rewards and the innovation day. We hold "Product Creative Innovation & Problem Solving" and "Product Innovation Competition" events, and train our R&D personnel to apply advanced tools and methodologies such as the innovative software Goldfire and TRIZ theory to practical work processes, helping to solve technical problems encountered during new product development. During the Reporting Period, we have received a series of awards, including one first prize, two third prizes and one winning prize in Zhejiang Division of 2022 China Innovation Methods Competition. 183 employees have obtained TRIZ Level 1 certification, 71 employees have obtained Level 2 certification, and 11 employees have obtained Level 3 certification.

<sup>3</sup> STEM positions refer to those in the sectors of science, technology, engineering and mathematics.



## Industrial-academic collaborations

### Case Study

JS Global Lifestyle has maintained close relationships with universities and scientific research institutions over the years. Based on the establishment of practice bases, Joyoung has conducted more mutually beneficial cooperation with students, schools and corporates. The Company has strongly supported universities in innovative practical and internship-based training, welcomed teachers and students at universities to participate in internship and creative scientific research projects, and explored a new mechanism of joint training of innovative talents by schools and enterprises to achieve moving forward and growing together. By the end of 2022, the Company has successively cooperated with Tsinghua University, Zhejiang University, Fudan University, Southeast University, China Jiliang University, The Hong Kong Polytechnic University, Ningbo Institute of Materials Technology & Engineering, Hefei Institute of Physics Technology & Engineering, China Electronics Standardization Institute, Zhejiang Institute of Science and Technology Information Science and Technology Search (Evaluation) Center, Zhejiang Fangyuan Test Group and other institutes to apply for key provincial research and development projects, exchange the latest technology, keep regular connection through internship and employment and discuss the direction of future researches.



### 2.1.3 Protection of Intellectual Property Rights

On the basis of the active promotion of innovation, we also place great importance on the protection of intellectual property rights. The Company strictly follows relevant laws and regulations, including the Patent Law and Trademark Law in the U.S., the European Union (the “EU”) Intellectual Property Law, the United Kingdom Intellectual Property Law, the Copyright Law of the People’s Republic of China, the Patent Law of the People’s Republic of China, and the Trademark Law of the People’s Republic of China. We respect the intellectual property rights of third parties and strictly adopt patent and trademark licenses prior to launching new products, functions or brand names to avoid litigations of intellectual property infringement.

We have established a comprehensive patent risk management and trademark protection system to protect the legitimate rights and interests of the Company. Our intellectual property protection team has formed systems and compiled documents such as the Intellectual Property Management System, the Patent Management and Incentive System, and Regulatory Guidelines to regulate the work of our employees. In addition to filing patents and trademarks and performing intellectual property clearance, we have also entered into agreements with employees and partners to protect commercial confidentiality and proprietary technologies through proven software technologies such as the ClearstoneIP patent approval process and the Agiloft contract management process. At the same time, our employees shall undergo training on confidentiality and intellectual property rights in order to raise their awareness of intellectual property rights protection, and to support the development and protection of intellectual property rights of the Company.

#### In 2022

- *SharkNinja*
  - Had obtained **508** patent licenses, including **147** invention patents, **310** design patents, and **51** utility model patents;
  - Had registered **174** trademarks;
  - As of December 31, 2022, it had amassed **3,000** patents and more than **2,700** trademarks.
- *Joyoung*
  - Had applied for **1,797** patents, including **216** invention patents, **1,375** utility model patents, and **206** design patents;
  - Had applied for **240** trademarks;
  - Had obtained **21** software copyrights;
  - As of December 31, 2022, it had amassed **11,648** patents, including **651** invention patents, **9,518** utility model patents, and **1,479** design patents.



## 2.2 Product Quality and Safety

JS Global Lifestyle strictly complies with the Consumer Product Safety Act enacted by the Consumer Product Safety Commission in the U.S., the Law on Protection of Consumer Rights and Interests of the People's Republic of China, the Product Quality Law of the People's Republic of China and other laws and regulations in places where we operate. We implement the quality concepts throughout the life cycle of design, manufacture, sales and services in order to bring high-quality products and services to users on an on-going basis.

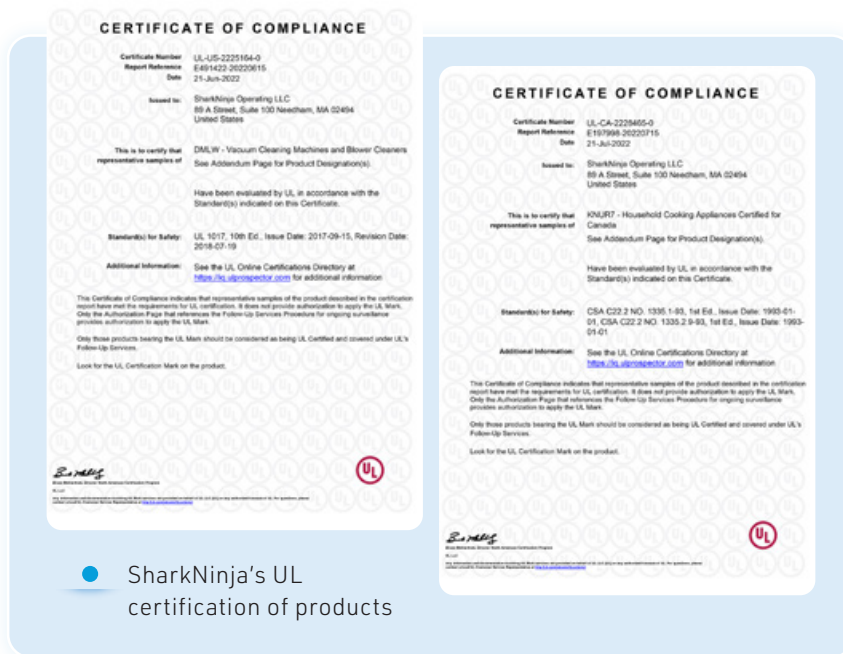
The Company adhered to international standards and industry best practices in establishing and continuously optimizing the quality control system to ensure the effective implementation of product quality control responsibilities. Based on the Company's design concept of "safe, healthy, reliable, intelligent and green", we strictly monitor the quality assessment of all aspects of the entire chain from concept input to product post-marketing, so that consumers can acquire advanced and sustainable high-quality products at reasonable prices.

In order to ensure the safe use of products, we take the following product quality and safety control measures before launching the products:

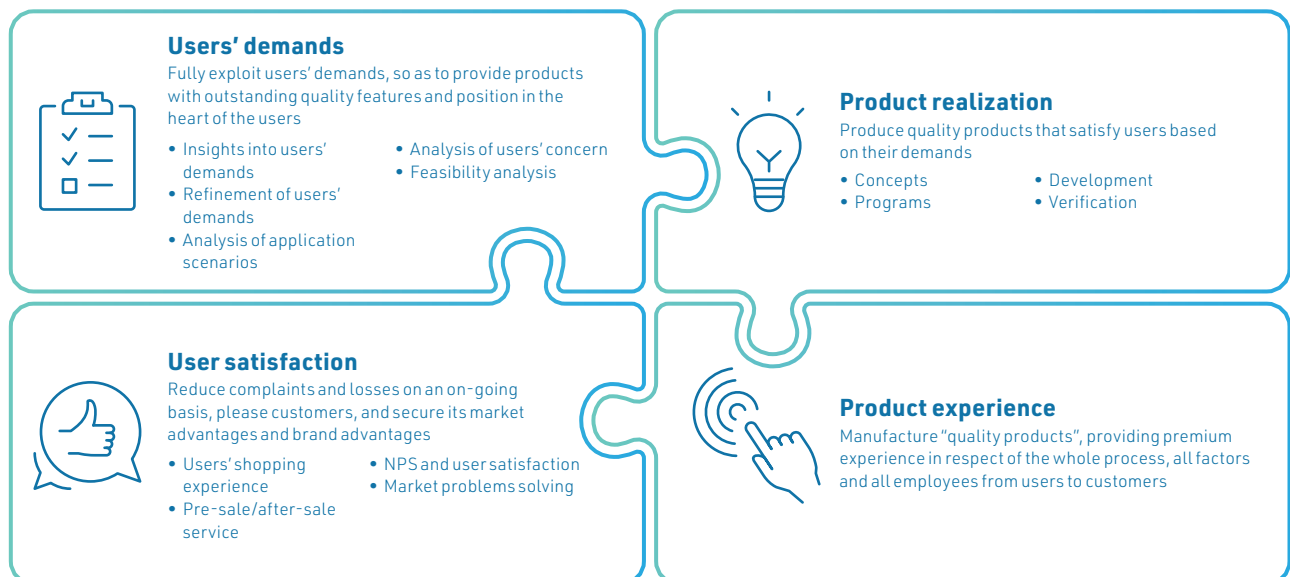


SharkNinja has established a product quality control system based on ISO 9001. It has set up quality control teams in the U.S., the U.K. and China to test and control the quality of products that aim to obtain UL certification. It has set up a quality control plan for the Original Equipment Manufacturers (OEMs) and key suppliers to conduct quality audits regularly. Each production line has a first pass yield of up to 99%.





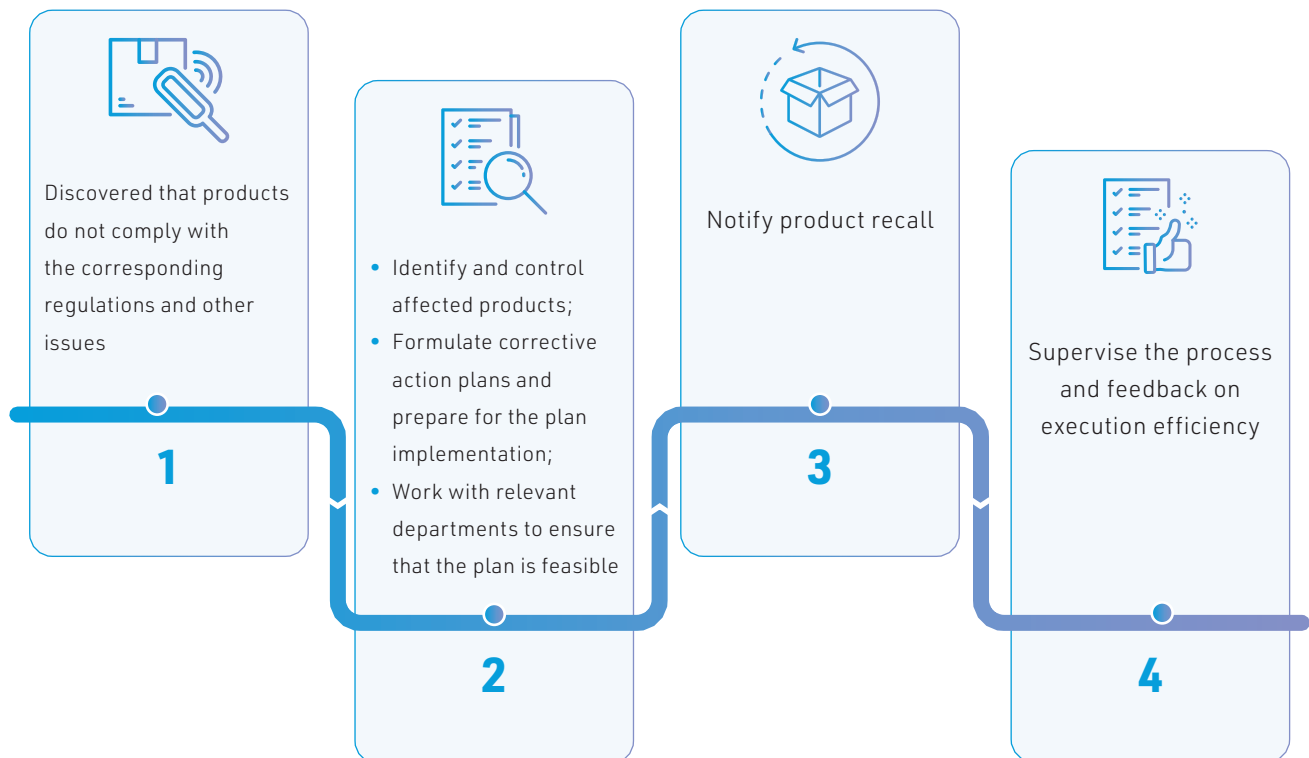
Joyoung deeply integrates the ISO9001, ISO14001 and ISO45001 standards into the quality control process, and embraces the concept of user-oriented quality control. We implement the four core management principles of "demand and risk control", "development and verification control", "mass production consistency assurance" and "supplier quality control and improvement" to realize the concept of quality management from "customer demand" to "customer satisfaction".





We have formulated the Product Recall Management System, set up a recall team and a recall expert group to manage product recalls and established a product recall process that complies with the requirements of the Consumer Product Safety Act (CPSA) and the Consumer Product Safety Commission. Once the procedure is initiated, the relevant products will be put on hold and tracked. During the Reporting Period, the Company encountered no active or passive recalls due to product quality issues relating to safety and health.

