



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)



QUALITY PRODUCTS
HEALTHY LIFESTYLE

2025 Environmental, Social and
Governance Report

CONTENTS

	ABOUT THIS REPORT	2
	MESSAGE FROM THE CHAIRMAN	4
	ABOUT THE COMPANY	5
	2025 HONORS AND AWARDS	7
	ALIGNMENT WITH UNITED NATIONS SDG GOALS	9
1	SUSTAINABILITY MANAGEMENT	10
	1.1 The Board Statement	11
	1.2 ESG Governance Structure	11
	1.3 Stakeholder Engagement	13
	1.4 Materiality Assessment	15
2	ENVIRONMENTAL MANAGEMENT	16
	2.1 Environmental Compliance	17
	2.2 Climate Related Disclosure	17
	2.2.1 Climate Governance	17
	2.2.2 Strategy	18
	2.2.3 Risk management	24
	2.2.4 Metrics and Targets	25
	2.3 Emissions Management	27
	2.4 Use of Resources	28
	2.5 Green Packaging	30
	2.6 The Environment and Natural Resources	31
3	OPERATING PRACTICES	32
	3.1 Product Innovation	33
	3.2 Product Responsibility	35
	3.3 Business ethics and Anti-corruption	42
4	SUPPLY CHAIN MANAGEMENT	44
	4.1 Supplier management	45
	4.2 Supplier Assessment	47
	4.3 Communication with Suppliers	48
5	EMPLOYEE MANAGEMENT	50
	5.1 Employment Practices	51
	5.2 Training & Development	55
	5.3 Care for Employees	60
	5.4 Occupational Health and Safety	64
6	COMMUNITY INVESTMENT	66
	6.1 Charity and Community Contribution	67
	CONTENT INDEX TO HKEX ESG REPORTING CODE	71
	FEEDBACK FORM FOR READERS	76



ABOUT THIS REPORT

This is the seventh environmental, social and governance (“ESG”) report (the “**Report**” or the “**ESG Report**”) published by JS GLOBAL LIFESTYLE COMPANY LIMITED (“**the Company**”, “**JS Global Lifestyle**” or “**We**”). The Report summarises the ESG initiatives, plans and performances of the Company and demonstrates its commitment to sustainable development. The Report has been reviewed by the Board of Directors (the “**Board**”) of the Company, who is responsible for the truthfulness and validity of the information contained therein.

REPORTING PERIOD

This Report describes the ESG activities, challenges and measures taken by the Company during the year ended 31 December 2025 (the “**Reporting Period**”, “**Year**”, “**2025**”).

REPORTING SCOPE

The Company is primarily engaged in the household appliances business and operates through two segments: Joyoung Co., Ltd (“**Joyoung**”) and SharkNinja Asia Pacific business (“**SharkNinja APAC**”). The Joyoung segment focuses on the design, manufacturing, marketing, export, and distribution of small kitchen electrical appliances. The SharkNinja APAC segment is responsible for the design, marketing, manufacturing, sourcing services, and the import and export of floor care products, hard surface steam cleaning products, small kitchen appliances, personal care appliances and home environment appliances under the “Shark” and “Ninja” brands.

Joyoung is listed on the Shenzhen Stock Exchange (SZSE) of stock ticker: 002242.SZ and is a major subsidiary of the Company. For details of its ESG performance, please refer at Joyoung 2025 Corporate Social Responsibility Report.

REPORTING FRAMEWORK

This Report has been prepared in accordance with the ESG Reporting Code as set out in Appendix C2 to the Rules Governing the Listing of Securities on Main Board of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

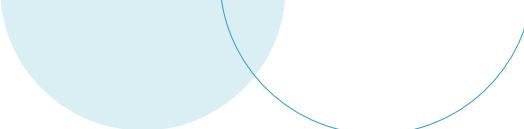
REPORTING PRINCIPLES

“*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 Stakeholder Engagement 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.



FORWARD-LOOKING STATEMENTS

This ESG Report contains forward-looking statements which are based on the current expectations, estimations, projections, beliefs, and assumptions of the Company about the businesses and the markets in which it operates. These forward-looking statements are not guarantees of future performance and are subject to market risks, uncertainties, and factors beyond the control of the Company. Therefore, actual outcomes may differ from the assumptions made and the statements contained in this ESG Report.

CONFIRMATION AND APPROVAL

This Report was endorsed by the ESG Committee and approved by the Board on 26 March 2026. The Board confirms that the Report does not contain any false information, misleading statement or material omission.

CONTACT US

Your feedback is valuable to our continuous improvement, and we welcome any comments and suggestions you may have on this Report or our future ESG strategy in general. Please share any comments or suggestions regarding the Company's ESG performance at esg@jsgl.com



MESSAGE FROM THE CHAIRMAN

On behalf of the Board of Directors, it gives me immense pleasure to present JS Global Lifestyle's ESG Report. This Report shows our performance in key areas of ESG responsibility, our efforts throughout 2025, and our outlook for the future.

OUR ESG AND INNOVATION PROGRESS IN 2025

The past year marked a pivotal era of consolidation and accelerated growth for JS Global Lifestyle. Following the successful strategic separation of SharkNinja's non-APAC business, we have sharpened our focus on becoming the undisputed leader in innovative small household appliances across the Asia-Pacific region. Despite global macroeconomic shifts, the demand for healthy living and smart home solutions remained robust. Our primary brands – Joyoung, Shark, and Ninja – have demonstrated exceptional resilience, driven by a deep understanding of local consumer needs and a global R&D platform that continues to push the boundaries of product design and functionality.

In 2025, JS Global reached new heights in fulfilling our commitment to sustainable and high-quality living. We have accelerated the rollout of eco-friendly appliances, such as Joyoung's zero-coating non-stick series and energy-efficient water purification systems, which directly address consumer health and environmental preservation. Our "Green Value Chain" initiative has successfully integrated sustainable sourcing and recyclable packaging across our APAC supply network.

Technological innovation remains our core engine. By leveraging AI-driven user research and high-penetration omni-channel distribution, we have shortened the path from insight to product launch. Our expansion into emerging markets – including Southeast Asia and Japan – has been bolstered by localized product adaptations, such as ultra-lightweight cordless vacuums and compact multi-functional kitchen appliances tailored for urban living.

Furthermore, we have strengthened our ESG performance, maintaining high ESG Ratings that reflect our unwavering dedication to transparency and stakeholder value.

We are proud to have achieved prestigious 'A' ratings from MSCI ESG Rating and Wind ESG Rating, as well as an 'A+' in the Hang Seng Corporate Sustainability Index (2025–2026), placing us among the top performers in our region. This leadership is further validated by a strong 3.7 ESG score from FTSE Russell, a 'BBB' rating from the Sino-Securities Index (SNSI), and a 'B' in the CDP Climate Change Score. Combined with our steady progress in the S&P Global CSA Score (53/100), these results collectively affirm that our ESG strategy is delivering tangible impact and earning wide-market recognition.

BETTER TOMORROW 2030 BY INNOVATION

As we move into 2026, JS Global is poised to further diversify its product portfolio into personal care and home environment categories. We remain committed to "Quality Products, Healthy Lifestyle," ensuring that every innovation we bring to market enhances the well-being of our consumers while delivering long-term, sustainable returns for our shareholders.

Looking ahead, we will deepen our collaboration with consumers, employees, investors, and our broader stakeholder community to drive ongoing progress and contribute to a healthier, more sustainable future. Finally, on behalf of the Board of JS Global Lifestyle Company Limited, I once again extend our sincere appreciation to all stakeholders, partners, and friends who have consistently supported and encouraged the Company's long-term sustainable development. Thank you for your unwavering support in helping us achieve our vision of "INNOVATION THAT CARES"

Wang Xuning
Chairman
JS Global Lifestyle Company Limited

ABOUT THE COMPANY

COMPANY PROFILE

JS Global Lifestyle Company Limited is incorporated in the Cayman Islands with its head office located in Hong Kong, and is a global leader in high-quality, innovative small household appliances, 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 small household appliances markets. With a strong foothold in Chinese mainland, the Company is gradually extending its sales network to include various Asia-Pacific nations and regions, such as Japan, Australia, South Korea and Southeast Asia.

With JS Global Lifestyle's multi-brand and comprehensive product portfolio, the Company is committed to catering to local needs of household cleaning and kitchen. 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.

On July 31, 2023, SharkNinja Group (excluding the Asia-Pacific business) was listed on the New York Stock Exchange, marking the completion of the organisational restructuring. The existing business of JS Global Lifestyle includes the Joyoung segment and the SharkNinja APAC segment.

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

DEVELOPMENT STRATEGY

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

CORE VALUES

People Orientation

.....
Respect employees, care for employees, cultivate employees, recognise 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.

Responsibility

.....
Be a responsible enterprise and benefit 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 standardisation to provide employees with a healthy working platform.

2025 HONORS AND AWARDS

Capital Market ESG Ratings for JS Global Lifestyle and Brand Awards

MSCI ESG Rating: A

MSCI
ESG RATINGS

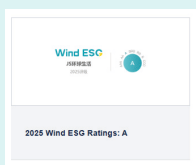


CCC	B	BB	BBB	A	AA	AAA
-----	---	----	-----	----------	----	-----

2025 Sino-Securities index (SNSI) ESG Rating: BBB



2025 WIND ESG Rating: A



FTSE Russell ESG Score: 3.7



TIME100 Most Influential Companies:

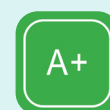
SharkNinja was named to TIME's 2025 list, which honors organizations making an extraordinary global impact through innovation and success.



S&P Global Corporate Sustainability Assessment (CSA): 53/100



HKQAA-Hang Seng Corporate Sustainability Indexes (2025-2026) ESG Rating: A+



CDP Climate Change Score: B



Fast Company's World's 50 Most Innovative Companies:

The company was selected as one of the top 50 most innovative companies globally for its consumer-obsessed approach to product development. The Ninja FlexFlame™ outdoor appliance was recognized in Fast Company's 2025 Innovation by Design Awards for addressing complex consumer needs with a single versatile solution.



Fast Company's Best Workplaces for Innovators:

Recognized as one of the top 100 workplaces for innovators, highlighting its culture of creativity.





Inc. Best in Business:

The company earned spots in the Innovation and Marketing categories on Inc.'s 2025 Best in Business list.



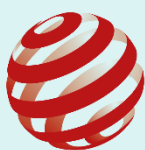
Built In Best Places to Work:

SharkNinja was named a 2025 Best Place to Work for its dynamic and positive work environment.



Reddot Winner:

Joyoung garnered international acclaim at the 2025 Red Dot Design Awards by masterfully blending urban lifestyle aesthetics with cutting-edge smart technology. The standout U Form Collection secured the Red Dot Award: Design Concept, featuring eco-friendly, geometric lifestyle products inspired by the "Citywalk" trend. Complementing this success, the LZ9 Juicer won the Red Dot Award: Product Design for its innovative AI-driven BLDC motor, which automatically optimizes extraction speed based on ingredient hardness to maximize nutritional retention.



reddot winner 2025

Mass Technology Leadership Council (MassTLC):

SharkNinja was honored as the Technology Company of the Year for its leadership in the tech sector.