### Product Recall Process



## 2.3 Responsible Marketing

As a responsible company, JS Global Lifestyle works with partners across sales channels to actively promote multi-dimensional responsible marketing. We are committed to not providing consumers with false or misleading information about products and services and guiding them in making sustainable consumer choices while building consumer loyalty.

### 2.3.1 Compliant Marketing

We ensure that all marketing activities comply with the U.S. State and Federal laws regulating false advertising and consumer protection, the Advertising Law of the People's Republic of China, the Anti-unfair Competition Law of the People's Republic of China and other laws and regulations in places where we operate with respect to brand promotion. We also actively conduct compliance risk investigations and legal training on compliance marketing across all channels to enhance employees' and distributors' awareness of responsible marketing and reduce the risk of product promotion.

SharkNinja has set up detailed compliance marketing provisions in its internal Safety and Compliance Action Manual and Legal Manual, and reviewed all marketing activities through a cross-functional asset review system comprised of legal, safety, quality and marketing teams to ensure compliance with product label and advertising requirements. Joyoung signed the "2022 Distribution Agreement" with distributors and approved all promotional programs to ensure standardization. Meanwhile, Joyoung has implemented the Distributor Channel Order Management System and the Distributor Ranking Management System to conduct ranking management and "Red, Yellow and Green" monthly assessment of distributors. Joyoung granted green cards to distributors with good performance, yellow ones for rectification and red ones for termination.

### 2.3.2 Sales Channel Management

In order to follow the trend of online consumption development, we laid out online and offline product sales channels to seek marketing innovation and breakthroughs in channels such as Amazon, Tmall, JD.com, Pinduoduo and Tik Tok. We also continue to build a live-streaming system for the Company and cooperate with major streamers and live-streaming platforms to expand brand awareness. Meanwhile, we cooperated with retailers to strongly promote our products during special events like Amazon's Members' Day. In addition, we explored new retail channels, promoting the construction of high-end brand stores represented by large shopping malls in China, and establishing a good image of quality brand.

In order to maintain the strong growth of our business and encourages our channel partners to work with us to achieve common aims, we have provided corresponding channel incentives for distributors who have signed the 2022 Distribution Agreement and the 2022 Supplemental Distribution Agreement and have no poor credit record. We also set up rewards in multiple dimensions such as sales, sales growth, channel coverage, service quality and repurchase rate, and provide regular training for distributors, so as to encourage distributors to deliver stable and high-quality services to customers with the Company.



### 2.3.3 Consumers Guidance

We communicate our concept of sustainable development to customers through various channels and encourage them to make responsible consumer choices for themselves, the environment and the society.

Product parameters and product manuals are available on the websites of SharkNinja and Joyoung, and the comparisons of product parameters are also provided to make it easier for consumers to evaluate and compare products, so as to make informed choices in consumption. We have also provided information on the full life cycle service, such as operational guidelines, troubleshooting methods, precautions, hazardous substance declaration, warranty information, product recall, etc., to help consumers identify the key factors in products, use them correctly, and reduce the negative impact of the product on the environment. We will label products for possible dangerous purposes, hazardous substances and chemicals, using internationally recognized symbols to convey important safety information to consumers.

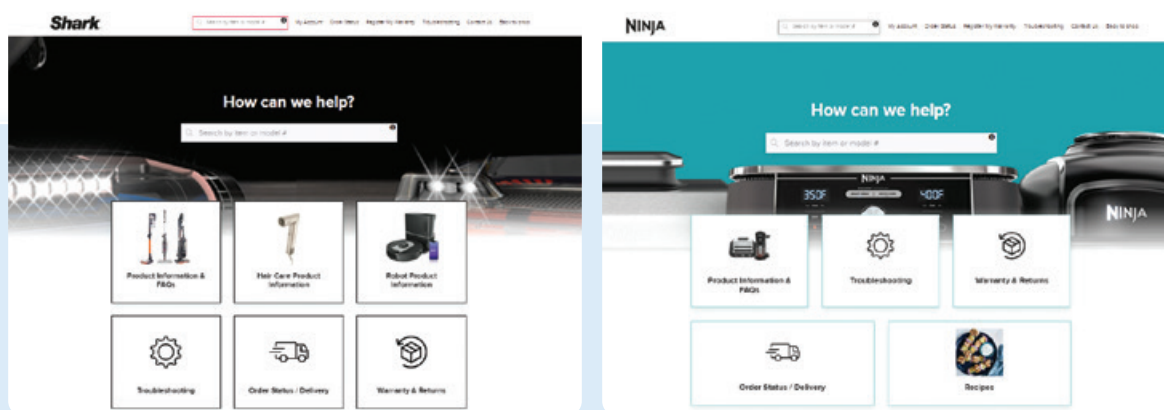
## 2.4 Customer Service

Through adhering to the core concept of “honesty, warmth, transparency and happiness” and implementing the strategy of “Providing Sunshine Services for 365 days (陽光服務·溫暖365)” , we strive to build an omni-channel, excellent experience and high-performance quality service network to implement personalized service that meets user’s demands, and provide industry-leading value-added services to ensure that we meet the diversified needs of our customers.

### 2.4.1 Communication Channels with Customers

We have established various communication channels to ensure that consumers can receive timely and effective assistance. Consumers can contact us via hotline, email, and social media, such as Facebook, Twitter, Instagram, YouTube, WeChat and Weibo. At the same time, we also work closely with several third-party contact centers to ensure seamless communication with consumers during peak seasons for new product launches, promotional events and holiday seasons. Our consumer experience team works closely with the product and back office teams to ensure the accuracy and consistency of consumer information across all interaction channels.

We have built 2,000 industry-leading service outlets across China, covering large, medium and small cities and most counties, and have set up several service outlets in core cities, in conjunction with JD Express, to provide shipping and repair services to meet the needs of users in different regions. In addition, we build intelligent customer service robots by using the “AI+manual” service and applying AI technology to provide a 24/7 human-computer interaction service. We also provide customers with online service appointments, FAQs service and other services via our Sunshine Service WeChat mini program. Professional call center personnel, VIP service personnel and product experts are appointed to offer targeted and high-quality services to customers.



● Customer support website of Shark and Ninja

## 2.4.2 Customer Complaint Management

We have established the Complaint Management Rule and the Full Customer Complaint Management System to address consumers’ concerns based on basic inquiry, verification and negotiation procedures to prevent and control the escalation and dissemination of complaints, maintain the brand image and minimize the negative impact effectively.

SharkNinja uses different customer management systems (Zendesk, Intershop, FDM4 and Sprinklr) to integrate complaint process information across all channels, share information with relevant teams, and understand consumers’ feelings in a timely and accurate manner. Upon receipt of a telephone complaint, customer service staff will verify the necessary product and customer account information, and provide a clear time-limited solution once the issue is understood. For complaints from social media, email and other channels, members of the consumer experience team will reach out directly to consumers to address the issue. All third-party contact centers shall undergo rigorous quality assurance procedures as well as periodic reviews. We frequently contact our service providers by phone, video conference and in person to ensure that consumers can receive the same high-quality service across all channels. SharkNinja assesses service performance using multi-dimensional KPIs such as first call resolution (FCR), customer satisfaction (CSAT) and net promoter score (NPS) to ensure that consumers are provided with a satisfactory service.

Upon receipt of complaints from various channels, the customer service department of Joyoung will analyze complaints and divert them to the head of the customer service department and the responsible department. The head of the customer service department and the relevant departments are required to set 30 minutes for timely receipt and 24 hours for feedback on the progress. The customer complaints specialists track and close the loop according to the feedback results and return visits. For special cases, we will include time management alert, and adopt quick processing channels and product return and exchange, following up the process until resolution, to form a time-bounded closed loop. At the same time, Joyoung conducts regular training and assessment for the service team to ensure that they are proficient in the required service skills, and quickly addresses problems in the service process by providing technical support including “Mr. Niu’s daily talk show” official account and direct connection to engineers.



Visual bulletin board for after sales technical training

During the Reporting Period, JS Global Lifestyle received 2,899,661<sup>4</sup> complaints and inquiries about products and services from global customers with a 100% handling rate, serving over 4 million people each year. SharkNinja achieved customer satisfaction rates of 86.2% and 89.5% in North America and the U.K., respectively. Joyoung's satisfaction rate of monthly manual return visits was 97.5% and the annual survey satisfaction rate was 97.4%.

<sup>4</sup> The data includes complaints, inquiries and repair requests for products and services from the website, mail, telephone, interviews, letters, etc.

## 2.5 Information Security

With the concept of “Reducing the risks of digitalization to empower the stable business development of the Company”, we insist on protecting information security and creating a safe network environment. We strictly comply with the California Consumer Privacy Act of the U.S., the General Data Protection Regulation (GDPR) of the EU and other applicable laws and regulations in the place where we operate, and have formulated management systems, including the Personal Information Protection Management System, the Host Security Management Specification, the Information System Online Management System, the Information System User Access Management System and the System Daily Management System, to improve the construction of data security management system and fully implement information security protection. During the Reporting Period, JS Global Lifestyle has not had any information breach incidents.

### 2.5.1 Information Security Management

JS Global Lifestyle has established a comprehensive information security management system. The Audit Committee of the Board oversees overall corporate information and privacy security, and the Company’s IT director reports directly to the Audit Committee. SharkNinja has set up a global cyber security and privacy team. Based on the Cybersecurity Framework (CSF) of the National Institute of Standards and Technology (NIST) and the Corporate Information Security Program (CISP), the Network Security and Privacy Steering Committee has been formed to oversee the implementation of the program. SharkNinja also encourages all employees to report any suspected breaches of security or any suspicious information by mail or phone. Joyoung has developed the Information Security Incident Management System, which clarifies the classification of information security incidents and the reporting process. The departments responsible for the information system shall carry out monitoring daily. Where an abnormality is identified, the Information Security Department shall gather information, follow up on the investigation, and send the feedback to the emergency handling team at the corresponding level to implement emergency rectification. Joyoung has obtained the ISO/IEC 27001: 2013 information security management system certification and has received and passed third-party professional institutes’ supervisory review during the Reporting Period. In addition, it has also undergone inspections for the level II and III information security protection.

In order to further avoid the damage caused by an IT system failure or a network attack, the Company regularly backs up its key data, develops a detailed abnormal recovery process, and engages a third party to analyze the IT vulnerability of the Company’s system on an annual basis. At the same time, we have established contingency plans and incident response procedures for information security incidents. which clarify the remedial measures and follow-up actions to be taken for all information incidents involving the IT assets owned or authorized by the Company, including computers, servers, applications, and data. SharkNinja’s cybersecurity leadership team regularly tests the incident response plan to ensure its effectiveness. During the Reporting Period, Joyoung carried out multiple security tests on the core business system to identify and fix high-risk vulnerabilities. The security reinforcement has been performed on Love Cooking APP (愛下廚APP) to avoid the risks of decompilation, decoding and invocation. A terminal security management system has been established to monitor and audit data received from employees, and a comprehensive security protection mechanism was in place to enhance the application and system security.



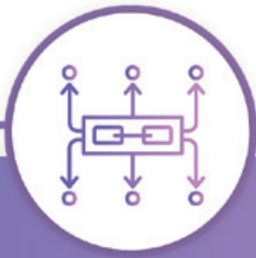
## 2.5.2 Personal Information Protection

Based on the establishment of a sound information security management system, JS Global Lifestyle has taken a series of measures to further protect the personal information security of its employees and customers. The Data Privacy Policy has been implemented by SharkNinja, which undertakes to collect only the personal information data required for the implementation of the relevant procedures, and not to keep relevant information after achieving relevant purposes, to protect personal information data through methods of pseudonymization, anonymization, de-identification, encryption and other technical means, and the relevant information shall be only processed by authorized professionals. Joyoung developed the consumer privacy agreement, clearly listing the items that may have access to user information. Joyoung also conduct comprehensive inspections on the third-party Software Develop Kits (SDKs) referenced in the application software to remove the operations that have access to user information and providing an opt-out function for users to delete their associated data completely.

## 2.5.3 Information Safety Training

The employees are required to complete regular information security training during the onboarding and throughout their employment. The compulsory training programs on cybersecurity and privacy protection have been set up by SharkNinja for global employees to help employees become familiar with laws and regulations relating to information and privacy protection where they operate. Joyoung included the security and stability of the system in the KPI assessment of the head of the information department and the manager of the secondary departments to ensure the implementation of the system's security. In addition, Joyoung has organized training on enhancing phishing security awareness, with 470 employees participating during the Reporting Period.





# 3 SUPPLY CHAIN MANAGEMENT





# 3 SUPPLY CHAIN MANAGEMENT

Material ESG issues covered in this section

- Sustainable Supply Chain
- Product Quality and Performance

SDGs responded under this section



JS Global Lifestyle provides customers with quality products and services based on a stable and sustainable supply chain. We seek to collaborate with suppliers who adhere to high business ethics and actively practice environmental and social responsibility. We continuously improve our supply chain management system and strengthen our close relationship with suppliers to promote sustainable development throughout the value chain.