YouGov Best Global Brands:

The Ninja brand was ranked as the 6th most-improved brand in both the UK and Germany, driven by the success of products like the Ninja Creami and Double Stack XL Air Fryer.

YouGov YouGov's Best Global Brands 2025

Campus Forward Awards:

Received a RippleMatch 2025 Campus Forward Award for excellence in recruitment strategies and Diversity, Equity, and Inclusion (DE&I).



Appliance & Electronics World Expo (AWE) Awards:

At AWE 2025, Joyoung solidified its leadership in the smart small appliance sector by securing multiple Appliance & Electronics World Expo (AWE) Awards, most notably within the Innovation Award category. The brand's standout achievement was the K7 Pro High-Speed Blender, which garnered high industry praise for its AI-driven hardware and software upgrades, including its signature dual-stage constant temperature technology. Recognized as a primary beneficiary of the 2025 kitchen appliance consumption trend, Joyoung's success at this "Oscars of the smart life industry" highlights its commitment to blending AI intelligence with healthy, high-tech culinary solutions.



ALIGNMENT WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS UNSDGs

JS Global Lifestyle integrates sustainability into every part of our strategy, aligning closely with the United Nations Sustainable Development Goals ("UNSDGs") and the 2030 Agenda. We are committed to addressing today's environmental and social challenges and have designed our key initiatives around the SDGs most relevant to our impact.

UNSDGs		Corresponding Report Section
Environmental Management		
- SDG 7 AFFORDABLE AND CLEAN ENERGY - SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION - SDG 13 CLIMATE ACTION - SDG 15 LIFE ON LAND	7 AFFORDABLE AND CLEAN ENERGY  12 RESPONSIBLE CONSUMPTION AND PRODUCTION  13 CLIMATE ACTION  15 LIFE ON LAND 	- Climate-related Disclosure - Environmental Management
Safety, Workplace and Operations		
- SDG 3 GOOD HEALTH AND WELL-BEING - SDG 5 GENDER EQUALITY - SDG 8 DECENT WORK AND ECONOMIC GROWTH - SDG 10 REDUCED INEQUALITIES - SDG 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	3 GOOD HEALTH AND WELL-BEING  5 GENDER EQUALITY  8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES  16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	- Employment Practices - Training and Development - Occupational Health & Safety
Product and Supply Chain Management		
- SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE - SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	- Supply Chain Management - Operating Practice - Product Innovation - Product Responsibility
Corporate Governance		
SDG 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	- ESG Governance - Anti-corruption - Climate Governance
Community Engagement		
- SDG 1 NO POVERTY - SDG 2 ZERO HUNGER - SDG 4 QUALITY EDUCATION - SDG 11 SUSTAINABLE CITIES AND COMMUNITIES	1 NO POVERTY  2 ZERO HUNGER  4 QUALITY EDUCATION  11 SUSTAINABLE CITIES AND COMMUNITIES 	- Community Investment - Product Innovation

1



SUSTAINABILITY MANAGEMENT

SUSTAINABILITY MANAGEMENT

THE BOARD STATEMENT

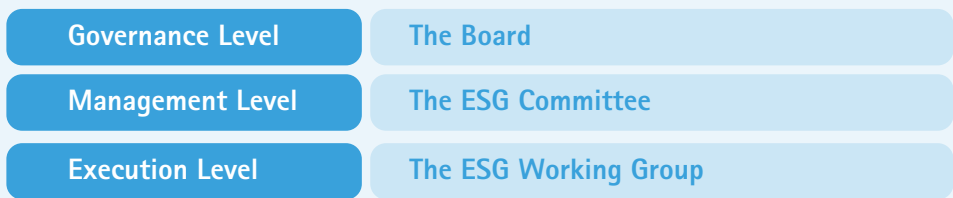
Oversight of ESG Matters

The Board of JS Global Lifestyle is the highest responsible decision-making authority for ESG matters. The Board holds the ultimate responsibility on monitoring the Company's ESG issues, including ESG management approach, strategy, goals, targets and policies. In order to better manage the Company's ESG performance and identify potential risks, the Board oversees materiality assessment with the assistance of the ESG Committee to identify, evaluate and prioritise material ESG issues with reference to stakeholders' opinions.

The Board meet at least annually to conduct a formal review of the group's ESG strategy and to ensure that all sustainability risks remain effectively managed. Primary oversight of these matters is delegated to the ESG Committee, which is responsible for monitoring policy implementation and reporting performance directly to the Board. In these sessions, the Board assessed progress against specific ESG goals to verify that our achievements align with our long-term environmental and social commitments.

ESG GOVERNANCE STRUCTURE

The Company has established a comprehensive three-tier ESG management structure consisting of **Governance Level – Management Level – Execution Level**, with clearly designated lead departments responsible for relevant functions. This structure covers the Company and all its branches and subsidiaries, including SharkNinja APAC and Joyoung. Roles and responsibilities are clearly defined at each level, department, and position to ensure effective coordination and to establish a robust ESG management mechanism.



The Board Responsibilities

The Board considers a broad spectrum of climate-related risks and opportunities in setting the Company's strategic direction, and ensures these factors are fully integrated into its oversight of strategy, major transactions, and policies. ESG considerations and stakeholder expectations are fully embedded in decision making by regularly assessing whether proposed transactions, and controls and mitigation measures align with the Company's climate commitments. The Board balances short-term financial implications with long-term resilience to support informed, forward-looking decisions that enable sustainable performance.

The Board further oversees the development of climate-related targets, ensuring they are grounded in credible data, aligned with strategic priorities, and supported by clear execution plans. It reviews progress against these targets on a regular basis and raises queries where gaps or delays arise. Climate KPIs are not linked to Board or management remuneration. Although climate-related performance indicators are not yet incorporated into remuneration policies, the Company's commitment to achieving its climate objectives remains fully intact.

Internal controls and review mechanisms are integrated into the operations of business units. These include periodic climate-related risks assessments, as well as cross-functional reviews of regulatory and market developments. The ESG committee coordinates input from business units to ensure that climate insights inform the Board regularly.



All the Directors and senior personnel in the ESG Committee have received sustainability training. The Board is kept informed of emerging ESG developments, including energy policies, regulatory updates and evolving market best practices. ESG training is embedded in the ongoing development of Directors and senior management.

The ESG Committee

The ESG Committee has been established to facilitate the Board's oversight of ESG matters. It is responsible for setting and preparing the Company's ESG strategies, long-term and annual ESG plans, as well as formulating measures to promote and implement ESG management policies and supervising the execution of ESG-related work across business units.

The Committee maintains active communication with internal and external stakeholders to identify and evaluate material ESG issues, assess ESG-related risks and opportunities, and initiate appropriate response plans. In addition, it oversees ESG disclosure work and ensures that environmental and social performance goals and targets are monitored.

The ESG Working Group

The ESG Working Group is composed of senior management representatives from JS Global Lifestyle, SharkNinja APAC and Joyoung business segments. The ESG Working Group serves as the execution arm of the ESG Committee. It is responsible for developing ESG work plans and reporting the ESG goals to the ESG Committee. It organises and coordinates all tasks related to the preparation of the annual ESG report. It also facilitates ESG knowledge sharing by organising experience-exchange sessions, delivering ESG training, and integrating the latest regulatory requirements into day-to-day ESG management.

To strengthen stakeholder engagement, the ESG Working Group builds and maintains communication channels and conducts the annual materiality assessment. In addition, it coordinates and supports communication and collaboration between internal departments and external advisors or intermediaries to ensure smooth execution of ESG initiatives.

STAKEHOLDER ENGAGEMENT

JS Global Lifestyle is committed to maintaining robust and transparent communication with its stakeholders. Through established channels and routine engagement mechanisms, key functional departments systematically gather and assess the views of internal stakeholders, including employees and senior management, as well as the expectations and feedback of external parties such as regulators, customers, suppliers, and media representatives. This structured approach ensures that stakeholder insights are effectively incorporated into the Company's governance and decision-making processes, thereby supporting responsible operations and long-term sustainable development.

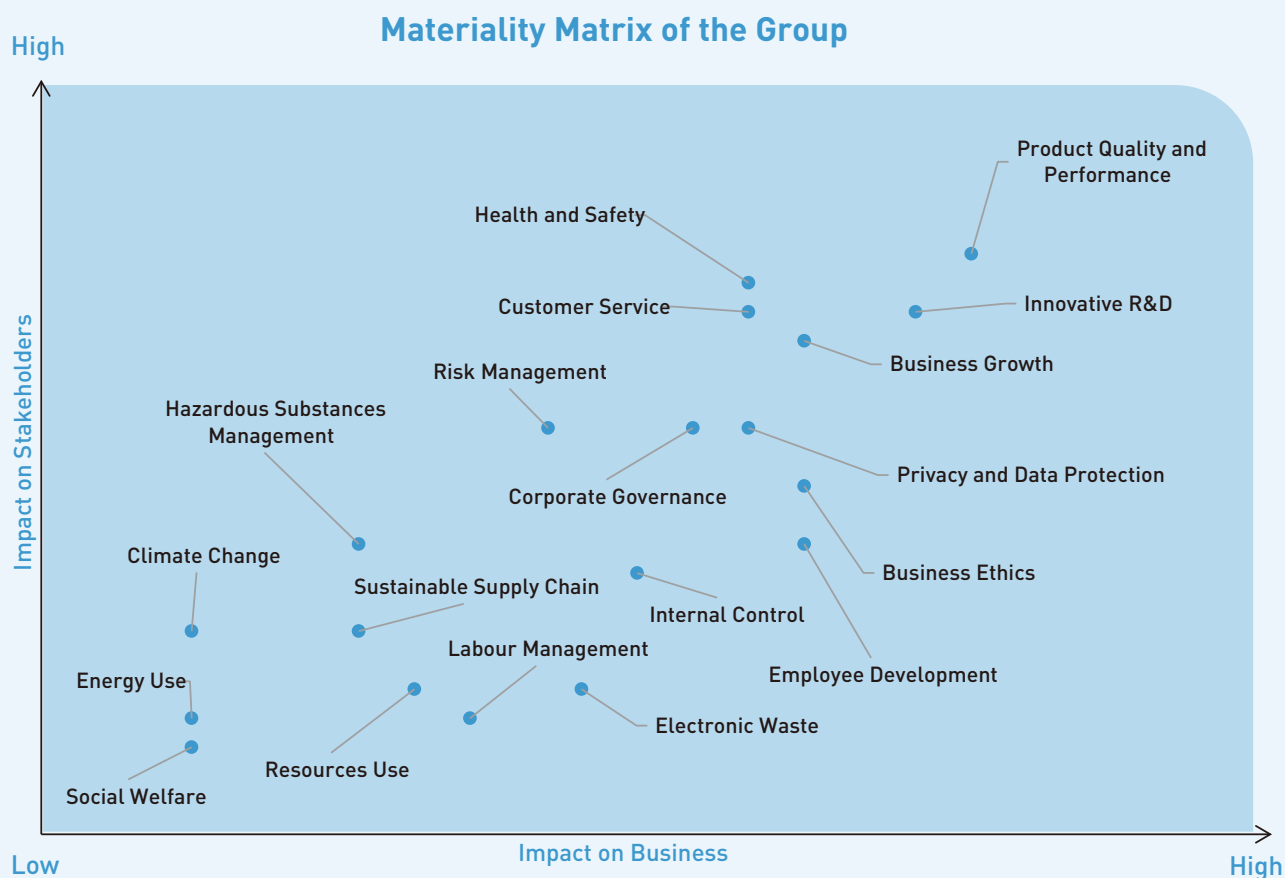
Stakeholders	Needs and Expectations	Communication and Response Methods
Regulators	- Compliance with laws and regulations - Tax payment in accordance with laws - Economic development facilitation - Communities and livelihood support - Resources utilisation	- Practice in accordance with relevant laws and regulations - Tax payment in accordance with laws - Meetings and symposiums - Written response to public consultation - Compliance reports
Stakeholders and Investors	- Compliant operation - Return on investment - Risk management - Protection of intellectual property rights - Information disclosure	- General meetings - Interim and annual reports - Other shareholder and investor meetings - Company website - Regular disclosure of operating information
Customers	- Provision of high-quality products and services - Protection of customers' health and safety - Protection of customers' privacy - Fulfillment of the diverse needs of customers - Sustainability aspects of products and services - Product pricing	- Long-term agreements - Service quality assurance - Protection of consumer data - Customer satisfaction surveys and feedback forms - Customer consultation groups - Customer services centre and online customer services platform - Routine engagement and communications - Social media
Employees	- Protection of employee rights - Sound development channels - Occupational health protection - Work-life balance	- Fair compensation - Career development channels - Staff training - Staff opinion surveys - Volunteer work - Forums/Seminars/Workshops - Publications for staff communication - Town hall meetings



Stakeholders	Needs and Expectations	Communication and Response Methods
Media Partners	• Brand marketing • Business performance and new opportunities • Product development • Community investment • Customer satisfaction • Environmental performance • Labor issues • Product health and safety	• Press releases • Interviews with senior management • Preliminary announcements • Media gatherings
Suppliers	• Responsible procurement	• Regular meetings • On-site visits • Supply chain management procedure • Supplier audit and assessment system
Distributors and retailers	• Open, fair and impartial procurement • Compliance with contracts	• Contract fulfillment in accordance with laws • Responsible procurement • Regular meetings • On-site visits and inspections
Community/ NGO partners	• Social harmony promotion • Charitable activities support • Energy conservation and emission reduction promotion	• Community communication • Strategic partnerships • Company announcements • Sponsorships and donations • Industry forums/Seminars/Conferences
Trade and industry associations	• Experience and best practice sharing • Labor practices • Market trends • Compliance operation • Environmental protection	• Charity business • Volunteer work • Community investment projects • Community programs • Forums/Seminars/Workshops/Meetings
External rating agencies	• Information disclosure • Risk management • Labor practices • Compliance operation • Environment protection	• Regular disclosure of operating information • Interim and annual reports • Company website

MATERIALITY ASSESSMENT

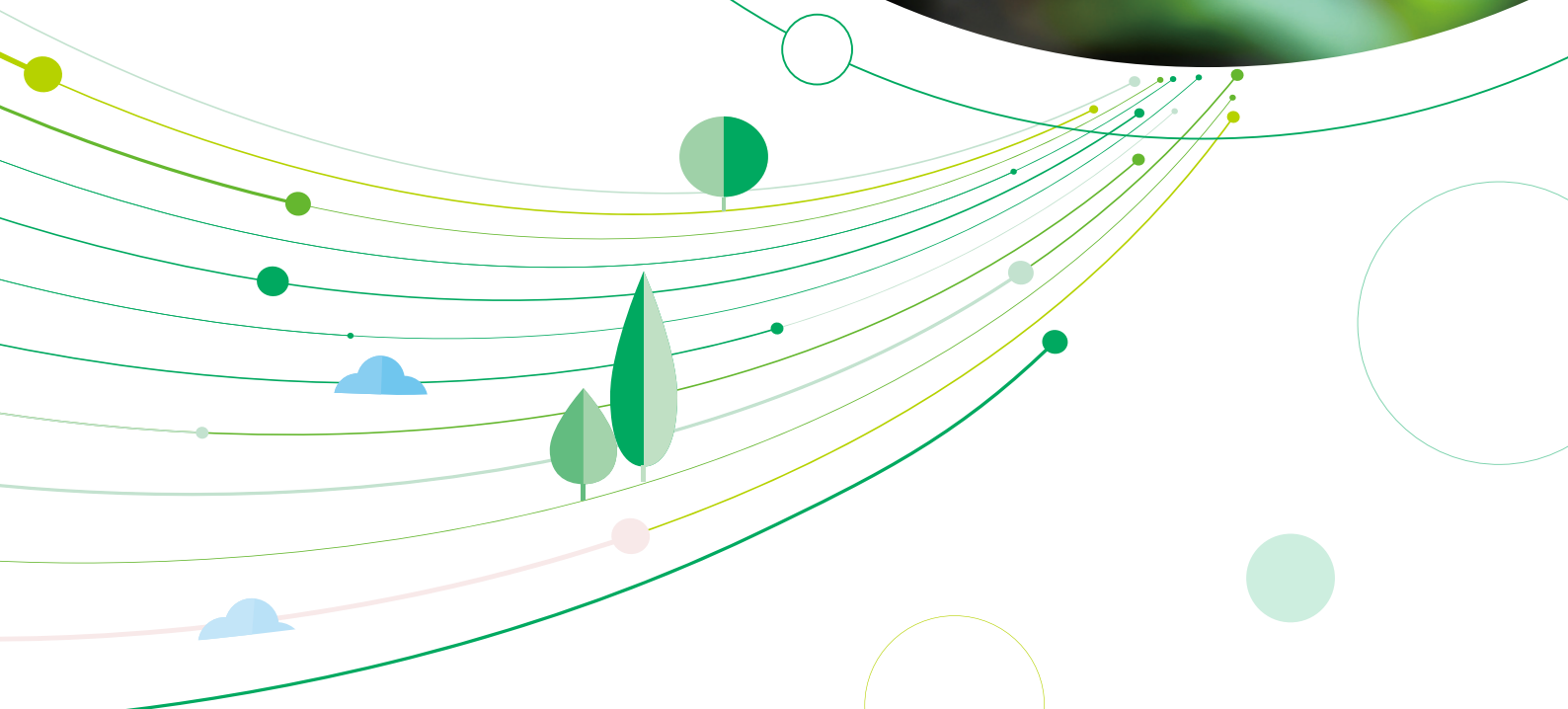
JS Global Lifestyle conducts an anonymous questionnaire survey of internal and external stakeholders approximately every two years, identifying ESG issues and comprehensively assessing the importance of each issue to its business development and the level of stakeholders' concern. Candidate issues are 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.



2



**ENVIRONMENTAL
MANAGEMENT**



ENVIRONMENTAL MANAGEMENT

As a global leader in the high-quality small household appliance industry, JS Global Lifestyle recognise the vital role that enterprises play in protecting the ecological environment. We embed the concept of green development into every aspect of our production and operations, continuously strengthening our environmental management systems, regulating emissions, improving the efficiency of environmental resource use and actively identifying opportunities to reduce carbon emissions across our operations and value chain. Through these efforts, we aim to enhance our resilience to climate and environmental risks, build an environmentally responsible operating model and collaborate with stakeholders to promote a greener and more sustainable future.

ENVIRONMENTAL COMPLIANCE

JS Global Lifestyle strictly adheres to all applicable environmental laws and regulations in the jurisdictions where it operates, including but not limited to the Air Pollution Control Ordinance and Waste Disposal Ordinance in Hong Kong; the Environmental Protection Law and Law on the Prevention and Control of Atmospheric Pollution in Chinese mainland; the Basic Environment Law and Air Pollution Control Act in Japan; the Environment Protection and Biodiversity Conservation Act 1999 in Australia; and the Environmental Protection and Management Act in Singapore.

The Company has established and publicly released its Environmental Management Policy, which outlines our governance framework and responsibilities for conserving natural resources and protecting the environment. The Board oversees the execution of this policy and drives continuous enhancement of environmental performance. To strengthen accountability across the organisation, the Company has also implemented a series of internal environmental management regulations, including the Provisions on Solid Waste Management, Rules for Energy and Resources Management, and the Hazardous Chemicals Management Policy. These policies require business units to incorporate environmental considerations into daily operations, promote efficient use of energy, water, paper, and packaging materials, and prioritise environmentally friendly and energy-efficient products. Furthermore, the Company encourages consumer engagement in circular practices by supporting appliance recycling through “trade-in” initiatives, thereby continuously reducing our environmental footprint.

For the environmental management system, SharkNinja APAC's logistics partner in Japan has obtained ISO 14001 environmental management system certification. Joyoung has also obtained the ISO 14001:2015 Environmental Management System Certificate and is subject to regular supervision and audit by third-party professional institutions.

CLIMATE-RELATED DISCLOSURES

Climate Governance

The Board considers a broad spectrum of climate-related risks and opportunities in setting the Group's strategic direction, and ensures these factors are fully integrated into its oversight of strategy, major transactions, and policies. ESG considerations and stakeholder expectations are fully embedded in decision making by regularly assessing whether proposed transactions, and controls and mitigation measures align with the Group's climate commitments. The Board balances short-term financial implications with long-term resilience to support informed, forward-looking decisions that enable sustainable performance.

The Board further oversees the development of climate-related targets, ensuring they are grounded in credible data, aligned with strategic priorities, and supported by clear execution plans. It reviews progress against these targets on a regular basis and raises queries where gaps or delays arise. Although climate-related performance indicators are not yet incorporated into remuneration policies, the Group's commitment to achieving its climate objectives remains fully intact.



Internal controls and review mechanisms are integrated into the operations of business units. These include periodic climate-related risks assessments, as well as cross-functional reviews of regulatory and market developments.

All the Directors and senior personnel in the ESG committee have received sustainability training. The Board is kept informed of emerging ESG developments, including energy policies, regulatory updates and evolving market best practices. ESG training is embedded in the ongoing development of Directors and senior management.

STRATEGY

A Time-bound Strategic Pathway

JS Global Lifestyle firmly supports the objectives of the Paris Agreement and actively aligns with the Hong Kong Climate Action Blueprint 2050 and China's 2030-2060 Dual Carbon Goals. We have defined clear time horizons to guide the effective implementation of our strategy and to track our progress throughout the journey. Each period represents a deliberate phase of action, allowing us to build momentum in a structured and measurable way. By defining the purpose of each period, we ensure that our efforts remain focused, coordinated, and aligned with our overarching ambition.