## 3.1 Supplier Management

At JS Global Lifestyle, we have developed the Supplier Code of Conduct, requiring all suppliers of materials, production and services to comply with all applicable laws and regulations in the places where they operate in respect of:

- |   |  |
|---|--|
| • Anti-discrimination and harassment          | • Anti-bribery and corruption  |
| • Prohibition of child labor and forced labor | • Reporting procedures and whistleblower protection                    |
| • Against modern slavery                      | • Intellectual property protection                                     |
| • Working hours                               | • Adherence to standards of fair business, advertising and competition |
| • Remuneration and welfare                    | • Data privacy and security  |
| • Occupational health and safety              | • Responsible sourcing of minerals                                     |
| • Freedom of association                      | • Procurement from sustainable sources                                 |
| • Collective bargaining                       | • Responsible management of environmental impacts                      |

At the same time, we require all suppliers to adopt or establish an independent environmental and social responsibility management system in line with the Supplier Code of Conduct requirements. Suppliers shall clarify the division of responsibilities and accountability of management, improve risk assessment and management procedures, establish training and communication mechanisms, establish smooth channels for employee feedback and complaints, implement audit and evaluation programs, standardize and document relevant work content, and take corrective measures in a timely manner, so as to conduct business in a sustainable way. During the Reporting Period, we did not identify any violations of our Supplier Code of Conduct.

In addition, we have developed and regularly updated internal systems such as the Tender Procurement Management System, the Procurement Pricing Management System, the Inventory Management System, the Supplier Introduction Management System, the Supplier Classification and Management System, the Mold Management System and the Strategic Supplier Cooperation Agreement to regulate the entry, management and assessment of suppliers and promote a mutually agreeable and sustainable management approach for both parties.



### 3.1.1 Entry of Suppliers

JS Global Lifestyle adheres to fairness and impartiality when selecting new potential suppliers. In this connection, the selection process involves a careful review of relevant qualifications, industry-specific information, management system certifications, financial positions, R&D innovative capability and product quality. The Company also evaluates the reliability of prospective suppliers by conducting on-site visits. At the same time, we identify and assess the environmental and social risks of new potential suppliers during the entry stage, covering areas such as the prohibition of child labor, protection of minors, prohibition of forced labor, arrangement of reasonable working hours, protection of statutory wages and benefits, health and safety, fire protection, environmental protection and business ethics, so as to ensure compliance with the requirements of the Supplier Code of Conduct. In addition, we implement a tendering system to ensure fair competition among different suppliers and specify in contracts a constraint condition that sub-contracting is forbidden.

SharkNinja requires all tier 1 suppliers to sign its Supplier Code of Conduct to ensure that they meet the expectations for suppliers in the areas of business ethics, employee management, health and safety, emission management, use of resources and management systems.

Joyoung requires key suppliers, such as machine suppliers, to establish corresponding quality management systems in accordance with ISO9001, TS16949 or 3C certification, set up sound quality teams and have laboratory resources and capabilities to meet requirements. Joyoung also requires suppliers to sign the Agreement on Cooperation with Integrity, which regulates the fairness and impartiality between two parties in the cooperation, prevents all kinds of activities from seeking improper benefits, maintains the sound relationship between two parties, and protects the legitimate rights and interests of the Company and the parties. During the Reporting Period, Joyoung has set a target of requiring suppliers to be ISO9001 certified to further improve the requirements of product quality and management of suppliers.

During the Reporting Period, JS Global Lifestyle had 293 tier 1 suppliers, and no supplier was disqualified due to product quality and safety.

Disclosure Indicators	Units	Data for 2022
Number of tier 1 suppliers	supplier	293
Number of key suppliers	supplier	138
Number of key tier 1 suppliers	supplier	38
Number of key non-tier 1 suppliers	supplier	100
Number of key suppliers in the U.S.	supplier	5
Number of key suppliers in Europe	supplier	5
Number of key suppliers in Mainland China	supplier	105
Number of key suppliers in Hong Kong, Macau and Taiwan	supplier	4
Number of other key suppliers in Asia	supplier	19

### 3.1.2 Supplier Assessment

JS Global Lifestyle conducts regular assessments and management of suppliers, and urges suppliers to formulate timely rectification plans for problems identified during the monitoring process, while taking necessary follow-up actions to ensure that suppliers meet our needs. During the Reporting Period, no forced labor or child labor was found at any of tier 1 suppliers' factories.

SharkNinja conducts monthly reviews of its suppliers' quality management performance via the Supplier Scorecard. SharkNinja also conducts annual internal audits on all its tier 1 suppliers. These audits are based on their criteria and cover compliance with local laws and regulations concerning health and safety, human rights and labor rights, business ethics and environmental and governance compliance. Where non-compliance is identified during these audits, SharkNinja implements corrective actions appropriate to the magnitude of the non-compliance. Further monitoring and evaluation are carried out as required, until the issue is resolved. From 2021 to 2022, SharkNinja in partner with third party auditors have audited at least 94 suppliers, covering all its tier 1 suppliers.



● Social responsibility audit on OEM



Joyoung evaluates and motivates suppliers through various methods. Joyoung conducts annual and monthly inspections of suppliers and applies a positive and negative incentive system. Outstanding suppliers will be given incentives, while suppliers that fail to pass the assessment may be disqualified from annual awards or tenders for a certain period. Joyoung may have grounds to terminate its relationship with those who fail to meet the requirements of the Company and are not willing to improve. The system provides motivation for suppliers with a strong desire to improve. On the other hand, Joyoung applies its quality scoring system to its suppliers, classifying them into four categories: less than three stars, three stars, four stars and five stars. Joyoung requires suppliers with less than three stars to improve or terminate its relationship with those who fail to meet the required standards, while higher-scoring suppliers are offered certain preferential policies. In 2022, Joyoung audited 26 suppliers and kept constant concern about their ESG related works.



## Joyoung Supplier Incentives

### Incentives



Warning and Punishment Incentives



Elimination Incentives



Order Incentives



Payment Method Incentives



Goodwill Incentives



Incentives for co-development of new products and technologies



Information Incentives



Performance Improvement Support



Personal Improvement Reputation Incentives

### Content

- First red card in suppliers' monthly evaluation, requesting 15% increase in acceptance ratio
- Two consecutive red cards in suppliers' monthly evaluation, requesting 25% increase in acceptance ratio and reducing orders by  $\geq 25\%$
- Three consecutive red cards or more in suppliers' monthly evaluation, requesting suspension for rectification
- Suppliers who fail to meet the requirements after 2 months of rectification will be included in the elimination
- Adjustment in supply ratio for suppliers with good overall performance
- Payment terms for strategic suppliers and suppliers awarded with Gold Innovator of the Year from Joyoung will be shortened
- Launch annual supplier evaluation for awarding honorable mentions to outstanding supplier partners
- Prioritize suppliers with innovative development capabilities and excellent collaborative skills to participate in the product research and development process
- Share information on domestic and international market and technology development with suppliers
- Provide technical and quality consultation and improvement suggestions to suppliers
- Honorable mentions and material incentives for team members who received the Outstanding Team Award in the Joyoung Supplier Improvement Project Competition

### 3.2 Communication with Suppliers

JS Global Lifestyle has established a long-term, frequent, routine communication mechanism with suppliers, providing comprehensive guidance through joint development, lean academy, quality management and laboratory management. We have transmitted information with suppliers through our system platform. Meanwhile, we promote the establishment of platform-based management for all suppliers to achieve rapid sharing of quality management data and closed-loop management of business processes.

SharkNinja maintains regular communications with its suppliers. In addition, SharkNinja provides training on quality control, order management, production planning and logistics system operation, etc., sharing good practices and make progress together with suppliers. Meanwhile, SharkNinja provides all new tier 1 suppliers with training on environmental and social responsibility to ensure that all suppliers fully understand the requirements of the Supplier Code of Conduct regarding their environmental impact, social responsibility audit and business ethics.

Joyoung encourages suppliers to run monthly quality activities every year. The activities include quality awareness campaigns, quality culture construction, quality training, knowledge competition and skills competition, etc. Suppliers are required to report on their progress and provide summaries of their activities according to the plan. To ensure product quality and promote suppliers' continuous improvement, Joyoung also arranges resident representatives and quality engineers to help manage suppliers according to the cooperation between the Company and suppliers as well as their quality level.



During the Reporting Period, the breakdown of supplier trainings of JS Global Lifestyle is as follows:

Disclosure Indicators	Units	Data for 2022
Number of hours of supplier trainings	hours	179.5
Number of supplier trainings	trainings	51
Number of suppliers covered by supplier trainings	suppliers	221





# 4 ENVIRONMENTAL CONSERVATION AND MANAGEMENT





# 4 ENVIRONMENTAL CONSERVATION AND MANAGEMENT

Material ESG issues covered in this section    SDGs responded under this section

- Hazardous Substances Management
- Resources Use
- Energy Use
- Climate Change
- Electronic Waste



JS Global Lifestyle integrates the concept of green development into every aspect of the Company’s production and operation, continues to enhance its own environmental management system, strictly regulates the emissions management, improves the use of environmental resource, and actively explores opportunities to reduce carbon emissions from business operations and the carbon footprint of products, in order to create an eco-friendly operating model.

## 4.1 Environmental Management

JS Global Lifestyle strictly adheres to relevant environmental laws, including international environmental treaties such as the Montreal Protocol, the laws concerning the management of hazardous substances (for instance, Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and Restriction of Hazardous Substances (RoHS) Directive in the EU), the Waste Electrical and Electronic Equipment (WEEE) Directive of the EU, the Environmental Protection Law of the People’s Republic of China, the Water Pollution Prevention Law of the People’s Republic of China, the Air Pollution Prevention Law of the People’s Republic of China, the Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes and other local laws and regulations. The Company does not operate near important nature reserves and biodiversity sensitive areas. Our business activities do not have a significant negative impact on ecosystems and biodiversity. In 2022, JS Global Lifestyle did not report any complaints or administrative enforcement for issues related to environmental protection, including wastewater discharge, waste discharge, energy consumption, water consumption, material consumption, etc.

JS Global Lifestyle established and published its Environmental Management Policy, which outlined the Company’s responsibilities and management approach for protecting and conserving the earth’s natural resources. It also regulated the environmental governance responsibilities of all departments through a series of internal environmental management rules such as Provisions on Solid Waste Management, the Rules for Energy and Resources Management, and Hazardous Chemicals Management Policy, requiring full consideration of environmental impact in daily operations, rational use of energy, water, paper and packaging resources, compliant treatment of hazardous waste, non-hazardous waste, and other emissions, prioritization of environment-friendly and energy-conserving products, and promotion of consumer participation in the recycling of used household appliances to continuously reduce the Company’s negative impact on the environment.

For the environmental management system, SharkNinja’s warehousing and logistics partner in the U.K. was granted three BREEAM<sup>5</sup> certificates, the facilities in Northampton, the U.K. obtained BREEAM Very Good rating and SharkNinja’s headquarters in Massachusetts, U.S., has obtained the Silver LEED<sup>6</sup> Certificate. In addition, Joyoung has obtained the ISO 14001:2015 Environmental Management System Certificate and is subject to regular supervision and audit by third-party professional institutions.

<sup>5</sup> BREEAM (Building Research Establishment Environmental Assessment Method), a leading rating scheme on sustainability of building environment.

<sup>6</sup> LEED (Leadership in Energy and Environmental Design) is a widely used global green building certification.



● BREEAM Certificates of SharkNinja



● LEED Certificate for Headquarters of SharkNinja



● Joyoung ISO 14001:2015 Environmental Management System Certificate



## 4.2 Environmental Goals

In 2021, JS Global Lifestyle set its environmental goals focusing its efforts on five major aspects: greenhouse gas emissions, energy consumption, materials consumption, water consumption and waste production. During the Reporting Period, the Company has set specific environmental indicators and recorded accurate quantitative data, established its standard calculation approaches and review bases, put forward measures to optimize environmental performance, specified the frequency of assessment, developed corresponding monitoring plans, and assigned the implementation work to specific departments. In the future, we will also actively innovate and continuously improve our environmental performance.

### JS Global Lifestyle Environmental Management Goals



#### Goals of greenhouse gas emissions

##### Short-term goals

- Adopt appropriate measures to reduce greenhouse gas emissions

##### Mid- and long-term goals

- Reduce the intensity of carbon emissions



#### Goals of materials consumption (paper packaging materials and plastic packaging materials)

##### Short-term goals

- Improve the use of recyclable materials in packaging materials

##### Mid- and long-term goals

- Increase the proportion of recyclable plastic materials



#### Waste generation goals

##### Short-term goals

- Reduce the production of hazardous wastes



#### Energy consumption goals

##### Short-term goals

- Reduce energy consumption
- Increase the proportion of renewable energy
- Improve the energy efficiency of products by upgrading product designs

##### Mid- and long-term goals

- Reduce the energy intensity



#### Water consumption goals

##### Short-term goals

- Improve the water efficiency and reduce water consumption

##### Mid- and long-term goals

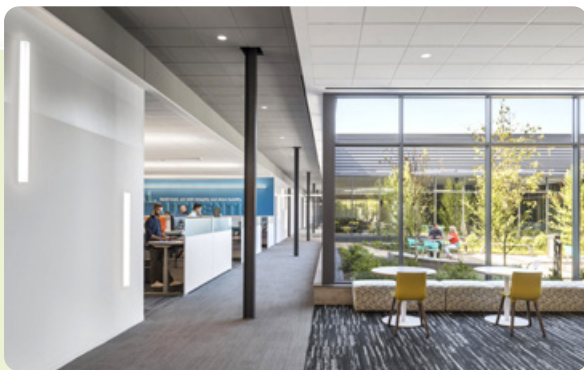
- Reduce the intensity of water resources
- Conserve water resources



### 4.3 Use of Resources

JS Global Lifestyle promotes the circular use and recycling of resources throughout its operations. Based on our own business characteristics, we focus on the rational use of resources such as energy, water, paper, packaging and e-waste, and continuously promote the recycling and reuse of resources.