Short-term (1–5 years): Our near-term priorities centre on strengthening operational efficiency, ensuring full compliance, and building the data and governance foundations needed to support our broader ESG strategy.

Medium-term (6–10 years): Over the medium-term, we will make meaningful progress on our ESG targets that embed sustainable practices across our operations. These goals are designed to deliver measurable improvements on our material topics and align with our corporate strategic planning.

Long-term (10+ years): Our long-range ambitions focus on transformational outcomes that contribute to wider societal and environmental goals, including climate action and the transition to a circular economy. These aspirations position us to play a leading role in shaping a sustainable future.

Managing Climate-related Risks and Opportunities

Climate change presents both risks and opportunities. We take a balanced approach that considers potential positive and negative impacts, enabling us to maximise value while minimising adverse effects on our business.

Physical Risk, Transition Risk and Opportunity

We categorise climate-related impacts into physical risks, transition risks and opportunities that are reasonably expected to affect our cash flows, access to finance, or cost of capital.

Physical risk: These include acute events – such as extreme heat, rainfall, storms and other natural disasters – that may disrupt our supply chain and infrastructure, as well as chronic changes like rising sea levels and shifting climate patterns that could affect long-term business viability.

Transition risk: They stem from the global shift toward a low carbon economy, including more stringent laws and regulations on environmental protection, carbon emission and waste generation. Technological developments and changing market preferences for green companies may require adjustments to our business model and operations. These changes may lead to increased risks of regulatory non-compliance resulting in legal, technological, market and reputational risks.

Opportunity: The transition to a low-carbon business model may bring us opportunities. Growing ESG awareness among consumers gradually shapes the market as preferences shift toward more responsible businesses. Efforts to improve energy efficiency and reduce waste not only lower operating costs in the short-term, but also help streamline and optimize operations over the medium-term. Emerging low-carbon markets are expected to mature within the next three to ten years, creating new opportunities for growth and innovation. By actively disclosing ESG performance and taking concrete action, we can enhance our reputation, attracting new capital and customers.

Effects on Business Model and Value Chain

The Company has identified the following risks and opportunities on its business model and value chain:

Risk Type	Description	Effects on Business Model	Effects on Value Chain
Physical Risk			
Acute risks	Increased severity of extreme weather • Extreme heat • Rainfall/flooding • Freezing weather • Tropical cyclones	• Damages property and assets in areas affected by extreme weather • Increases need for air-conditioning and energy use • Affects employee health and safety • Disrupts utilities supply • Increases maintenance costs and insurance premiums • Reduces short-term revenue • Impacts asset values	• Interrupts supply chains • Reduces availability of insurance on assets in risks exposed areas • Lowers sales/output due to business disruption • Disrupts cloud services • Affects costs and availability of utilities
Chronic risks	Variability in climate and precipitation patterns • Changing climate patterns		
Transition Risk			
Regulatory risks	• Increased carbon pricing • Mandatory reporting obligations • Regulation of existing products and services • Exposure to litigation	• Increases regulatory requirements on carbon pricing • Retires existing assets early due to policy changes • Changes in energy efficiency standards • Increases costs on adopting new processes for compliance	• Induces structural changes in compliance throughout the value chain • Increases risks from non-compliance of suppliers or partners • Reduces demand for high-emissions products and services • Lowers profit margin due to upstream compliance costs
Technology risks	• Substitution of existing products and services • Unsuccessful investment in new technologies • Costs of transition	• Retires existing technology early • Increases research and development expenses • Increases costs on adopting and acquiring new technology	• Alters competitive dynamics • Increases procurement costs along the value chain



Risk Type	Description	Effects on Business Model	Effects on Value Chain
Market risks	- Changing consumer behaviour - Demand for green products - Changes in competitive landscape	- Changes input prices (e.g legal and compliance expenses) - Increases output requirements (e.g. on waste treatment and emission control)	Disrupts existing upstream and downstream partnerships as procurement shifts toward greener alternatives
Reputational risks	- Criticism of industry sector - Negative stakeholder feedback	- Increases the difficulty of talent retention and workforce planning - Lowers ability to attract capital	Reduces demand of goods and services throughout the value chain
Opportunity Type	Description	Effects on Business Model	Effects on Value Chain
Efficiency gains	- More efficient and diverse service offerings - Savings from optimising resources - Energy and water efficiency - Use of new technologies	- Improves efficiency from flexible work arrangements during extreme weather - Improves profit margins - Benefits employee health, satisfaction, and productivity - Reduces exposure to fossil fuel price increases - Increases capital availability	- Increases capacity and resource utilisation throughout the value chain - Reduces operational costs due to upstream improvements
Supply chain resilience	Strong supplier partnership increases business viability	- Increases resilience at times of climate unpredictability - Lowers risks of business disruptions	- Improves competitiveness by collaborating standards - Increases reliability of supply chain
Market opportunities	- Access to new markets - Opportunity to expand geographically	- Increases revenue source from new markets - Diversifies geographically	Fosters maturity of the entire value chain via expanded product and service offerings
Consumer preference	Changes in consumer behaviour and expectations	- Opens up new revenue streams - Increases market share of green companies	Incentivizes sustainable innovation throughout the value chain, driven by downstream demands

Climate Resilience

To assess the potential impacts of climate change on our operations, supply chain, and business model, we have conducted a climate scenario analysis in 2025. Two externally recognised climate pathways were chosen after considering the scenarios of Intergovernmental Panel on Climate Change ("IPCC"), and the Network for Greening the Financial System ("NGFS").

The analysis evaluates physical risks, transition risks and opportunities across short-, medium-, and long-term horizons. The results provide insights on how these risks and opportunities could influence our strategy, resource allocation, and overall capacity to adapt under different climate scenarios. Despite thorough consideration, we also recognize significant uncertainties, including future policy directions, technology adoption rates, and the severity of climate impacts.

Scenario Selection: The two chosen climate pathways are widely used and take reference to the scenarios presented by the IPCC. They will help us assess the level of exposure from risks and opportunities and support our future strategic planning.

Scenarios ¹	Key Assumptions
<2°C scenario <i>Warming limited to less than 2°C (above pre-industrial levels) before 2100</i>	• ≤ 2°C policy ambition • Immediate policy reaction • Fast technological change • Rapid grid decarbonisation • Rising customer expectations • Low local exposure to hazards
>4°C scenario <i>Warming exceeds 4°C (above pre-industrial levels) before 2100</i>	• ≥ 4°C policy ambition • Delayed policy reaction • Slow technological change • Gradual grid decarbonisation • Mild shift in customer expectations • High local exposure to hazards

Scope and Time Horizons: The analysis covers all of our major operating locations in Asia Pacific, People's Republic of China and Hong Kong. Impacts were evaluated across short-term (1–5 years), medium-term (6–10 years), and long-term (10+ years) horizons, consistent with our time horizons outlined in the Strategy section.

Methodology: For each scenario, we assess the potential operational and financial implications of identified climate-related risk and opportunity factors. While full quantitative modelling is still in progress, we remain committed to strengthening our data systems and analytical capabilities to support more detailed and quantitative scenario assessments in the future.

Note:

1. Source of the two scenarios: Shared Socioeconomic Pathways ("SSP") from the IPCC's Sixth Assessment Report, SSP1-2.6 and SSP5-8.5. SSP1-2.6 represents a relatively low emissions scenario, while SSP5-8.5 denotes a high emissions scenario.



Assessment Results: The results of our climate scenario analysis are presented below:

Type	Relevance or Assumptions	Impact Under a <2°C Scenario			Impact Under a >4°C Scenario		
		Short-term	Medium-term	Long-term	Short-term	Medium-term	Long-term
Physical Acute Risk							
Extreme heat	Affects health and productivity	Low	Low	Medium	Medium	Medium	High
Freezing weather	Increases energy use	Low	Low	Medium	Low	Low	Medium
Rainfall/flooding	Damages facilities	Low	Low	Medium	Low	Medium	High
Tropical cyclones	Results in damages to facilities	Low	Low	Medium	Low	Medium	Medium
Physical Chronic Risk							
Changing climate patterns	Increases risks of business viability	Low	Low	Low	Low	Low	Medium
Transition							
Regulatory risks	Increases costs of compliance	Low	Medium	Medium	Low	Medium	Medium
Technology Risks	Reshapes industry dynamics	Low	Low	Medium	Low	Medium	Medium
Market risks	Changes in market demands	Low	Low	Medium	Low	Medium	Medium
Reputational risks	Affects corporate image and business	Low	Low	Medium	Low	Low	Medium
Opportunity							
Efficiency gains	Reduces costs and improves margins	Low	Low	Medium	Low	Medium	Medium
Supply chain resilience	Ensures supply continuity	Low	Low	Medium	Low	Medium	Medium
Market opportunities	Accesses new markets	Low	Low	Medium	Low	Medium	Medium
Consumer preference	Opens new opportunities	Low	Low	Medium	Low	Medium	Medium

Our climate-related risks and opportunities are concentrated in major cities in Asia Pacific, which are our principal places of operations. Nonetheless, these cities are characterised by well-developed infrastructure, strong emergency preparedness, and robust public healthcare systems. These conditions help moderate exposure to acute physical risks and support continuity across our business activities.

Our Adaptation and Mitigation Plans

Based on the findings of the scenario analysis, we have formulated the below adaptation and mitigation measures to tackle physical risk, transition risks, and opportunities:

Type	Adaptation and Mitigation Measures
Physical acute risks	To effectively tackle the acute risks, we have a robust emergency plan that includes staff training to enhance our resilience: • Implement localized mitigation measures and conduct regular drills to address increasingly severe weather risks; • Ensure business continuity with strong supplier partnerships; • Activate contingency plans with flexible work arrangements in event of extreme weather; • Advise employees to undertake precautionary measures when necessary; • Regularly inspect and maintain the drainage systems and waterproofing facilities in each of the Company's office; • Pay close attention to weather forecasts and make preparations in advance before the onset of heavy rainfall and flooding; • Stock up necessary emergency rescue supplies in the Company, such as sandbags, water pumps, tarpaulins, buckets and water belts; • Promote ventilation and cooling improvements in facilities to improve working conditions; • Position servers, air conditioners, and other critical equipment in locations that meet required flood and wind resistance standards; and • Explore energy-efficient equipment and alternative energy sources to reduce reliance on traditional energy supplies.
Physical chronic risks	Consideration is given in our long-term planning to tackle chronic risks: • Consider flood hazards during office and retail site selection; • Contributing to the national "Dual Carbon" target by increasing the proportion of renewable energy and building renewable energy projects such as photovoltaic and energy storage; • Use water-saving equipment and retrofit existing equipment to improve water efficiency; and • Assess alternative water source availability in case of shortages.
Transition risks	We are strengthening climate governance, and accelerating the shift toward low-carbon technologies and business models to tackle transition risks: • Monitor market trends and changes in legal requirement to ensure we satisfy the demands of customers and authorities at all times; • Maintain transparency by producing high-quality climate disclosure; • Collaborate with suppliers to promote adoption of low-carbon processes and technologies; and • Consider climate-related risk in products, services, and value chain to ensure market risks are effectively monitored.



Type	Adaptation and Mitigation Measures
Opportunities	We leverage industry insights to identify and secure emerging climate-related opportunities: • Develop lower-carbon product and service offerings; • Invest in energy-efficient and low-emission technologies to reduce costs; • Invest in green bonds to support climate-positive investments.

Current and Anticipated Financial Effect

The Company did not recognize any impairment loss on assets damaged by acute risks in 2025. We are evaluating and will come up with a budget in the future for investments in energy-efficient equipment or preparation of emergency situations. Internal carbon prices are currently not applied in our climate strategy, scenario analysis and decision-making.

RISK MANAGEMENT

The Company maintains a comprehensive and disciplined approach to risk management and internal control. Guided by the Company's risk management and internal audit frameworks, we continually refine our processes for risk identification, assessment, monitoring, and response to ensure the effectiveness of internal controls across all operations. A dedicated internal audit function conducts periodic evaluations of the Company's risk management practices and control systems, providing independent recommendations to management.

Our risk management framework is aligned with the principles of COSO ERM and is supported by a well-established risk management system that operates effectively throughout the organisation. Each year, we undertake a structured enterprise-wide risk assessment, covering the full cycle of risk identification, analysis, mitigation planning, implementation, and review. All identified risks and opportunities are considered in shaping our business strategy, objectives, policies, and procedures. Climate-related risks are profiled according to their potential impact and likelihood. These assessments also inform the climate scenario analysis described below. Climate-related risks, when identified as both high on potential impact and likelihood, will be prioritised relative to other risks.

During the Reporting Period, the Company carried out operational and financial audits. The Company further strengthened its risk governance by integrating ESG-related risks into the annual risk assessment process, continuously improving early-warning mechanisms and enhancing overall risk awareness and management capabilities across the organisation.

METRICS AND TARGETS

Environmental Targets

A long-term transition plan will set out a clear direction to transform our operations into a low-carbon, climate-resilient business. We are setting long-term climate-related targets supported by short-, medium-, and long-term milestones, all measured against a 2025 base year to ensure consistent comparison over time. These targets have taken reference to global's long-term decarbonisation pathway and its goal of achieving carbon neutrality, ensuring that our efforts contribute meaningfully to the city's broader climate ambitions.

To deliver on this plan, we will focus on decarbonising our operations through improved energy efficiency, responsible resource management, and the adoption of lower-carbon technologies. We will also strengthen climate resilience by enhancing risk management, and collaborating with partners across our value chain. Our transition plan relies on the collective efforts of our employees and broader community, as well as the pace at which the national grid decarbonises.

The Company develops its target internally based on its strategic planning and did not apply the Science Based Target initiative's Sectoral Decarbonisation Approach. The use of carbon credits to achieve any net targets is currently not considered. The Greenhouse gas target is a gross target. Below sets forth the phrased targets over our time horizon:

Targets	Details
Greenhouse gas ("GHG") emissions intensity (Scope 1 & 2)	• Short-term: 2% reduction when compared to 2025 • Medium-term: 5% reduction when compared to 2025 • Long-term: 10% reduction when compared to 2025
Non-hazardous waste intensity	• Short-term: 2% reduction when compared to 2025 • Medium-term: 5% reduction when compared to 2025 • Long-term: 10% reduction when compared to 2025
Energy consumption intensity	• Short-term: 2% reduction when compared to 2025 • Medium-term: 5% reduction when compared to 2025 • Long-term: 10% reduction when compared to 2025
Water consumption intensity	• Short-term: 2% reduction when compared to 2025 • Medium-term: 5% reduction when compared to 2025 • Long-term: 10% reduction when compared to 2025



Greenhouse gas (“GHG”) emissions

The consumption of electricity and natural gas consumption are the major sources of Scope 1 and Scope 2 of the GHG emissions of the Group.

Summary of GHG emissions is stated as below:

Scope of GHG ³ Emissions ²	Units	2025	2024
Scope 1 Direct GHG Emissions	tCO ₂ e	249	281
Scope 2 Indirect GHG Emissions ⁴	tCO ₂ e	6,603	8,413
Total GHG Emissions (Scope 1+2)	tCO ₂ e	6,852	8,631
Intensity ⁵	tCO ₂ e/USD mil revenue	4.13	5.42
Scope 3 Other Indirect GHG Emissions	tCO ₂ e	31,996	N/A
Total GHG Emissions (Scope 1+2+3)	tCO ₂ e	38,848	N/A
Intensity ⁵	tCO ₂ e/USD mil revenue	23.40	N/A
Details of Scope 3 other indirect GHG Emissions			
Category 1: Purchased Goods and Services	tCO ₂ e	7,303	
Category 2: Capital Goods	tCO ₂ e	3,155	
Category 5: Waste Generated in Operations	tCO ₂ e	18,823	
Category 6: Business Travel	tCO ₂ e	1,572	
Category 7: Employee Commuting	tCO ₂ e	1,143	

Notes:

- GHG emissions data is based on, but not limited to, “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development, “How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange, the Global Warming Potential Values from the IPCC Fifth Assessment Report, 2014 (AR5), the 2024 Sustainability Report issued by Hong Kong Electric, and the 2024 Sustainability Report issued by CLP Holdings Limited. Scope 3 emissions data is calculated with reference, but not limited to, the International Civil Aviation Organization, the Department for Environment, Food & Rural Affairs (DEFRA) of UK and EEIO data.
- Our GHG emissions include CO₂, CH₄ and N₂O and are converted to reflect the tonnes of CO₂ equivalent.
- Scope 2 emissions are calculated using a location-based approach, which considers the average emission intensity of the local electricity grid where the energy is consumed, including but not limited to data from HK Electric Investments Sustainability Report 2024, China National Average Grid Emission Factor, EMA Singapore, TEPCO Japan, CEA India and DCCEEW Australia.
- During the Reporting Period, the Group recorded a revenue of approximately USD1,660. mil. (FY2024: USD 1,594 mil). This data is also used for calculating other intensity data.
- GHG Scope 3 Category 1 & 2 emissions: The Group uses spend-based approach.
- GHG Scope 3 Category 5 emissions: The Group uses waste-type-specific approach.
- GHG Scope 3 Category 6 emissions: The Group uses hybrid approach by using ICAO calculators and spend-based method.
- GHG Scope 3 Category 7 emissions: The Group uses distance-based method.

EMISSIONS MANAGEMENT

JS Global Lifestyle maintains stringent control over waste emissions, ensuring that all waste gases, wastewater, and solid waste are treated and disposed of in full compliance with local regulations. The Company continuously monitors its environmental performance to meet regulatory standards.

During the Year, the Group was not aware of any material non-compliance with environmental-related laws and regulations about exhaust gas and greenhouse gas ("GHG") emissions, water and land discharge, and the generation of hazardous and non-hazardous waste that would have a significant impact on the Group.

Air Emissions

The primary source of air emissions for the Group arises from the use of vehicles for transportation. To mitigate emissions, the Group has implemented measures including the increasing use of electric vehicles and public transport.

Summary of air emissions performance:

Types of Air Emissions	Unit	2025
Nitrogen Oxides (NO _x)	kg	678
Sulphur Oxides (SO _x)	kg	0.81
Particulate Matter (PM)	kg	65

Waste management

JS Global Lifestyle recognizes the critical importance of minimizing e-waste to prevent pollution and conserve natural resources. The Company prioritizes waste reduction at the product design stage by integrating principles that promote efficiency and reuse. Additionally, we actively recycle valuable materials from used products – such as metals, plastics, rubber, and precious metals – to maximize resource value. To further encourage responsible consumption, the Company promotes recycling initiatives through accessible channels, guiding consumers toward more sustainable habits and reducing resource depletion throughout the product lifecycle.

Summary of Non-Hazardous Waste* generation:

Indicators	Unit	2025	2024
Total	Tonnes	714	636
Intensity	Tonnes/USD mil revenue	0.43	0.40

Note: This figures only include Joyoung as it is most material.

Hazardous Waste

We regulate the procurement, transportation, usage, and disposal of hazardous chemicals and substances with precision. Responsibilities for supervision, management, record-keeping, and reporting are clearly defined at all departmental levels. Weekly inspections of storage areas are conducted, supplemented by comprehensive inspections on a regular basis. Any identified issues are addressed promptly with corrective actions. Each department responsible has developed emergency response plans for scenarios involving leaks, spills, equipment failures, and other risks, and conducts regular drills to ensure employee preparedness.

Joyoung has established classification standards for various types of waste and mandates that all departments oversee the complete management process of solid waste – from generation to classification and collection. Dedicated bins for recyclables, food waste, hazardous waste, and other materials have been placed in workspaces, pantries, and common areas. Furthermore, Joyoung conducts regular training and awareness campaigns to promote effective waste recycling in office environments, advocating for environmentally friendly operations.

Summary of Hazardous Waste generation:

Indicators	Unit	2025	2024
Total	Tonnes	7.85	2.06
Intensity	Tonnes/USD mil revenue	0.0047	0.0013

Note: This figures only include Joyoung as it is most material.

Sewage Discharge

The Group diligently adheres to the applicable sewage regulations, demonstrating its commitment to sewage control. Domestic sewage produced during daily operations is directed through the municipal sewage network and treated in accordance with national and local guidelines. To mitigate water pollution, the Group has installed adequate equipment to ensure that sewage is appropriately treated before being discharged.

Summary of Sewage Discharge*:

Indicators	Unit	2025	2024
Sewage Discharge	m ³	133,607	142,850
Intensity	m ³ /USD mil revenue	80	90

* Sewage discharge is based on the estimation of 80% of water consumption

USE OF RESOURCES

JS Global Lifestyle promotes circular resource use throughout its operations and focuses on the responsible use of resources such as energy, water, paper, packaging materials, supporting recycling and reuse. Through internal systems such as the Rules for Energy and Resources Management, the Company standardises the use and management of energy and resources.

Energy Management

All departments are required to prioritise environmentally friendly and energy-efficient products, which includes the installation of energy-saving lighting, the reasonable adjustment of brightness levels and the replacement of outdated, high-water-consumption equipment. During the Reporting Period, the SharkNinja Australia segment further strengthened water resource recycling through the use of a rainwater harvesting system.

To enhance staff awareness of energy conservation and environmental protection, the Company carries out regular green office campaigns through internal news bulletins. Employees are encouraged to adopt low-carbon office practices, including paperless workflows, double-sided printing, reduction in the use of disposable cups and switching off lights and electrical equipment after work to reduce standby power consumption of computers, printers and other devices. The Company also conducts regular inspections of resource use across departments. A monthly report is issued on cases of energy waste, and relevant departments are required to implement corrective actions, strengthen internal communication and improve their self-inspection mechanisms.