SharkNinja's headquarters in Massachusetts, U.S., has been designed by giving sufficient consideration to daylight harvesting, in order to make full use of natural light to reduce power demand. Occupancy sensors are deployed in the office areas to adjust the lighting in accordance with the usage and reduce the use of lighting in idle areas in a timely manner. In addition, we use Heating, Ventilation and Air Conditioning (HVAC) system and solar reflective tinting in architectural glass to control the indoor temperature environment and reduce the air conditioning load, thereby saving energy more effectively.

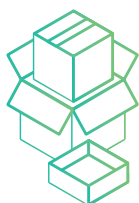


- SharkNinja's headquarters in Massachusetts, U.S.

Besides, SharkNinja is promoting steadily the sustainable product packaging. SharkNinja is committed to utilizing sustainable packaging solutions that are efficient in the use of natural resources, are sourced using recycled or responsibly sourced materials wherever possible, and are compostable, recyclable or reusable.

## Packaging improvement

### Before improvement



Plastic tape  
 Styrofoam trays  
 Petroleum-based ink  
 Two cardboard boxes per product

### After improvement



Recyclable paper tape  
 Recyclable paper pulp trays  
 Soy-based oil ink  
 One cardboard box per product

We understand that the environmental impact of packaging cannot be fully offset by simply replacing materials and reducing packaging. SharkNinja in the U.K. is committed to planting a new tree for every tree that is cut down to produce its cardboard boxes. During the Reporting Period, SharkNinja in the U.K. has sponsored the planting of 3,500 trees across the U.K., and 31,635 trees in Peru. Since 2018, a total of 20,824 trees and 190,885 trees have been planted in the U.K. and Peru respectively. Our tree sponsorship efforts provide vital support to critically vulnerable natural habitats and wildlife.

Joyoung has installed energy-conserving lighting equipment in multiple places and reasonably adjusted the brightness, and phased out old-fashioned highly water-consuming pumps to promote the recycling of water resources. We strengthen inspection and supervision of resource use, conduct inspections of energy usage, water equipment and pipelines at regular intervals during the night, report abnormal energy use and urges rectifications, to avoid unnecessary waste caused by leakage. In addition, we call on employees to actively respond to our resources conserving activities, raise awareness of energy conservation and environmental protection, promote paperless working, advocate two-sided printing to save paper; encourage employees to reduce the use of disposable cups; turn off lights and electrical appliances after work to reduce the standby energy consumption of computers, printers and other equipment, making the best use of everything.

At the same time, Joyoung joins hands with e-commerce companies to explore a new model of standardized transfer shed, reduces unnecessary loss of packaging materials and actively adopts green and environment-friendly packaging, reducing negative impact on the environment while improving logistics efficiency.



Disclosure Indicators	Category	Unit	Data for 2021	Data for 2022
Water consumption	Water consumption <sup>7</sup>	Tonnes	219,616.00	250,067.65
	Water consumption against revenue	Tonnes/US dollars in millions	42.64	49.60
Consumption of packaging materials <sup>8</sup>	Paper packaging materials	Tonnes	99,650.70	80,685.45
	Plastic packaging materials	Tonnes	28,704.30	29,407.94
	Consumption of packaging materials	Tonnes	128,355.00	110,093.39
	Consumption of packaging materials against revenue	Tonnes/US dollars in millions	24.92	21.84

<sup>7</sup> Water consumed by SharkNinja and Joyoung were mainly from municipal water. There were no problems in obtaining suitable water sources. The current data of water consumption included the data of SharkNinja in China (Shenzhen and Suzhou), Alabama, Arkansas, Tennessee and California and the data of Joyoung.

<sup>8</sup> The current data of consumption of packaging materials included the data of SharkNinja and Joyoung. In 2022, Joyoung has switched to calculating the packaging material consumption based on procurement quantity. To ensure data comparability, retrospective modifications have been made to the 2021 data accordingly.



## 4.4 Emissions Management

JS Global Lifestyle strictly controls waste emissions and discharges waste gas, wastewater, and solid wastes in accordance with relevant standards at the place where it operates and keeps tracking to ensure the compliance. Our production activities do not generate significant amounts of pollutants; most emissions are office and domestic wastes produced in the business operation.

As a global leading supplier of small household appliances, JS Global Lifestyle is acutely aware of the importance of reducing e-waste to pollution prevention and natural resources protection. JS Global Lifestyle recycles and reuses the valuable resources found in its used products, such as metal, plastics, rubber and precious metal and other recycled resources in its products. It also encourages consumers to participate in product recycling via various channels for facilitating them to choose more sustainable consumption patterns.

We strictly regulate the procurement, transportation, use, and disposal of hazardous chemicals and other hazardous substances. We clearly define the responsibilities of each department and personnel at each level for supervision, management, record keeping, and reporting. Routine inspections of storage areas are conducted weekly, with comprehensive inspections carried out on a regular basis. Any problems found are addressed promptly with corrective measures implemented. Each responsible department has established emergency response plans for situations involving leaks, spills, equipment failures, and other risks, and regularly organizes drills for employees in accordance with the plans.

SharkNinja complies with local laws, regulations and related requirements. SharkNinja is registered with the relevant compliance schemes in the U.S., the U.K. and the EU. Membership with these organizations ensures the Company remains legally compliant in waste emission and recycle, and takes responsibility for managing the environmental impact of the wastes. SharkNinja has also partnered with "Call2Recycle" for a long time to provide battery recycling points for consumers, and supports the "Blue Box" Program to meet its packaging stewardship obligations in Canada.



Joyoung has clarified classification standards for various types of waste and requires all departments to be responsible for the entire process of solid waste management from generation to classification and collection. We have set up bins for recyclables, food waste, hazardous waste and other waste in employees' working space, pantries and other areas, of which all hazardous waste is handed over to qualified agencies for disposal. Moreover, regular training and publicity campaigns are carried out by Joyoung to promote the orderly implementation of waste recycling in office areas, in order to advocate environment friendly operation.

### Promote product trade-in

### Case Study

In 2022, Joyoung made every effort to promote the "trade-in" service and provided differentiated services such as a one-year extended warranty and "Five Free" (free cleaning, free maintenance, free testing, free drink and free water quality measurement) services for members. Customers were encouraged to hand over small household appliances of any brand to Joyoung for recycling, and were provided with subsidies when purchasing new machines. In 2022, the Company recycled approximately 160,000 old household appliances through its "trade-in" initiative, all of which were handed over to local professional recycling agencies for proper disposal via the after-sales network.



Disclosure Indicators	Category	Unit	Data for 2021	Data for 2022
Waste emission	Total hazardous wastes <sup>9</sup>	Tonnes	2.33	2.67
	Chemical production	Tonnes	0.86	1.89
	Battery production	Tonnes	1.47	0.78
	Hazardous wastes against revenue	Kg/US dollars in millions	0.45	0.53
	Total non-hazardous wastes	Tonnes	2,054.64	2,137.32
	Cardboard production	Tonnes	280.74	291.94
	Plastic production	Tonnes	514.98	625.62
	Metal production	Tonnes	36.17	55.00
	Food waste production	Tonnes	112.5	36.21
	General domestic waste production	Tonnes	283.95	336.74
	Other electronic waste production	Tonnes	826.30	791.81
	Non-hazardous waste against revenue	Kg/US dollars in millions	398.91	423.97
	Waste recycle	Recycle of electronic waste <sup>10</sup>	Pieces	968,899
Waste water discharge	Volume of waste water discharge <sup>11</sup>	Tonnes	176,927.75	235,464.65
	Volume of waste water discharge against revenue	Tonnes/US dollars in millions	34.35	46.71

<sup>9</sup> Hazardous wastes data include the data of SharkNinja in Leeds, Needham, California and Alabama and the data of Joyoung.

<sup>10</sup> The amount of electronic waste recycled included the whole product, parts and accessories.

<sup>11</sup> Volume of waste water discharge was calculated based on the combination of actual amount recorded and the estimated methods. For those could not be accurately recorded, we estimated the volume of waste water discharge equals to 80% of the water consumption.



## 4.5 Climate Change

JS Global Lifestyle closely monitors global policies for climate change responses, ensuring that internal policies of the Company are aligned with compliance requirements in the locations in which we operate and the positions of the industry associations in which we are a member. We preliminarily refer to the initiative framework of the Task Force on Climate-Related Financial Disclosures (TCFD) to clarify our governance responsibilities on climate change issues, proactively identify climate change transition risks, physical risks and opportunities, assess the material impact of these risks and opportunities on our business, and develop targeted measures to reduce the negative impact of climate change on our Company while adapting to climate change and the consequent changes in the market environment. The Company supports the temperature control targets of the Paris Agreement, adopts energy conservation and emission reduction measures to fulfil its responsibility to operate sustainably.

### 4.5.1 Climate Change Governance

As the highest responsible decision-making authority for ESG management, the Board of JS Global Lifestyle comprehensively supervises the Company's management of climate change risks and opportunities, and reviews relevant strategies, policies, and performance targets.

The ESG Leadership Committee, consisting of the Executive Director and Chief Financial Officer of JS Global Lifestyle, the Chief Financial Officer of SharkNinja and the Chief Financial Officer of Joyoung, assesses climate-related risks and opportunities, determines and implements the Company's response strategies for climate change, formulates annual, medium and long-term planning, and monitors the progress of performance targets.

The ESG working group, consisting of senior management representatives from lead departments, formulates specific work plans, coordinates the work among various departments, and reports to the ESG Leadership Committee the progress against the milestones.

### 4.5.2 Risks and Opportunities with Climate Change

We always attach great importance to the impact of climate change on our operations, systematically identify climate change-related risks and opportunities, assess their potential financial impact, and integrate climate change-related risks into our overall risk management system. In the future, we will further improve the identification, assessment and management of climate change-related risks and opportunities with reference to the TCFD recommendations to enhance our climate adaptability and business resilience.

Climate change risk	TCFD recommendation	Risk description	Time range	Financial impact	
Transition risk	Policy and legal	Increased pricing of greenhouse gas emissions	China, the U.S., Canada and some European countries where JS Global Lifestyle operates business have already developed carbon pricing related mechanism, such as the Emissions Trading System (ETS), or relevant regulations limiting emission of carbon dioxide and other greenhouse gases, which brings in the risk of increased pricing of greenhouse gas emission.	Medium term	Increased operating cost.  Reduced demand for products and services.
		Enhanced emissions-reporting obligations	As a listed company on the Hong Kong Stock Exchange, JS Global Lifestyle is required to disclose the information relating to greenhouse gas emission and actions taken to reduce such emission in its ESG report.	Short term	Write-offs and early retirement of existing assets.  Preliminary R&D expenditure and venture capital for new and alternative technologies.
	Technology	Substitution of existing products and services with lower emissions options	To meet the demands of governments and consumers on low-emission products, it is inevitable that low-emission options will be available in the industry.	Medium term	The front-end costs to adopt/deploy new practices and processes.  Declining demand for goods and services.
		Costs to transition to lower emissions technology	JS Global Lifestyle needs a transformation to low emission technologies, including investments in technologies for energy conservation and emission reduction. However, the timing of technology development and deployment and the uncertainty of results will affect the returns of JS Global Lifestyle's technology investments.	Medium term	Declining investment capital.