During the Reporting Period, Joyoung organised a communication session on energy saving and consumption reduction in industrial parks. The session helped reinforce the Company's overall energy conservation targets and guided employees on how to save resources and reduce waste through practical actions incorporated into daily work.

Summary of energy consumption performance:

Types of Energy Consumption	Unit	2025	2024
Direct Energy Consumption	MWh	1,038	981
– Natural gas	MWh	504	372
– Petrol	MWh	534	608
Indirect Energy Consumption	MWh	11,487	15,750
– Purchased Electricity	MWh	11,487	15,750
Total Energy Consumption	MWh	12,525	16,731
Total Energy Consumption Intensity	MWh/USD mil revenue	7.5	10.5
Renewable Energy Consumption	MWh	3,350	3,092

Water Management

To enhance our operational efficiency, we implement a proactive water-saving strategy focused on rigorous monitoring and preventive maintenance. Our facilities undergo regular usage audits and leakage tests on piping and tanks to ensure immediate repair of defects and dripping taps. To further minimize waste, we optimize system performance by reducing water pressure to practical levels and shutting down supplies during non-operational hours and holidays. These technical measures are reinforced by internal awareness campaigns, utilizing prominent signage to foster a culture of conservation across our catering teams.



Summary of water consumption performance:

Indicator	Unit	2025	2024
Water Consumption	m ³	167,009	178,563
Intensity	m ³ /USD mil revenue	101	112

GREEN PACKAGING

SharkNinja APAC continued to advance green packaging initiatives during the Reporting Period and focused on reducing the consumption of packaging materials through multi channel recycling. At the SharkNinja Singapore segment, excess bubble wrap is collected from nearby businesses for reuse in outbound shipments, and unwanted pallets provided by suppliers are reused for warehouse storage. Unused cartons are also deposited into designated recycling bins and subsequently collected and processed by third party recycling companies.

At the SharkNinja Japan segment, shipping labels are affixed directly to the outer packaging of products, which avoids the need for additional repackaging materials. An electronic delivery note is provided to customers to eliminate unnecessary paper printing. To further reduce plastic use, the segment has replaced polypropylene tape with starch based tape and adopted label pins manufactured from recycled plastic derived from discarded fishing nets. Wastepaper and heat shrink film are regarded as valuable resources, and the segment is committed to sorting and recycling these materials and supplying them to certified recycling companies.

These green packaging practices significantly reduce the environmental impact associated with packaging materials and contribute to the long term development of sustainable operations throughout the Group.

Unboxing a Greener Future: Beyond the Styrofoam Packaging

Green Packaging

For decades, the sound of unboxing a new appliance was defined by the squeak of Expanded Polystyrene (EPS) – a material that protects the product for a moment but lingers in our oceans for centuries. At SharkNinja, we are rewriting this narrative by eliminating EPS foam from our packaging, starting with our flagship Shark vacuum ranges. By replacing non-recyclable plastics with innovative, molded pulp and sustainably sourced cardboard, we are ensuring that the excitement of a new purchase doesn't leave a permanent footprint on the Australian coastline.

Our goal is clear: to elevate the recyclability of every box that leaves our warehouse, turning "waste" into a renewable resource.

This transition is more than a logistical update; it is a commitment to the circular economy. We recognize that our responsibility to the Australian environment begins long before a product is turned on and lasts long after the box is opened. By participating in the How2Recycle program, we provide clear, transparent guidance to our consumers, empowering every household to join us in our mission. When you unbox a SharkNinja product, you aren't just opening a box; you are participating in a global movement to keep our planet pristine, one recyclable package at a time.

Case Study

The Group's packaging materials consumptions (including paper used) were:

Packaging Materials	Unit	2025	2024
– Paper	Tonnes	26,507	27,980
– Plastic	Tonnes	296	286
Total	Tonnes	26,803	28,266
Intensity	Tonnes/USD mil revenue	16.2	17.7

THE ENVIRONMENT AND NATURAL RESOURCES

The Group recognizes that the life cycle of small household electrical appliances – from raw material extraction to end-of-life disposal – presents significant impacts on the environment and natural resources. To manage these impacts, we integrate circular economy principles into our core operations, focusing on "Green Design" to enhance product durability and repairability. In line with our green commitment, we have successfully eliminated expanded polystyrene (EPS) from specific product packaging and continue to expand our refurbishment programs to give returned units a second life. By optimizing packaging efficiency and strictly monitoring the disposal of electronic waste through qualified handlers, the Group strives to decouple business growth from resource consumption and minimize our overall ecological footprint.

3



OPERATING PRACTICES

OPERATING PRACTICES

Over a long period of time, JS Global Lifestyle has regarded high-quality products and excellent services as the important cornerstone to build brand reputation and improve the recognition of customers. As a global leader in high-quality, innovative small home appliances, we attach great importance to the innovation and transformation of our products, with a focus on the research and application of new technologies in smart homes. By virtue of an omni-channel distribution network with high penetration and diversified product portfolio, we have improved the quality of life for families worldwide. We are committed to providing customer services in a timely, efficient and professional manner, aiming to provide high quality consumption experience for customers.

PRODUCT INNOVATION

Base on advanced research and design centers of JS Global Lifestyle in the world and the demands of consumers, we continue to make innovation and launch new small household appliances in a timely manner, and take the development of innovative products with appealing designs as our core competitiveness.

We have established a scientific and complete 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 and shorten the development cycle of products.

We constantly invest a large number of capital and resources in research and innovation to provide technical support for continuously creating products that the customer need. 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 organisations), 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), striving to further enhance the research and development level of products. SharkNinja APAC continues to maintain synergies with SharkNinja and fully leverage its advantage of R&D cooperation to ensure that the Company can provide products with high quality and excellent experience on a systematic and long-term basis.

With efficient and coordinated global R&D capabilities, the Company continues to deliver innovative products that provide a "five-star" customer experience. As the nation takes another bold step in its journey among the stars, every launch and orbital experiment is supported by a network of innovators solving challenges unique to life beyond Earth. Among them are the engineers behind the space kitchen, who have addressed one of the least glamorous yet most essential tasks: ensuring astronauts have access to safe, stable drinking water in a zero-gravity environment.

In 2025, Joyoung will introduce a new generation of its Tianjing water purification line, reflecting the company's belief that space-grade innovation should not remain confined to orbit. By transforming advanced aerospace research into everyday home technology, Joyoung aims to provide families across the country with effortless access to cleaner, safer, and more reliable drinking water. With this upgrade, the brand brings "astronaut-level" purity into daily life, enabling millions to enjoy healthier hydration with ease.

Meanwhile, SharkNinja APAC continued to advance its "Space Technology" product line, launching the upgraded O-Coating Non-Stick Rice Cooker 40N9U Pro, the Space Water Purifier R5P, and the multifunctional Nutrition Master Y8 blender.



Joyoung All-in-One Blender Nutrition Master Y8

Joyoung launched the All-in-One Blender Nutrition Master Y8 with a number of innovations, including the BlenderX crushing system and the inverter brushless powerful motor, which improves the fineness of the drink to 85 microns, 6.9 times higher than its predecessor. In addition, the Y8 is equipped with the Huitong Remote Sensing Technology, which ensures that ingredients continue to boil at the optimal extraction temperature, increasing the protein precipitation rate by 71% and fully releasing nutrients.

Support for R&D and Innovation

To strengthen its innovation engine, JS Global Lifestyle continues to build a world-class talent ecosystem that attracts top industry experts and supports a globally integrated R&D network. Guided by consumer insights, the Company explores emerging technologies and new product opportunities and drives ideas from concept to shelf through close cross-functional collaboration.

To further enhance innovation capabilities, JS Global Lifestyle provides systematic training programs for its R&D teams and encourages creativity through a range of incentives, including innovation awards, an annual Innovation Day, and signature events such as the "Innovation Expert Talk" and the "Product Innovation Competition." The Company equips employees with advanced methodologies such as the Goldfire innovation platform and the TRIZ problem-solving theory, helping teams strengthen practical skills and cultivate long-term potential. At the same time, JS Global Lifestyle expands industry and academic cooperation through active partnerships with universities and research institutions, creating new opportunities for breakthroughs in key technical fields.

Industrial – Academic Collaborations

JS Global Lifestyle maintains long-standing partnerships with universities and scientific research institutions, actively supporting innovation education, practical training, and internship development. Through the establishment of practice bases, the Company provides opportunities for faculty and students to participate in real-world research, product development, and creative projects at Joyoung. Guided by the principles of multi-level, multi-channel, and multi-format cooperation, these collaborations leverage the strengths of both the Company and academic institutions to cultivate high-quality, innovation-driven talent and achieve mutual growth.

Joyoung had established extensive cooperation with leading institutions including Zhejiang University, Southeast University, China Jiliang University, Zhejiang University of Technology, the Ningbo Institute of Materials Technology and Engineering (CAS), the Hefei Institute of Physical Science (CAS), the China Electronics Standardisation Institute, the Zhejiang Institute of Science and Technology Information Science and Technology Search and Evaluation Center, and Zhejiang Fangyuan Test Group. Together, they applied for key provincial research and development projects, exchanged emerging technical insights, maintained ongoing connections through internship programs, and explored directions for future joint research.

Protection of Intellectual Property Rights

In parallel with advancing innovation, the Company places strong emphasis on safeguarding intellectual property rights. We operate in strict compliance with applicable laws and regulations across our major markets, including the WIPO Convention, the Copyright Law, Patent Law, and Trademark Law of the People's Republic of China, as well as the corresponding patent, design, and trademark legislation in Australia, Korea, Singapore, and Japan. To ensure lawful and transparent use of intellectual property, the Company has entered into a Brand License Agreement with SharkNinja, granting non-exclusive rights for procurement and production and exclusive rights for distribution and sales of Shark and Ninja branded products in the Asia Pacific region and Greater China. Internally, we reinforce our protection framework through regular employee training on confidentiality and intellectual property compliance, strengthening organisational awareness and supporting the continuous development and protection of the Company's intellectual assets.

PRODUCT RESPONSIBILITY

JS Global Lifestyle not only pursues continuous innovation to enhance user experience but also places unwavering importance on product quality and safety. We operate in strict accordance with the United Nations Guidelines for Consumer Protection, the Law on the 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 all other applicable regulations in the markets where we conduct business. With a customer-focused approach, we consistently strengthen our quality management systems to ensure every product meets the highest standards. To support this commitment, the Company has entered into a Product Development Agreement and Transition Service Agreements with SharkNinja, under which SharkNinja develops products tailored for the Asia Pacific and Greater China markets and provides essential support services, including information technology and back-office operations.

Products imported and distributed by SharkNinja APAC undergo rigorous quality oversight managed by SharkNinja, which implements comprehensive lifecycle quality management spanning product design, planning, development, validation, and launch. This integrated approach ensures that all products deliver reliable performance and meet stringent safety expectations.

Joyoung deeply integrates the ISO 9001, ISO 14001 and ISO 45001 standards into the quality control process, conducts food contact safety testing for all products in accordance with relevant national regulations and obtains testing report. We embrace the concept of user-oriented quality control, 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 realise the effective transition from "user demand" to "user satisfaction".