Climate change risk	TCFD recommendation	Risk description	Time range	Financial impact
Market	Changing customer behavior	As climate change becomes a topic of concern, global consumers are attaching greater importance to the environment-friendliness of products they purchase. Increasing consumers will prefer to choose products with lower carbon emission, which in turn brings rising demands for green materials.	Medium term	
	Increased cost of raw materials	Further, frequent extreme weather events may bring pressure to the supply chain, which will cause costs of raw materials to increase.	Short term	
Reputation	Shifts in consumer preferences  Increased concern from stakeholders from their negative feedback	The public concern on the changing customer behavior is growing and stakeholders have higher expectation on companies to adopt more measures to effectively manage and mitigate the environmental footprint. Consumers expect that JS Global Lifestyle can offer more green products; investors expect that JS Global Lifestyle can operate in a more environment-friendly way; the government expects that JS Global Lifestyle can achieve the energy conservation and emission reduction goals set previously to mitigate climate change. The failure to offer effective feedback to stakeholders may affect JS Global Lifestyle's reputation.	Medium term	

Climate change risk	TCFD recommendation	Risk description	Time range	Financial impact	
Physical risk	Acute risk	<p>Typhoons</p> <p>Extreme cold</p> <p>Extreme heat</p> <p>Floods</p> <p>Droughts</p>	<p>Under the RCP8.5 scenario<sup>12</sup>, JS Global Lifestyle would face more severe typhoons/ hurricanes, with acute risks such as persistent high temperatures, river and coastal floods, and droughts, which may have an impact on the operation of JS Global Lifestyle.</p>	Short term	<p>Increased operating costs caused by additional energy consumption and employees' absences due to extreme weathers.</p> <p>Reduced product sales due to shifts in customer preference because of lower quality of products caused by the abnormal operation of production facilities due to the extreme weathers.</p>
	Chronic risk	<p>Changes in precipitation and extreme variability in weather patterns</p> <p>Rising mean temperatures</p> <p>Rising sea levels</p>		Long term	<p>Reduced revenues and even losses due to lower productivity resulted from production suspension caused by disastrous weathers.</p> <p>Repair and replacement costs due to the breakdown and even damage of facilities caused by extreme weathers.</p>

<sup>12</sup> Refers to the baseline scenario in the absence of climate change policy interventions.



Climate change opportunity		Financial impact
Product technology	R&D of low-carbon materials and technologies	As the market demand for low-carbon products expands, the revenue brought by related products will be increased; meanwhile, active investment in R&D can expand the Company's intellectual property reserves or increase the patent licensing income.
Market	Increased market demand for low-carbon products	As the market demand for low-carbon products expands, the revenue brought by related products will be increased; meanwhile, active investment in R&D can expand the Company's intellectual property reserves or increase the patent licensing income.
Resource efficiency	Use of more energy-efficient production and office equipment, buildings and technologies	Reduces costs related to energy use in production and operation in the medium to long term.
Adaptability	Develop or participate in renewable energy projects	The costs of renewable energy such as solar energy and wind power are expected to continue to decline in the future, and actively developing renewable energy projects or purchasing renewable energy can reduce costs related to energy use in the medium to long-term.

### 4.5.3 Response to the Climate Change

JS Global Lifestyle actively built its own environmental data tracking and climate change response capabilities, gradually carried out relevant adaptation and mitigation measures, and formulated relevant mechanisms such as extreme climate emergency management to ensure the stability and continuity of its business operation.

At SharkNinja, a company-wide carbon emission assessment is carried out on an annual basis to fully understand the organization's environmental impact. During the Reporting Period, SharkNinja's carbon footprint has been assessed by the external consultant in accordance with Part 1 of ISO 14064:2018 and includes SharkNinja's scope 1 (direct emission), scope 2 (energy and heating) and some scope 3 (product transport, business travel, flights, waste management and paper consumption) emissions.

In the U.K., SharkNinja purchased Verified Carbon Standard (VCS) carbon credits to offset its carbon footprint and achieved carbon neutral operations since 2018. In 2022, SharkNinja purchased the carbon credits to finance the construction of photovoltaic projects in China, offset 12,339 tonnes of CO<sub>2</sub> equivalent greenhouse gas emissions. Additionally, SharkNinja contributed to the mitigation of climate changes through carbon offsetting and tree planting activities.



● Carbon Offset Certificate of SharkNinja



Joyoung actively promotes the use of renewable energy in the process of business operation and equips plants and offices with photovoltaic power generation facilities, which significantly reduces the dependency on purchased electricity. In 2022, total photovoltaic power generated was 3,053,413 kWh, among which, the power utilized by Joyoung was 2,735,413 kWh and the rest of 318,000 kWh accessed to the grid, representing a self-consumption rate of 89%.



● Photovoltaic power generation facilities of Joyoung

Since 2007, Joyoung has also actively advocated the concept of environmental protection, encouraged employees to proactively participate in public welfare activities related to global environmental protection, and organized multiple tree planting activities to mobilize corporate influence for the benefit of the environment. By the end of 2022, Joyoung had planted a cumulative area of 27,845 square meters of trees.



Disclosure Indicators	Category	Unit	Data for 2021	Data for 2022
Energy consumption	Direct energy consumption	GJ	5,493.10	5,185.43
	Gasoline	GJ	1,597.97	1,601.04
	Natural gas	GJ	3,895.13	3,584.39
	Indirect energy consumption	KWh	24,243,177.00	20,918,773.00
	Purchased electricity	KWh	21,534,989.00	18,183,360.00
	Renewable electricity for self-consumption	KWh	2,708,188.00	2,735,413.00
	Electricity consumption against revenue	KWh/ US dollars in millions	4,706.86	4,149.55
Greenhouse gas emission	Scope 1 greenhouse gas emissions <sup>13</sup>	Tonne CO <sub>2</sub> e	680.03	312.01
	Scope 2 greenhouse gas emissions	Tonne CO <sub>2</sub> e	11,685.13	11,041.12
	Scope 3 greenhouse gas emissions <sup>14</sup>	Tonne CO <sub>2</sub> e	140,288.36	143,994.22
	Total greenhouse gas emissions (Scope 1 + Scope 2)	Tonne CO <sub>2</sub> e	12,365.16	11,353.13
	Greenhouse gas emissions against revenue (Scope 1 + Scope 2)	Tonne CO <sub>2</sub> e/US dollars in millions	2.40	2.25

<sup>13</sup> SharkNinja's greenhouse gas emission was calculated in accordance with Part 1 of ISO 14064: 2018 Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals, using the 2020 conversion factors developed by the U.K. Department for Environment, Food and Rural Affairs (Defra) and the Department for Business, Energy & Industrial Strategy (BEIS). Joyoung's energy consumption and greenhouse gas emission was calculated in accordance with Guidelines for Accounting and Reporting of Greenhouse Gas Emissions for Other Industries (Trial), under the General Rules for Calculation of the Comprehensive Energy Consumption (GB2589-2020) where the standards and factors were indicated. The emission factor of electricity purchased was average CO<sub>2</sub> emission factors from Baseline Emission Factors of China's Regional Power Grid (2012). The amount of greenhouse gas generated from refrigerant dispersal was calculated by reference to the method in the GHG Protocol jointly established by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) and the relevant parameters in the Fifth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC).

<sup>14</sup> Scope 3 greenhouse gas emissions were only from the SharkNinja segment. Including emissions arising from product transport, business travel, flights, waste management and paper consumption.



# 5 EMPLOYEE MANAGEMENT





# 5 EMPLOYEE MANAGEMENT

Material ESG issues covered in this section

- Career Development
- Labor Management
- Health and Safety

SDGs responded under this section



JS Global Lifestyle is committed to building a career platform of equality, inclusion and harmony for employees. Upholding the values of “people orientation, teamwork, responsibility and health”, JS Global Lifestyle strives to ensure that every employee has equal legal rights in employment, remuneration and benefits, training and development as well as human rights.

## 5.1 Employment

We strictly abide by the Fair Labor Standards Act and the Equal Employment Opportunity Act in the U.S., Employment Rights Act 1996, Employment Relations Act 1999 and Equality Act 2010 in the U.K., the Labor Law of the People’s Republic of China, the Labor Contract Law of the People’s Republic of China, the Provisions on the Prohibition of Using Child Labor in China, and other relevant laws and regulations applicable to regions where our operations are conducted, developed and published the Employees Rights Policy to earnestly protect employees’ legitimate rights and interests. SharkNinja specified the key policies and procedures for employees before commencing work in the Employee Handbook, which provides employees with a series of guidelines on recruitment and dismissal, compensation and promotion, equal opportunity, anti-discrimination, diversity, health and safety, working hours, holidays and other benefits. In China, Joyoung has formulated the Employment Guidelines, the internal referral management rules, the social recruitment management rules, the rules for the management of headhunting agencies and re-employment management rules, and established relevant control procedures, and built a healthy and safe working environment with equality and mutual respect.

As a responsible employer, we strictly prohibit child and forced labor. To avoid such non-compliance, we review identification documentation of all new employees to ensure that they are of legal working age. By providing multiple appeal channels, both employees and the public are able to report to the Company suspected cases of child and forced labor via email, public complaint hotline, reporting mailboxes or reporting letters, etc. The Company will conduct thorough investigations and, if the cases are found to be true, we will handle them strictly in accordance with relevant laws and regulations, as well as company policies. Administrative penalties will be imposed on the responsible personnel, and necessary remedial measures will be implemented. In addition, we set the Interim Provisions on Labor Dispatch in Mainland China to strictly control the number of dispatched workers, to ensure that the number of dispatched workers does not exceed 10% of the total employees in Mainland China. During the Reporting Period, the Company did not identify any case of child or forced labor.



With multiple channels including campus recruitment, social recruitment, the internet and multi-media platforms, job fairs and internal referral, we recruit talents sharing common values with JS Global Lifestyle as well as being courageous and tenacious to pursue greater achievement. As at the end of the Reporting Period, we had 5,661 employees, with 100% full-time employees signed their labor contracts.

Disclosure Indicator	Category	Unit	Data for 2022	
Employment	By category <sup>15</sup>	Full-time employees	Employees	5,503
		Temporary employees	Employees	84
		Part-time employees	Employees	74
	By gender	Female employees	Employees	2,165
		Male employees	Employees	3,496
	By rank	Staff	Employees	3,783
		Among which, female employees	Employees	1,568
		Junior management	Employees	1,054
		Among which, female employees	Employees	368
		Middle management	Employees	632
		Among which, female employees	Employees	186
		Senior management	Employees	192
		Among which, female employees	Employees	43
	By age	29 and below	Employees	1,964
		30-39	Employees	2,270
		40-49	Employees	1,029
		50 and above	Employees	398
	By region	the U.S.	Employees	1,075
		Other regions in the Americas	Employees	192
		Europe	Employees	465
		Mainland China	Employees	3,837
Hong Kong, Macau and Taiwan of China		Employees	28	
Other regions in Asia		Employees	64	
Other overseas regions		Employees	0	

<sup>15</sup> Full-time employees refer to permanent full-time employees who sign direct employment contracts with the Company; Temporary employees include contractors and interns; Part-time employees refer to permanent part-time employees who sign direct employment contracts with the Company.

Disclosure Indicator	Category	Unit	Data for 2022	
New hires	By gender	Female employees	Employees	476
		Male employees	Employees	606
	By rank	Staff	Employees	860
		Junior management	Employees	119
		Middle management	Employees	69
		Senior management	Employees	34
	By age	29 and below	Employees	541
		30-39	Employees	346
		40-49	Employees	149
		50 and above	Employees	46

JS Global Lifestyle respects and recognizes the contents of international human rights conventions such as the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the Children’s Rights and Business Principles, and the OECD Guidelines for Multinational Enterprises, and formulated the Employees Rights Policy with reference to the standards of the above conventions, publicly communicating the Company’s human rights requirements and commitments to internal and external stakeholders. At the same time, we carry out BSCI factory inspection every year and implement relevant human rights advocacy. We conduct factory inspection and evaluation for human rights issues such as equal employment opportunity, prohibition of discrimination, legal working hours, prohibition of forced labor, prohibition of child labor, prohibition of human trafficking, occupational health and safety, freedom of association and collective bargaining rights, to ensure that factory operations meet international standards and resolutely protect workers’ human rights. In case of any violation of human rights, we will strictly deal with such violation according to laws and regulations and the Company’s regulations. During the Reporting Period, the Company did not identify any incident of human rights violations.



### 5.1.1 Diversity, Equity & Inclusion

JS Global Lifestyle believes that employees with different backgrounds can stimulate vitality and drive innovation in the organization. We promise that the implementation of all labor-related policies will not be linked to employees' personal characteristics such as gender, race, age, nationality, religious belief, physical condition, sexual orientation and marital status, and prohibit any form of discrimination or harassment, effectively guarantee equal pay for work of equal value for men and women, and ensure that we have a diversified employee group and a fair and upright corporate culture. During the Reporting Period, the Company did not identify any trial cases related to harassment or discrimination.

SharkNinja takes diversity, equity and inclusion (DEI) as its core strategy, and has established 13 affinity and DEI groups around the world to represent the employees with different ethnicities, nationalities, genders, sexual orientations, religious beliefs and other identity backgrounds, actively promoting the concept of DEI, and improving the sense of belonging and the inclusive mindset of all employees. We incorporate DEI topics into the onboarding training program for new employees to help them fully understand their roles and responsibilities in DEI matters. At the same time, we also incorporate trainings on topics related to "unconscious bias" and "micro-inequities" into the Company's leadership development program, and provide various short courses to publicize the benefits of diversity to everyone, eliminate racial harassment and fairness in the workplace. We invite external experts to give lectures every month, covering topics such as neurodiversity, LGBTQ+, race and identity, gender diversity, etc., established a DEI library to provide educational resources on the diversity topic, and opened a variety of cultural activities and volunteer opportunities to global employees. At the same time, SharkNinja also establishes an EthicsPoint whistleblowing system to provide employees with a way to report discrimination, bullying and harassment, and keeps reporting information strictly confidential.



● SharkNinja's Employee Engagement



Joyoung implements the concepts of fairness, justice, equity and inclusion in all aspects of employee management, such as recruitment, assessment and promotion, and adds anti-discrimination clauses to the recruitment management policy, requiring interviewers to respect and treat every applicant equally, not to comment on the personal preferences of applicants, not to make personal attacks on applicants, and not to talk about discriminatory topics. Joyoung formulated the Information Exchange and Communication Control Procedure to encourage employees to report the discrimination and harassment incidents to the Company by email, telephone or face-to-face communication. At the same time, Joyoung pays attention to caring for women and other socially disadvantaged groups, and provides support for them from policies, facilities and other aspects to create an equal and inclusive working environment.

### Mommy Lodge

### Case Study

Joyoung provides Mommy Lodge, a warm and private space for female employees, which was completely renovated and upgraded in 2022. Based on the original configuration including sofa, refrigerator and other furnitures, the sterilizers, water purifiers and washstand were added in the Mommy Lodge to meet the various needs of mothers during lactation, help them cope with all kinds of emergencies, and give thoughtful care to all mothers.





We strive to provide fair employment opportunities for the disabled. As of the end of the Reporting Period, the Company had employed 79 disabled persons in total. At the same time, we pay attention to increasing the proportion of women in key positions of the Company. The distribution of our female employees in revenue generating functions and STEM positions at the end of the Reporting Period was as follows:

Category	Number of female employees	Total number of employees	Proportion
Revenue generating functions	252	571	44.13%
STEM positions	636	2,338	27.20%

### 5.1.2 Remuneration and Benefits

We set remuneration and benefits standards in compliance with relevant laws and regulations of places where our operations are conducted, including paying compensation in line with or above the legal minimum, and compliance with maximum working hour, overtime and statutory benefits to make sure that the internal remuneration standards are in line with the reasonable levels of industries and labor markets of places where we operate. In accordance with the provisions of laws and regulations, we pay full contributions to social insurance and medical insurance for employees and offer them supplementary commercial insurance. We also pay contributions to the housing provident fund for employees who work in operating bases in China.

With the aim of motivating employees, we adopt the “fixed + float” remuneration system to implement fair management for various posts. The remuneration package is composed of the basic salary and float compensations including post allowances, special rewards and year-end bonuses and share awards or option scheme. Each year, we adjust remuneration and benefits according to the wage standards, latest social security bases and other relevant data released by governments of regions we operate, to ensure that the remuneration package addresses standard of living and also remains competitive in the market.

SharkNinja uses digital and automated tools to evaluate employees’ performance in a timely manner throughout the year to formulate reasonable annual bonuses. Meanwhile, SharkNinja regularly benchmark peer practice to ensure that the compensation and benefits are competitive in the market. In addition, SharkNinja provides employees with a variety of benefits including medical insurance, dental and eyesight checkups, life insurance, health savings accounts, critical illness and disability assistance, subsidies to retirement savings accounts of employees, travel accident insurance, pet insurance, employee assistance, free counseling courses, legal and financial support, childcare support and discounts on SharkNinja products. SharkNinja also offers additional float holidays to allow employees of different background to celebrate their cultural or religious festivals without sacrificing vacation days.

Joyoung has developed the Rules on Benefits Management and relevant supplementary explanations, conducted various optimization and upgrades in 2022 to build a management system with a humanistic and differentiated care. Special benefits plans are designed for different scenarios, including medical insurance, annual free health checkup customized according to gender and age, family group purchase price concessions, high-temperature weather benefits that meet the requirements of government policies, statutory holiday rewards, meal supplements or free lunches, and variable rewards based on employee contributions, which effectively improved employees' experience and sense of belonging.

## 5.2 Training and Development

The development of employees is critical to our sustained growth. To meet the career development requirements of a diverse employees and ensure that we can provide customers with high-quality products and service, SharkNinja has established "SharkNinja University", an online learning platform, to provide employees abundant customized training through digital means. Joyoung formulated the Internal Training Management System, established a sound training system and the "three-channel" promotion system and performance review system that cover technology, quality and patent personnel and developed the cross-department career development path to help employees to grow.

### 5.2.1 Employee Training

Considering the operational requirements and the characteristics of positions, we intergrated internal and external resources, and organized new hire trainings and special trainings, require all trainings to have assessments on the effectiveness and achievements and establish the feedback mechanism, to promote further improvement and upgrade of training system. At the same time, we encourage employees to enhance their academic qualifications, further study or obtain vocational certifications on their own, and give certain incentives or tuition reimbursement to employees who have completed their courses and obtained corresponding academic qualifications (degrees) and certificates, as well as offering financial support for employees for their further education.

With various talent development programs, SharkNinja offers employees training on leadership, management, creative thinking, best employment practices and product development to cultivate the next generation of talent.



## Talent Development Programs of SharkNinja in 2022

### AIM

Established for all employees aspiring to management roles, helping employees master the management skills needed to become managers, solving the problems they encounter in teamwork, goal setting, stress management, emotional management, etc., and helping employees become excellent leaders. In 2022, the total training duration of AIM project exceeded 63 hours, and more than 85 employees participated in the training.



### RISE

Established for employees at Manager and above levels, providing training on leading cohesive teams, effective communication, delegation and coaching, incentive setting, conflict management, and efficient decision-making, etc. In 2022, the total training duration of the RISE project exceeded 96 hours, and more than 43 employees participated in the training.



### Breakthrough

Cultivate all employees' breakthrough thinking through lectures, workshops and boot-camps encouraging employees to apply the breakthrough thinking mindset in goal setting and project development. In 2022, the project covered more than 2,000 employees.



### Spark Learning and Coffee Talks

An internal knowledge sharing platform for all employees to attend to learn about people, groups, projects, products, goals, and information about various topics of the organization. 19 sessions were provided throughout the year, with a total duration of more than 9 hours.



### BetterUp Vocation Career Coaching

Personalized 1-to-1 coaching and supporting contents for employees. Provide 4-month coaching with a certified leadership coach to help employees perform at highest level in their work and accelerate their career development.



Joyoung has built a training system based on talent inventory and learning roadmap of key positions, and has online, offline and Online-Merge-Offline (OMO) learning programs and courses for employees at various levels from staff to senior managers, comprehensively covering professional skills, general skills and leadership courses, and achieving an average training hour of more than 80 hours per employee.

### Management Training Camp

#### Case Study

In order preparing employees for senior management roles, Joyoung launched a management training camp project led by the president, with senior leaders participating in the whole teaching process and providing guidance on actual practices. The project was launched in May 2022, and lasted for one year. 51 formal students were enrolled and more than 10 audience students participated in each training session. The satisfaction rate of the course exceeded 97%.



### Training Camp for New Managers

#### Case Study

Joyoung conducts workshop training for new managers every year. The training camp for new managers takes 8 months, enrolling 50 students, helping students to understand their roles, prepare for the role change and learn about related cases, and helping them to take up their posts and be competent.





## TRIZ Training Camp

### Case Study

TRIZ training camp consists of three parts, i.e., knowledge training camp, business unit (BU) training camp and TRIZ classic case study. TRIZ training camp has 11 lecturers, and provides materials such as project knowledge road map, lecture materials and video courses. In 2022, 144 employees passed the TRIZ International certification Level 1, and 48 employees passed the TRIZ International certification Level 2. By the end of the Reporting Period, Joyoung has 183 employees passed Level 1, 71 employees passed Level 2 and 11 employees passed Level 3.



Trainings we organized for employees during the Reporting Period are as follows:

Disclosure Indicator	Category	Unit	Total
Proportion of employees trained <sup>16</sup>	Proportion of female employees trained	%	38.16
	Proportion of male employees trained	%	61.84
	Proportion of staff trained	%	81.77
	Proportion of management trained	%	18.73
Training hours <sup>17</sup>	Average training hours of female employees	Hour	40.80
	Average training hours of male employees	Hour	42.78
	Average training hours of staff	Hour	47.82
	Average training hours of management	Hour	17.68

<sup>16</sup> Proportion of employees trained of a category = number of employees trained of the category/total number of employees trained × 100

<sup>17</sup> Average training hours of employees of a category = Total training hours for employees of the category/total number of employees of the category

## 5.2.2 Employee Development

We provide personalized development routes for employees and establish an incentive mechanism to help each employee realize his personal value in the Company.

SharkNinja has established targeted development paths and promotion standards based on the characteristics of various functions, formulated detailed knowledge and skill expectations for employees at all levels, and provided introduction documents such as Career Check-in Guide and Global Engineering Career Path Guides to help employees fully understand the Company's expectations for them and make more suitable career plans for themselves.

Joyoung has formulated the Management System of Management Selection and Appointment, the Management System of Personnel Transfer and other policies, providing employees with two career development paths, i.e. Management Development Channel and Professional Development Channel. When there is a vacancy in the management position, Joyoung will prioritize to selecting a person through internal open competition to fill the vacancy. The representatives from the Human Resources Department, the Job Performance Department and corresponding functional departments will evaluate and review the candidates' professional knowledge and skills, work performance, corporate culture conformity, leadership or management ability, etc., and the selection result will be announced internally in time to ensure the fairness and transparency of the promotion.



The employee turnover during the Reporting Period is as follows:

Disclosure Indicator	Category	Unit	Data for 2022	
Employee turnover	By gender	Female	%	17.64
		Male	%	20.34
	By rank	Staff	%	20.86
		Junior management	%	9.76
		Middle management	%	9.01
		Senior management	%	15.22
	By age	29 and below	%	26.27
		30-39	%	15.64
		40-49	%	13.99
		50 and above	%	19.60
	By region	U.S.	%	22.33
		Other regions in the Americas	%	18.75
		Europe	%	18.49
		Mainland China	%	18.82
		Hong Kong, Macau and Taiwan of China	%	25.00
		Other regions in Asia	%	3.13
		Other overseas regions	%	0
Total turnover rate		%	19.18	
Voluntary turnover rate		%	15.74	

## 5.3 Care for Employees

We believe that considerate employee care can not only help employees improve their work and life, but also attract and retain elite talents and enhance the competitiveness of the Company. Therefore, we strengthen the care for employees from various aspects such as democratic management, cultural activities and employee benefits, to further improve their satisfaction and sense of gains.

### 5.3.1 Democratic Management

We value our employees' voices and respect employees' advice and suggestions for promoting the development of the Company. We have established multiple communication channels, including suggestion platform, president's mailbox, and interactive messages under the departments and management platforms, to timely know employees' difficulties and needs and deal with employees' claims and suggestions quickly and effectively.

In SharkNinja, we support our employees and their rights in the countries in which they live and work. In France, all of SharkNinja employees are covered by a contract bargaining agreement as required by law.



Joyoung has formulated the Staff Comments, Suggestions, Grievance Handling and Feedback Management Procedures and Control Procedures for Information Exchange and Communication. The union actively carries out employee education, and psychological counseling and other activities to continuously improve the psychological health of all employees. At the same time, Joyoung holds employee representative general meeting every year, giving employees the opportunity to express their demands and promoting prompt information exchange among various departments, so as to continuously provide better working communication environment and caring services. In 2022, a total of 2,450 Joyoung employees were represented by the independent trade union or covered by collective bargaining agreements.

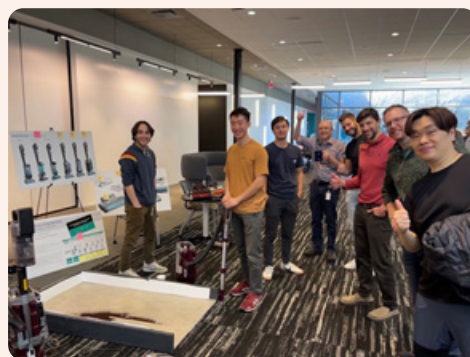
### 5.3.2 Employee Care Activities

JS Global Lifestyle actively carried out programs and activities on cultural diversity and promoted the cultural diversity and inclusion by conducting different activities every year.

#### SharkNinja Employee Activities

#### Case Study

In 2022, SharkNinja held a variety of employee care and cultural activities, including the 15-minute meditation and American Heart Association Mindfulness Series to promote employees' mental health; the Needham fitness activity and annual outing to help strengthen employees' physical health, as well as the A Taste of Thailand Event and Hispanic Heritage Month Food Drive to deepen employees' understanding of multiculturalism, which not only enabled the participating employees to experience multiculturalism of different countries around the world, understand the differences between different cultures, but also enhanced their friendship and mutual understanding.





## Joyoung Club

### Case Study

Joyoung has established diversified clubs based on employees' hobbies and interests, helping all employees better integrate into the Company's culture and enhance the teamwork among employees. The clubs offer a wide range of activities to meet the diverse needs of different employees, including tie-dyeing, baking, flower arrangement, yoga, basketball, volleyball, football, Werewolves, etc., with the aim to have every employee find their best-fit club to release stress and strengthen self-confidence in their spare time. In 2022, Joyoung clubs held 555 daily activities and 294 internal and external competitions. The participants in all activities exceeded 30,000. In addition, Joyoung clubs also extended to employees' families. A special parent-child training camp was organized, which enabled 125 Joyoung employees' children to learn new skills.