The Company adhered to the design concept of "safe, healthy, reliable, intelligent and green", regulated the quality management measures of the whole product process based on a sound quality management system and in accordance with international standards and industry best practices, strictly monitored the quality assessment of all aspects of the entire chain of products, and effectively prevented quality risk, so that consumers can acquire advanced and sustainable high-quality products.

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

Conduct third-party testing and certification to international standards to ensure that products comply with all relevant safety standards and legislative requirements in each market.



Additional internal testing:

- Validation of product safety performance against international standards to help identify safety precautions that may not have been captured in the previous step.
- Conduct consumer studies to understand how the product is used in the real world.



Appropriate product and packaging warning labels are assigned based on the results of the first two steps to meet local legal requirements.



All products are supplied with operating instructions and safety warnings to ensure safe use.





In addition to performing quality control throughout the product development life cycle, we have strengthened the timely management of product recalls by establishing a Product Recall Management System. A dedicated recall team and expert group have been formed, and a recall process has been developed in compliance with the requirements of the Consumer Product Safety Act (CPSA) and the Consumer Product Safety Commission. Once the procedure is triggered, the relevant products are placed on hold and tracked to support the execution of subsequent action plans. During the Reporting Period, the Company experienced no active or passive recalls related to product quality, safety, or health issues.

A Greener Kitchen – equipped with PFAS-free (fluorine-free) food-grade ceramic coatings



We believe that the safest place in the world should be your kitchen table. As global concerns rise over PFAS – the “Forever Chemicals” that linger in our environment and bodies – SharkNinja is taking a stand to redefine kitchen safety. Starting in 2025, we are embarking on a “Ceramic Revolution,” pledging that every newly developed product with a heating element will be entirely PFAS-free.

SharkNinja has committed that from 2025 onwards, all newly developed products containing heating elements (such as Ninja air fryers and multi-functional cooking pots) will be fully equipped with PFAS-free (fluorine-free) food-grade ceramic coatings. This initiative aims to phase out PFAS substances, often referred to as “Perpetual Chemicals,” not only improving food safety standards and reducing potential harmful emissions during cooking, but also significantly reducing the long-term environmental impact on Australian land and water resources after product disposal, achieving comprehensive carbon reduction and environmental protection goals from production to use.

This is more than a technical swap; it is a promise to our consumers that their favorite Ninja air fryer or multi-cooker is built with a conscience, ensuring that the only thing lasting about our meals is the memory – not the chemicals.

Product Recall Procedure

Following the discovery of non-compliant products or quality issues, the Product Recall Procedure is initiated, involving the identification and containment of affected goods. A corrective action plan is then developed in collaboration with other departments. Finally, a recall is notified and the process is supervised to ensure effective execution.

Responsible Marketing

JS Global Lifestyle actively fulfills its commitments to compliant marketing and collaborates with partners across all sales channels to provide customers with true, accurate, and transparent information throughout the omni channel consumer network. We are committed to avoiding false or misleading advertising and to ensuring that consumers are equipped to make well informed and appropriate purchasing decisions.

Compliant Marketing

JS Global Lifestyle ensures that all marketing activities comply with the applicable laws and regulations in the regions where we operate, including the Advertising Law of the People's Republic of China and the Anti Unfair Competition Law of the People's Republic of China. We actively conduct compliance risk assessments and provide legal and compliance training across all channels to strengthen responsible marketing awareness among employees and distributors, thereby reducing the risks associated with product promotion. To further safeguard consumers' right to information, we also provide product description training for sales managers and distributor representatives to help them communicate product features clearly and accurately.

SharkNinja APAC reviews all marketing activities through the Veeva system, with joint review by the legal, compliance, product and marketing teams to ensure alignment with product label and advertising requirements. When selecting distributors, SharkNinja APAC considers factors such as channel capability, household appliance expertise, operating conditions and company size to ensure that only qualified distributors with the necessary competencies are engaged to support compliant marketing practices.

Joyoung requires all distributors to sign the Commitment on the Code of Conduct for Partners of Joyoung Group and the Distribution Agreement, which set out the responsibilities related to consumer rights protection and advertising conduct. These measures help ensure the accuracy and integrity of product promotion and support standardised management of distributor marketing activities. Joyoung has also established the Product Detail Page Management System and the Detailed Rules for Product Detail Page Management for online channels to ensure that product specifications, including technical parameters, materials and dimensions, are accurate and consistent with the actual products. For offline channels, Joyoung provides systematic communication training for store sales personnel to standardise product messaging.

Sales Channel Management

The Company continued to strengthen its presence across both online and offline sales channels. We expanded our online reach by exploring marketing innovations across major platforms including Amazon, Tmall, JD.com, Pinduoduo and Tik Tok. At the same time, we enhanced our in house live streaming capabilities and worked with leading streamers and live streaming platforms to further increase brand visibility. We also collaborated with retailers to promote our products during key events such as Amazon Members Day.

In offline channels, we continued to explore new retail opportunities by developing high end brand stores in major shopping malls. These efforts support the establishment of a refined and premium brand image.



To foster mutual growth with our distributors and support the strong development of our channel partners, we introduced a multi-dimensional channel incentive program. Incentives are provided based on sales performance, sales growth, channel coverage, service quality and repurchase rates. Eligible distributors include those who have signed the Distribution Agreement and the Supplemental Distribution Agreement and maintain a good credit record. These incentives encourage distributors to deliver consistent, high-quality services to customers and to grow together with the Company.

Consumers Guidance

We encourage customers to consider environmental and social impacts when making purchasing decisions by providing clear product information and services related to environmental protection, energy efficiency and sustainable resource use. Through these efforts, we continue to guide consumers toward choices that support environmental stewardship and social wellbeing.

Both SharkNinja APAC and Joyoung provide detailed product parameters and product manuals on their official websites, along with comparison tools that help consumers easily evaluate and compare product features. This enables customers to make informed purchasing decisions. We also offer comprehensive information on full life cycle services, including operating guidelines, cleaning and maintenance instructions, troubleshooting advice, precautions, declarations of hazardous substances, warranty details and product recall notices. These resources help consumers understand key product attributes, use products properly and reduce environmental impacts, including through participation in trade in programs.

In addition, we provide clear labeling for potential hazards, hazardous substances and chemical components, using internationally recognised symbols to ensure that consumers receive important safety information in an accessible and understandable manner.

Customer Service

We embed the values of honesty, warmth, transparency and happiness into every aspect of our customer service. Guided by the philosophy of Providing Sunshine Services for 365 days, we continuously enhance our omni channel service capabilities, deliver excellent customer experiences and build a high-performance service network. Through consistent and practical actions, we work to improve customer satisfaction and strengthen trust in our brand.

Communication Channels with Customers

We uphold the principle of placing customers at the center of everything we do and have established a diverse range of communication channels to ensure convenient access to support at any time. Customers can reach us through hotlines, email, retail stores and social media platforms including Facebook, LinkedIn, Instagram, YouTube, WeChat and Weibo. To further ensure timely responses during peak periods such as new product launches, promotional events and holiday seasons, we also collaborate with multiple third party contact centers, enabling seamless and reliable communication with consumers. Our consumer experience team works closely with the product and back office teams to ensure the accuracy and consistency of information across all customer touchpoints.

We operate more than 1,300 professional service outlets and 29 shipment repair centers, providing nearly 500,000 face to face repair services and 120,000 shipment repair services each year in Chinese mainland. We have also partnered with JD Express to establish service hubs in key cities, offering shipping and repair support to better meet the needs of users in different regions. SharkNinja APAC has set clear service standards to ensure efficiency, including the capability to repair and return products within 72 hours of receiving a customer request. Products registered for repair before noon are collected at the customer's home after 18:00 on the same day, delivered to the service center the following day and repaired and returned within 8 hours.



We also apply artificial intelligence to improve service efficiency and accessibility. By adopting an AI plus manual model and deploying intelligent customer service robots, we provide round the clock human computer interaction services. Through our Sunshine Service WeChat mini program, customers can access online appointment booking, frequently asked questions and various other service functions. In addition, professional call center staff, VIP service representatives and product experts are available to deliver tailored and high-quality support for customers.

Customer Complaint Management

To strengthen the management of customer complaints and ensure timely resolution, the Company has established the Complaint Management Rule and continuously improved the user complaint response mechanism. We have built a Full Customer Complaint Management System that addresses consumer concerns through inquiry, verification and negotiation procedures. This system helps prevent the escalation of complaints, protects the brand image and minimises negative impacts on consumers and the Company.

SharkNinja APAC uses integrated customer management systems, including Zendesk and FastHelp5, to centralise complaint information from all channels. The Company has also developed an internal complaint FAQ document that summarises common issues and corresponding solutions, which enhances the efficiency of customer service staff and improves the accuracy of complaint handling. For situations not covered in the document, the customer support manager formulates appropriate solutions.

Upon receiving a complaint, customer service staff respond to consumers via phone or email using the complaint FAQ document as a reference. The case is immediately reported to the customer support manager, and the details are filed and organised within the system. SharkNinja APAC also adopts a multi department collaborative approach. Complaints involving product quality are referred to both the project management and quality assurance teams for joint handling. Complaints with potential impacts on consumer health are escalated directly to senior management.

For Joyoung, the customer service department analyses incoming complaints and forwards them to customer service representatives and the relevant functional teams. These teams must begin handling the case within 30 minutes during business hours, ensure that they contact the consumer and provide handling feedback within two hours through the customer service system. Customer complaint specialists follow up on each case, ensure closure and conduct return visits to confirm that concerns have been fully resolved. For special cases, Joyoung applies time alerts, accelerated processing channels and product return or exchange mechanisms to ensure timely resolution and form a time bounded closed loop.

Joyoung also conducts regular training and performance assessments for its service teams to ensure that staff possess the necessary skills and service awareness. In addition, the Company introduced the Customer Complaint Management Regulations to further enhance complaint handling quality and improve customer service standards.

During the Reporting Period, Joyoung received and handled 67 complaints and inquiries about products and services from customers with a 100% handling rate, the annual satisfaction rate for after-sales services was 98.3%.



Data Protection

The Company recognises the critical importance of information security. To safeguard data and support stable business development, we have established a comprehensive set of management systems, including the Information Security Policy, 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. These systems are designed in accordance with the principle of reducing digitalisation risks and strictly comply with applicable laws and regulations such as the Cybersecurity Law of the People's Republic of China and the Personal Information Protection Law of the People's Republic of China. Through these measures, we continue to strengthen our overall data security management framework.

We publish our privacy policy on our official website and clearly commit to safeguarding personal information. We do not engage in any form of trade or resale of user data, nor do we disclose personal information to external parties. We are committed to ensuring that user information remains confidential, secure and protected from unauthorised access. Any updates or adjustments to our information collection practices are promptly disclosed on our official website to uphold users' right to transparency and full information.