## 5.4 Health and Safety

The health and safety of employees is also one of the areas JS Global Lifestyle values most. We strictly abide by the Occupational Safety and Health Administration (OSHA) standards of the United States, the standards of the National Fire Protection Association (NFPA), the Production Safety Law of the People's Republic of China and other relevant laws and regulations of regions where we operate. We regularly collect and track the laws, regulations, standards and other requirements applicable to the Company's occupational health and safety management every year to adjust the Company's applicable policies and systems. There were no work-related fatalities of the Company's employees from 2020 to 2022.

SharkNinja has formulated internal policies and systems such as the Health and Safety Policy, the Electrical Safety Policy and Procedure, the Fire Safety Policy and Procedure, and the First Aid Policy and Procedure, clarifying the safety management responsibilities of employees in all departments and at all levels.

### SharkNinja Health and Safety Priorities and Action Plan

#### Top 5 Priorities

#### Action Plan



Joyoung passed the ISO 45001: 2018 Occupational Health and Safety Management System Certification, insisted on the main principle of "people orientation, harmony management, risk reduction, safety and health". We identified, assessed and mitigated safety and health risks in the workplace on a regular basis, monitored and measured the performance of occupational health and safety management system, and reviewed the achievement of relevant goals and continued to improve. During the Reporting Period, Joyoung made unified amendments to the policy and procedure documents that are effective to all entities within the organization, which covered 22 departments and 119 sets of rules and policies. The investments in occupational health and safety of employees and safety production by Joyoung amounted to RMB49 million and RMB144.28 million, respectively.



● Joyoung ISO45001 Occupational Health and Safety Management System Certification

For the production activities, we have standardized the production safety behaviors at all production stages for all production posts, starting with the policy formulation, system implementation, hazard source identification and risk evaluation, metrics and target setting, on-site management, safety inspection and hidden risk control, etc., so as to reduce and eliminate the safety risks and the potential accidents.

### Management Measures for Production Safety

- Strictly implements the national standards and regulations on fire prevention and explosion prevention for the equipment layout in the factory area, and ensure a sufficient safe distance between the equipment
- Design fire exits, and arrange fire-fighting equipment in accordance with relevant regulations
- Prohibit anyone from randomly using the fire-fighting equipment, or piling up things near the fire-fighting equipment
- Set up first-aid equipment, masks, goggles, rubber gloves, earplugs and other protective and first-aid appliances and supplies at production posts
- Strictly classify and store flammable, explosive and dangerous materials, and strictly implement the storage and distribution policies
- Strictly prohibit unauthorized personnel from entering the factory to reduce the potential safety hazards caused by outsiders' unknowing of the workshop's arrangement
- Conduct routine safety inspection every two hours; complete fire safety inspection and rectification every month, conduct spot check of fire safety facilities every month; and conduct full inspection of fire safety facilities once a year

Every year, the Company offers safety awareness trainings for all employees on a regular basis, which include trainings for new employees, post-specific environment, health and safety (EHS) trainings for re-designated employees, safety awareness and operation skills trainings for employees who are or may be exposed to hazardous factors. Joyoung also uploaded relevant courses on occupational health, women’s health, etc., on the internal learning platform, requiring all employees to complete the training courses. In addition, the Company makes full use of posters, videos, etc., to educate employees, so that the awareness and requirements of safety risk prevention and control are deeply rooted in all employees.

### Fire Drill in Hangzhou Joyoung Creativity Industrial Park

#### Case Study

In the afternoon of June 16, 2022, Joyoung organized a fire drill in the Creativity Industrial Park. Employees actively cooperated with the evacuation team and quickly evacuated to the safe area. The fire-fighting team acted quickly and handled the situation properly. The rescue team, medical team, transportation team and electricity disconnection team worked in their respective roles in an orderly manner. The fire emergency plan was executed smoothly. The exercise enhanced employees awareness of fire safety, improved their self-rescue and escape skills in case of sudden fires as well as enable them to stop fire at the early stage.





During the Reporting Period, Joyoung organized the learning and assessment of the health and safety system, requiring participating employees to study and punch in at Xiaoyang School for three weeks and take the exam. The learning and assessment involved 1,000 knowledge points, and a total of 22 first-level departments participated in the sessions, including the general managers, chief engineers, director and managers at all levels. Overall, 1,990 employees took the exam, with a total passing rate of 98.7%, representing an increase of 6% as compared with 2021.

The performance of occupational health and safety of employees of JS Global Lifestyle during the Reporting Period is as follows:

Disclosure Indicator	Category	Unit	Data for 2020	Data for 2021	Data for 2022
Health and safety	Number of work-related fatalities	Employees	0	0	0
	Rate of work-related fatalities	%	0	0	0
	Lost hours due to work injury	Hour	/	183	784
	Work-related injury cases	Cases	/	6	8
	Lost time injury frequency rate (LTIFR) <sup>18</sup>	Number/million working hours	/	0.52	0.71
	Number of work-related fatalities of contractors	Person	/	/	0
	Rate of work-related fatalities of contractors	%	/	/	0

<sup>18</sup> Lost-time injury frequency rate (LTIFR): Any work-related injury that results in the company employee or third-party contractor employee not being able to return to work the next scheduled work day/shift and is calculated using the formula: LTIFR = (Number of lost-time injuries)/(Total working hours during the Reporting Period) x 1,000,000



# 6 SOCIAL WELFARE







# 6 SOCIAL WELFARE

Material ESG issues covered in this section

- Social and Welfare

SDGs responded under this section



As an enterprise with a sense of social responsibility, JS Global Lifestyle always cares about the community and continually repays society through supporting rural revitalization, education, disaster relief and other charity activities while pursuing commercial value. Based on the Company’s development philosophy and strategy, we have shaped the multi-dimensional charity brand covering rural revitalization, health promotion, charity collaboration, education support and disaster relief, and fulfilled corporate social responsibility through various forms of donations and volunteer services. At the same time, JS Global Lifestyle is committed to ensuring that the human rights of local residents are not violated by valuing and safeguarding their lives, personal safety and property rights in the areas where we operate.

## 6.1 Charity

JS Global Lifestyle is committed to the role of a responsible enterprise. Joyoung Foundation launched by us always adheres to the mission of “creating a better life through health”, and continuously improve the governance and decision-making mechanism of the Fund Council by benchmarking the social organization grade assessment 5A management standards. The public welfare projects mainly focus on “operating”, supplemented by “grant-making”. The two core brand public welfare projects of Joyoung Charity Kitchen and Food Education Workshop were also strengthened. The public welfare project “Grow in the Sunward” was incubated, so as to promote the development of communities and give back to the society with love.

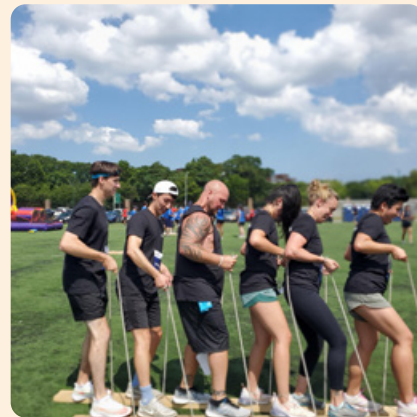
### SharkNinja Charity Action

SharkNinja pays back to its local communities through volunteering activities and cash and in-kind product donation activities such as food donation activity, organizes employees to become volunteers for community services and cooperates with community organizations to reuse food near the expiration date and provides free and healthy food for the persons who lack food or are homeless in the communities.



● SharkNinja's community support activities

In addition, SharkNinja also set up the Boston Children's Hospital Corporate Cup to encourage the employees to participate in various live sports activities to raise money for Boston Children's Hospital and carried out the charity long-distance running activity of "Run for Autism" to raise funds for autistic patients.



● Boston Children's Hospital Corporate Cup



● Charity long-distance running event "Run for Autism"

In terms of public welfare education, SharkNinja organized the education activity "Going to University" to help improve the quality of local education and give more young people opportunities for diversified education. We invited employee volunteers to participate in the public welfare education activity, making students aged 11-14 design a solution to the problem of commuting to school every day based on critical thinking. We held an activity of career cross-development day to provide more than 1,000 participants in grades 2-12 with opportunities for experiential career learning, social and emotional skills, and the establishment and maintenance of interpersonal relationships.



## Joyoung Charity Kitchen



The diet and health of rural children have always been a key social concern for Joyoung in the past ten years. The kitchen equipment of the primary and secondary schools in rural areas is aging, the energy structure is impractical, the equipment needs to be updated urgently, and there are still many shortcomings in the workers' catering level and nutrition knowledge. Joyoung Charity Kitchen has always insisted on promoting the construction of professional, efficient and environmentally friendly electrified kitchens in rural schools and promoting the establishment of a school meal mechanism with a proper diet and scientific nutrition. As of the end of the Reporting Period, Joyoung has established 9 full coverage areas of Joyoung Charity Kitchens in Xian'an District of Hubei, Pingjiang County of Hunan, Sangzhi of Hunan and Qixia of Shandong. In 2022, 140 Joyoung Charity Kitchens were built, with a total of 1,357 Joyoung Charity Kitchens built, benefiting over 500,000 students and teachers every day, exceeding the quantity target set at the beginning of the year, so as to ensure more students to eat nutritious and healthy school meals at school.

## Joyoung Food Education Workshop

In 2022, the Ministry of Education issued the "New Curriculum Standard for Compulsory Education", dividing labor education into independent subjects and defining teaching contents such as cooking and nutrition. Joyoung continues to strengthen the "Food Education Workshop" project funding system, through four funding dimensions of "design guidance + teaching aids + food education curriculum + teacher empowerment", funding schools to create kitchen scenes based on the educational space, through labor education or nutrition and health education curriculum, utilizing cooking as a teaching carrier, to promote traditional food culture, nutrition and health knowledge, and cultivate good eating habits. During the Reporting Period, 66 Food Education Workshops were built and more than 200 schools have been funded to carry out Food Education Workshops.



### Grow in the Sunward-Guarding Action for Adversity Teenagers

Joyoung Foundation cooperated with Zhejiang Women and Children’s Foundation to launch the “Grow in the Sunward-Guarding Action for Adversity Teenagers”, which helps de facto unsupported children and orphans in society through school sponsorship and accompanying action, with the aim to helping children of all ages until they enter university with continuous school sponsorship. In 2022, the project sponsored 103 children from 26 fast-developing counties in Zhejiang Province and the key areas covered by Joyoung Charity Kitchens.

Joyoung’s persistent efforts are widely recognized by society. During the Reporting Period, Joyoung was awarded multiple public welfare honors:

Honor	Time	Awarding unit
2022 Advanced Unit of Fixed-point Assistance	December 2022	Fixed-point Assistance Work Office of the China National Intellectual Property Administration
The 7th Zhejiang Charity Award-Project Award	September 2022	The People’s Government of Zhejiang Province
Advanced Unit of Donation and Teaching Assistance	September 2022	County Party Committee of Wei County, Hebei Province The People’s Government of Wei County, Hebei Province
100 Points of Transparency Index	December 2022	China Foundation Center

Disclosure Indicator	Category	Unit	Total
Investments in Social Welfare	Total payment for charity activities	US dollars in millions	2.45
	Number of staff volunteers	Person	725
	Time devoted to volunteer services	Hour	5,678.75



# ESG KEY PERFORMANCE INDICATORS

## Environmental Performance

Performance Indicators		Data for 2022	Unit
Water consumption	Water consumption	250,067.65	Tonnes
	Water consumption against revenue	49.60	Tonnes/US dollars in millions
Consumption of packaging materials	Paper packaging materials	80,685.45	Tonnes
	Plastic packaging materials	29,407.94	Tonnes
	Total consumption of packaging materials	110,093.39	Tonnes
	Consumption of packaging materials against revenue	21.84	Tonnes/US dollars in millions
Hazardous waste emission	Chemical production	1.89	Tonnes
	Battery production	0.78	Tonnes
	Total hazardous wastes	2.67	Tonnes
	Hazardous wastes against revenue	0.53	Kg/US dollars in millions
Non-hazardous waste emission	Cardboard production	291.94	Tonnes
	Plastic production	625.62	Tonnes
	Metal production	55.00	Tonnes
	Food waste production	36.21	Tonnes
	General domestic waste production	336.74	Tonnes
	Other electronic waste production	791.81	Tonnes
	Total non-hazardous wastes	2,137.32	Tonnes
	Non-hazardous waste against revenue	423.97	Kg/US dollars in millions
Waste recycle	Recycle of electronic waste	2,675,587	Pieces
Waste water discharge	Volume of waste water discharge	235,464.65	Tonnes
	Volume of waste water discharge against revenue	46.71	Tonnes/US dollars in millions

**Environmental Performance**

**Performance Indicators**

**Data for 2022 Unit**

Energy consumption	Gasoline consumption	1,601.04	GJ
	Natural gas consumption	3,584.39	GJ
	Direct energy consumption	5,185.43	GJ
	Purchased electricity	18,183,360.00	KWh
	Renewable electricity consumption	2,735,413.00	KWh
	Indirect energy consumption	20,918,773.00	KWh
	Electricity consumption against revenue	4,149.55	KWh/US dollars in millions
Greenhouse gas emissions	Scope 1 greenhouse gas emissions	312.01	Tonne CO <sub>2</sub> e
	Scope 2 greenhouse gas emissions	11,041.12	Tonne CO <sub>2</sub> e
	Scope 3 greenhouse gas emissions	143,930.73	Tonne CO <sub>2</sub> e
	Total greenhouse gas emissions (Scope 1 + Scope 2)	11,353.13	Tonne CO <sub>2</sub> e
	Greenhouse gas emissions against revenue (Scope 1 + Scope 2)	2.25	Tonne CO <sub>2</sub> e/US dollars in millions



## Social Performance

### Performance Indicators

Data for 2022 Unit

Proportion of participation in anti-corruption training	Directors	100	%
	Employees	100	%
Number of cases regarding corrupt practices		0	Case
R&D investments		225.3	US dollars in millions
Number of intellectual property rights	Patents obtained by SharkNinja	508	Patents
	Invention patents obtained by SharkNinja	147	Patents
	Utility model patents obtained by SharkNinja	51	Patents
	Design patents obtained by SharkNinja	310	Patents
	Trademarks obtained by SharkNinja	174	Trademarks
	Patents applied for by Joyoung	1,797	Patents
	Invention patents applied for by Joyoung	216	Patents
	Utility model patents applied for by Joyoung	1,375	Patents
	Design patents applied for by Joyoung	206	Patents
	Trademarks applied for by Joyoung	240	Trademarks
	Software copyrights obtained by Joyoung	21	Copyrights
	Amassed patents owned by Joyoung	11,648	Patents
	Amassed invention patents owned by Joyoung	651	Patents
	Amassed utility model patents owned by Joyoung	9,518	Patents
Amassed design patents owned by Joyoung	1,479	Patents	
Product recalls		0	Case
Number of complaints and inquiries received about products and services		2,899,661	Complaints and inquiries



Social Performance			
Performance Indicators		Data for 2022	Unit
Handling rate for complaints received on products and services		100	%
Customer satisfaction	SharkNinja	North America: 86.2 the U.K.: 89.5	%
	Joyoung	Satisfaction rate of monthly manual return visits: 97.5 Satisfaction rate of annual survey: 97.4	%
Number of information security tests		5	Tests
Information leakage incidents		0	Incident
Number of key suppliers	Tier 1 suppliers	293	Suppliers
	Key suppliers	138	Suppliers
	Key tier 1 suppliers	38	Suppliers
	Key non-tier 1 suppliers	100	Suppliers
	Key suppliers in the U.S.	5	Suppliers
	Key suppliers in Europe	5	Suppliers
	Key suppliers in Mainland China	105	Suppliers
	Key suppliers in Hong Kong, Macau and Taiwan of China	4	Suppliers
	Other key suppliers in Asia	19	Suppliers
Supplier trainings	Total hours of supplier trainings	179.50	Hours
	Number of supplier trainings	51	Trainings
	Number of suppliers covered by supplier trainings	221	Suppliers



## Social Performance

### Performance Indicators

### Data for 2022 Unit

Number of employees	Total number of employees	5,661	Employees
	Full-time employees	5,503	Employees
	Temporary employees	84	Employees
	Part-time employees	74	Employees
	Female employees	2,165	Employees
	Male employees	3,496	Employees
	Staff	3,783	Employees
	Among which, Female employees	1,568	Employees
	Junior management	1,054	Employees
	Among which, Female employees	368	Employees
	Middle management	632	Employees
	Among which, Female employees	186	Employees
	Senior management	192	Employees
	Among which, Female employees	43	Employees
	Employees aged 29 and below	1,964	Employees
	Employees aged 30-39	2,270	Employees
	Employees aged 40-49	1,029	Employees
	Employees aged 50 and above	398	Employees
	U.S.	1,075	Employees
	Other regions in the Americas	192	Employees
	Europe	465	Employees
	Mainland China	3,837	Employees
	Hong Kong, Macau and Taiwan of China	28	Employees
	Other regions in Asia	64	Employees
	Other overseas regions	0	Employees

## Social Performance

Performance Indicators		Data for 2022	Unit
Number of new hires in 2022	Total number of new hires	1,082	Employees
	Aged 29 and below	541	Employees
	Aged 30-39	346	Employees
	Aged 40-49	149	Employees
	Aged 50 and above	46	Employees
	Female employees	476	Employees
	Male employees	606	Employees
	Staff	860	Employees
	Junior management employees	119	Employees
	Middle management employees	69	Employees
	Senior management employees	34	Employees
Distribution of female employees in revenue generating functions and STEM positions	Proportion of female employees in revenue generating functions	44.13	%
	Proportion of female employees in STEM positions	27.20	%



Social Performance			
Performance Indicators		Data for 2022	Unit
Employee training	Proportion of female employees trained	38.16	%
	Proportion of male employees trained	61.84	%
	Proportion of staff trained	81.77	%
	Proportion of management employees trained	18.73	%
	Average training hours of female employees	40.80	Hours
	Average training hours of male employees	42.78	Hours
	Average training hours of staff	47.82	Hours
	Average training hours of management employees	17.68	Hours
Employee turnover	Female employees	17.64	%
	Male employees	20.34	%
	Staff	20.86	%
	Junior management employees	9.76	%
	Middle management employees	9.01	%
	Senior management employees	15.22	%
	Employees aged 29 and below	26.27	%
	Employees aged 30-39	15.64	%
	Employees aged 40-49	13.99	%
	Employees aged 50 and above	19.60	%
	U.S.	22.33	%
	Other regions in the Americas	18.75	%
Europe	18.49	%	

Social Performance			
Performance Indicators		Data for 2022	Unit
	Mainland China	18.82	%
	Hong Kong, Macau and Taiwan of China	25.00	%
	Other regions in Asia	3.13	%
	Other overseas regions	0.00	%
	Total employee turnover	19.18	%
	Employee voluntary turnover	15.74	%
Work-related injury and fatalities of employees	Number of work-related fatalities	0	Employee
	Rate of work-related fatalities	0	%
	Lost hours due to work-related injury	784	Hours
	Work-related injury cases	8	Cases
	Lost Time Injury Frequency Rate (LTIFR)	0.71	Number/million working hours
Investments in Social Welfare	Total payment for charity activities	2.45	US dollars in millions
	Number of staff volunteers	725	Volunteers
	Time devoted to volunteer services	5,678.75	Hours



# INDEX TO THE ESG REPORTING GUIDE

Issues	Disclosure Items	Corresponding Sections
<b>A. Environmental</b>		
<b>Aspect A1</b>	<b>Emissions</b>	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	Environmental Conservation and Management – Environmental Management
A1.1	The types of emissions and respective emissions data	Environmental Conservation and Management – Emissions Management
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	Environmental Conservation and Management – Climate Change
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	Environmental Conservation and Management – Emissions Management
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	Environmental Conservation and Management – Emissions Management
A1.5	Description of emission target(s) set and steps taken to achieve them	Environmental Conservation and Management – Environmental Goals, Use of Resources, Emissions Management, Climate Change
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them	Environmental Conservation and Management – Emissions Management

Issues	Disclosure Items	Corresponding Sections
<b>Aspect A2</b>	<b>Use of Resources</b>	
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials	Environmental Conservation and Management – Environmental Management, Use of Resources
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility)	Environmental Conservation and Management – Climate Change
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility)	Environmental Conservation and Management – Use of Resources
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	Environmental Conservation and Management – Environmental Goals, Use of Resources
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	Environmental Conservation and Management – Environmental Goals, Use of Resources
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	Environmental Conservation and Management – Use of Resources
<b>Aspect A3</b>	<b>The Environment and Natural Resources</b>	
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources	Environmental Conservation and Management – Environmental Management
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Environmental Conservation and Management – Environmental Management, Use of Resources, Emission Management, Climate Change



Issues	Disclosure Items	Corresponding Sections
<b>Aspect A4</b>	<b>Climate Change</b>	
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	Environmental Conservation and Management – Climate Change
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	Environmental Conservation and Management – Climate Change
<b>B. Social</b>		
<b>Aspect B1</b>	<b>Employment</b>	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	Employee Management – Employment
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region	Employee Management – Employment
B1.2	Employee turnover rate by gender, age group and geographical region	Employee Management – Training and Development
<b>Aspect B2</b>	<b>Health and Safety</b>	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	Employee Management – Health and Safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	Employee Management – Health and Safety
B2.2	Lost days due to work injury	Employee Management – Health and Safety
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	Employee Management – Health and Safety



Issues	Disclosure Items	Corresponding Sections
<b>Aspect B3</b>	<b>Development and Training</b>	
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	Employee Management - Training and Development
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	Employee Management - Training and Development
B3.2	The average training hours completed per employee by gender and employee category	Employee Management - Training and Development
<b>Aspect B4</b>	<b>Labour Standards</b>	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	Employee Management - Employment
B4.1	Description of measures to review employment practices to avoid child and forced labour	Employee Management - Employment
B4.2	Description of steps taken to eliminate such practices when discovered	Employee Management - Employment
<b>Aspect B5</b>	<b>Supply Chain Management</b>	
General Disclosure	Policies on managing environmental and social risks of the supply chain	Supply Chain Management - Supplier Management
B5.1	Number of suppliers by geographical region	Supply Chain Management - Supplier Management
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored	Supply Chain Management - Supplier Management
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Supply Chain Management - Supplier Management
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Supply Chain Management - Supplier Management



Issues	Disclosure Items	Corresponding Sections
<b>Aspect B6</b>	<b>Product Responsibility</b>	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	Products and Services – Product Quality and Safety
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Products and Services – Product Quality and Safety
B6.2	Number of products and service related complaints received and how they are dealt with	Products and Services – Customer Service
B6.3	Description of practices relating to observing and protecting intellectual property rights	Products and Services – Innovative R&D
B6.4	Description of quality assurance process and recall procedures	Products and Services – Product Quality and Safety
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	Products and Services – Information Security
<b>Aspect B7</b>	<b>Anti-corruption</b>	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	Sustainability Management – Business Ethics
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	Sustainability Management – Business Ethics
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	Sustainability Management – Business Ethics
B7.3	Description of anti-corruption training provided to directors and staff	Sustainability Management – Business Ethics

Issues	Disclosure Items	Corresponding Sections
<b>Aspect B8</b>	<b>Community Investment</b>	
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests	Social Welfare
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	Social Welfare
B8.2	Resources contributed (e.g. money or time) to the focus area	Social Welfare



# FEEDBACK FORM FOR READERS

Dear readers,

Thank you very much for taking time out of your busy schedule to read the 2022 Environmental, Social and Governance Report of JS Global Lifestyle Company Limited. We sincerely expect your opinions and suggestions about this report and our work. You may send by post, or e-mail a scanned copy the completed feedback questionnaire to us, or you can directly call us to put forward your precious opinions. Thank you!

Telephone: +852 2310 8035

Email: [esg@jsgl.com](mailto:esg@jsgl.com)

1. What kind of stakeholders of JS Global Lifestyle Company Limited does your employer belong to:
 

<input type="checkbox"/> Government and regulatory authority	<input type="checkbox"/> Shareholder and investor	<input type="checkbox"/> Consumer	<input type="checkbox"/> Supplier
<input type="checkbox"/> Dealer	<input type="checkbox"/> Media and public	<input type="checkbox"/> Community	<input type="checkbox"/> Other (Please specify)
  
2. Have you ever read the Environmental, Social and Governance Report of the Company (If your answer is No, please skip Questions 3, 4 and 5):
 

<input type="checkbox"/> Yes	<input type="checkbox"/> No
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3. If yes, have you read a paper version or electronic version?
 

<input type="checkbox"/> Paper version	<input type="checkbox"/> Electronic version
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4. Do you expect to read a paper version or electronic version?
 

<input type="checkbox"/> Paper version	<input type="checkbox"/> Electronic version
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5. Your comprehensive evaluation on 2022 Environmental, Social and Governance Report:
  - Readability (Popular and easily understood expression, beautiful design, attractive content, and easy to find the desired information)
 

<input type="checkbox"/> 3 (Good)	<input type="checkbox"/> 2 (Average)	<input type="checkbox"/> 1 (Poor)
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  - Creditability (The reporting information is authentic and reliable)
 

<input type="checkbox"/> 3 (Good)	<input type="checkbox"/> 2 (Average)	<input type="checkbox"/> 1 (Poor)
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  - Information Integrity (Both the positive and negative information is considered, and your need for information can be satisfied)
 

<input type="checkbox"/> 3 (Good)	<input type="checkbox"/> 2 (Average)	<input type="checkbox"/> 1 (Poor)
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Apart from the information already disclosed in the Report, what else information do you expect more to read?

<input type="checkbox"/> Yes	<input type="checkbox"/> Average	<input type="checkbox"/> No
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6. Do you have any other comments and suggestions on the Group's ESG work and the Report?



**JS**  
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