During the Reporting Period, JS Global Lifestyle recorded no incidents of information leakage.

Cybersecurity

JS Global Lifestyle has established a comprehensive information security management system. The Audit Committee of the Board oversees corporate information and privacy protection, while the Company's IT Director reports directly to the Executive Director and the Chief Financial Officer. Employees are encouraged to report suspected security breaches or unusual information through email or telephone. The Company continues to strengthen its Information Security Policy and has standardised information classification by defining three levels of sensitivity: public, confidential and restricted. We also prohibit unauthorised devices from accessing the internal network and grant system access only to designated personnel in order to reinforce internal information protection.

Joyoung has developed the Information Security Incident Management System, which links information security performance to the assessment results of the first level directors of the Information Department. This accountability mechanism ensures effective implementation of security responsibilities. When an employee identifies an abnormality, the case is submitted to the Information Security Department for preliminary assessment. If confirmed as a security incident, the department forms an assessment team and an emergency response team and escalates the case to the department director, the relevant business unit or the Board depending on incident severity. Joyoung has obtained ISO and IEC 27001 2013 certification for its information security management system and successfully completed third party supervision reviews during the Reporting Period. In addition, Joyoung's official website system and its distributor purchase, sales and inventory system have received Grade II certification for information system protection, while its smart appliance platform has been awarded Grade III certification.



The Company adopts multiple preventive measures to reduce the risk of information security emergencies. Key data are regularly backed up, and detailed abnormal recovery procedures have been established. Joyoung backs up core data at the Qiantang data center in Hangzhou and maintains additional backup centers in Xiaoshan in Hangzhou and in Jinan in Shandong. With three data centers in two locations, Joyoung conducts monthly recovery tests on selected business databases. Joyoung regularly conducted information security tests. The Company also commissions independent third parties to perform annual IT vulnerability assessments. In addition, we have developed contingency plans and incident response procedures that outline the required remedial and follow up actions for any information incident involving Company owned or authorised IT assets, including computers, servers, applications and data backups. SharkNinja APAC's cybersecurity leadership team conducts regular reviews and testing of its incident response plan to ensure effectiveness.

Personal Data Privacy

Protecting personal information is essential to building trust with employees, customers and partners, and to maintaining the Company's reputation. We are committed to creating a secure and reliable digital environment through a series of protection measures. SharkNinja APAC publicly outlines its privacy commitments on its official website and adheres to the principle of minimum data collection, gathering only the information necessary to carry out relevant procedures. All data collection follows the principle of informed consent and fully respects the wishes of individuals. Personal information is encrypted, and firewall protections are implemented to enhance data security. If any incident involving information fraud or information crime is identified, the Company promptly reports the matter to law enforcement, financial institutions and relevant authorities to minimise potential losses.

SharkNinja APAC has also established the Acceptable Use Policy of Information Technology, which states that all data belong to the Company and that the Company may block suspicious incoming or outgoing emails. The policy further defines network access permissions and outlines rules for the use of Company equipment, including prohibitions on unauthorised use of the internal network and on disabling built in security functions. These measures reinforce the confidentiality and integrity of Company data.

Joyoung has developed the Joyoung Information Security Policy, the Information System Launch Management System and the Personal Information Protection Management System to clarify its commitments and objectives for information protection. These documents specify the approval procedures and requirements for launching information systems, ensure that personal information is collected, used and protected in a standardised manner and promote the continuous improvement of information security and personal data protection practices across the Company.

Information Security

Based on establishing the sound information security management system and comprehensive information protection measures, we require employees to complete regular information security training during the onboarding and throughout their employment. SharkNinja APAC conducts induction training on information security for new employees to help them become familiar with the specific provisions of the Information Security Policy and laws and regulations relating to the information and privacy protection in the place where they operate. SharkNinja APAC conducted information security awareness training, and the learning outcomes were tested through course quizzes. Joyoung organised an "Information Security Guidelines" study for all staff this year, and also conducted special training on information security for international marketing BU.



BUSINESS ETHICS AND ANTI-CORRUPTION

JS Global Lifestyle is committed to maintaining the highest standards of integrity and corporate ethics across all its global operations. The company strictly complies with international and local regulations, including anti-corruption, anti-bribery, anti-money laundering, and fair competition laws. From Hong Kong to Chinese mainland, Japan, New Zealand, and beyond, JS Global Lifestyle ensures that its business practices reflect transparency, fairness, and accountability. By fostering a culture of ethical conduct and regulatory compliance, the company actively rejects any form of misconduct such as bribery, monopolistic behavior, or unfair competition, reinforcing its dedication to responsible and sustainable business growth. During the Year, there was no concluded legal case regarding corrupt practices brought against the Group or its employees.

JS Global Lifestyle places strong emphasis on building a culture of integrity through a well-defined set of internal control systems and ethical guidelines. The company actively enforces a range of governance tools, including anti-bribery and anti-corruption policies, fraud prevention protocols, and comprehensive audit and compliance procedures. Clear standards of conduct are communicated to all employees through dedicated codes of ethics and behavior handbooks, with strict prohibitions against offering or accepting improper benefits such as cash, gifts, favors, or hospitality. Ethical business practices also extend to external partnerships, with all potential collaborators undergoing thorough vetting prior to engagement.

JS Global Lifestyle strengthens its ethical governance through both operational enforcement and strategic leadership. Supplier integrity is maintained through SharkNinja's consistent application of detailed inspections and quality control measures, while Joyoung reinforces ethical alignment by requiring partners to commit to integrity agreements and comply with its Supplier Code of Conduct. Oversight of the company's anti-corruption initiatives is led by the Board, which holds ultimate responsibility for ESG management and regularly monitors compliance-related risks. SharkNinja APAC conducts periodic assessments to identify potential corruption threats, ensuring timely mitigation. In parallel, Joyoung engages third-party experts to perform annual risk evaluations across all departments, focusing on both corruption and compliance vulnerabilities. Findings from these assessments inform internal audit priorities and guide the implementation of corrective measures in high-risk areas, reinforcing a proactive stance against unethical practices across the organisation.

Whistle-blowing Policy

The Group has established a whistle-blowing policy which allows employees and third parties (for example, customers and suppliers) to report concerns about any suspected corruption cases. These channels are open to employees, suppliers, distributors, consumers, and other stakeholders, and include options such as phone hotlines, email, written communication, and anonymous submissions to the internal anti-corruption team. Once a report is received, the company's audit department initiates a formal investigation process led by a designated task force. JS Global Lifestyle treats all reports with strict confidentiality, safeguarding the identities of whistleblowers and ensuring that sensitive information is not accessed without proper authorisation. The company maintains a zero-tolerance stance toward retaliation against individuals who report in good faith and enforces disciplinary measures against both retaliatory actions and malicious or knowingly false accusations. This approach reinforces a safe environment where ethical concerns can be raised without fear.

Anti-corruption Training

SharkNinja APAC carried out special anti-corruption and anti-money laundering training for senior management, while Joyoung actively carried out annual integrity and compliance promotion through a combination of online self-study and offline teaching. At the same time that we disseminate compliance laws and regulations of each area where we operate through training, we also teach employees the ethical red lines and precautions in their daily work. The completion rate of anti-corruption training for all employees of JS Global Lifestyle reached 100% during the year, and all employees comply with JS Global Lifestyle's anti-corruption policy. In addition, we regularly conduct business ethics training with our business partners, conveying our compliance philosophy and values to them, thereby strengthening the trust in cooperation and contributing to the construction of long-term and stable partnership relationships.



During the Reporting Period, the Company was not aware of any material non-compliance with related laws and regulations of bribery, extortion, fraud and money laundering that would have a significant impact on the Company. No concluded legal cases regarding corrupt practices have been brought against the Company or its employees during the Year.

4



SUPPLY CHAIN MANAGEMENT

SUPPLY CHAIN MANAGEMENT

JS Global Lifestyle places great importance on collaborative supplier management and aim to build a high quality, stable supply chain with partners who uphold strong business ethics and actively practice environmental and social responsibility. We also encourage our suppliers to align with our sustainability values and continuously deliver high quality products and services to our customers.

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

Based on the Supplier Code of Conduct, we require suppliers to comply with relevant regulations to meet our expectations for suppliers in terms of business ethics, employee management, environmental management and other dimensions. On this basis, Joyoung provides the suppliers with the Statement of Social and Environmental Responsibilities in order to further clarify the specific behavior rules that suppliers shall comply with in the process of cooperation, so as to further reduce the risk of cooperation, avoid negative impacts and form a closed-loop management of protection of Joyoung's rights and interests. 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.



Entry of Suppliers

JS Global Lifestyle upholds fairness and impartiality in the selection of new suppliers. Our onboarding process includes a comprehensive review of supplier qualifications, industry experience, management system certifications, financial stability, research and development capabilities and product quality. We also conduct on site assessments to evaluate the reliability and operational performance of potential partners.

At the entry stage, we assess environmental and social risks to ensure alignment with the Supplier Code of Conduct. The assessment covers key areas such as the prohibition of child labor and forced labor, protection of minors, reasonable working hours, statutory wages and benefits, occupational health and safety, fire safety, environmental protection and business ethics. We also adopt a competitive tendering process to ensure fair participation and specify in contracts that subcontracting is strictly prohibited.

Suppliers involved in the production of Shark and Ninja products sold by SharkNinja APAC undergo rigorous screening by SharkNinja. The assessment includes environmental requirements such as the implementation of product environmental management programs, hazardous substance management systems and procedures for identifying and evaluating environmental factors. These environmental risk assessments are conducted annually. Social requirements include mandatory prohibitions on forced labor in employee handbooks and the implementation of monthly health and safety inspections, among other criteria.

Joyoung requires all key suppliers to obtain ISO 9001 certification for quality management systems. Suppliers of food grade components must hold either FDA food safety certification or IECQ QC 080000 certification for hazardous substance process management. Suppliers whose operations may pose environmental risks must obtain ISO 14001 environmental management certification. In addition, Joyoung requires suppliers to provide environmental impact assessments, pollutant discharge permits and fire safety approval documents. Only suppliers that meet all hardware qualification requirements may progress to further evaluation.

Before entering cooperation, Joyoung requires all suppliers to sign the Integrity Cooperation Agreement and the Statement of Social and Environmental Responsibilities. These documents standardise ethical expectations for both parties and protect the lawful rights and interests of all stakeholders throughout the cooperation process.

During the Reporting Period, JS Global Lifestyle had 339 suppliers, including 134 tier 1 suppliers, and no supplier was disqualified due to product quality and safety.

Type of Suppliers	Number of Suppliers
Total	339
Tier 1 Suppliers	134
Key Tier 1 Suppliers	22

SUPPLIER ASSESSMENT

JS Global Lifestyle places strong emphasis on managing the social responsibility performance of its suppliers. We require suppliers to develop timely rectification plans in response to issues identified during monitoring and to take necessary follow up actions to ensure continued compliance with our expectations. During the Reporting Period, no cases of forced labor or child labor were found in any tier one supplier facilities.

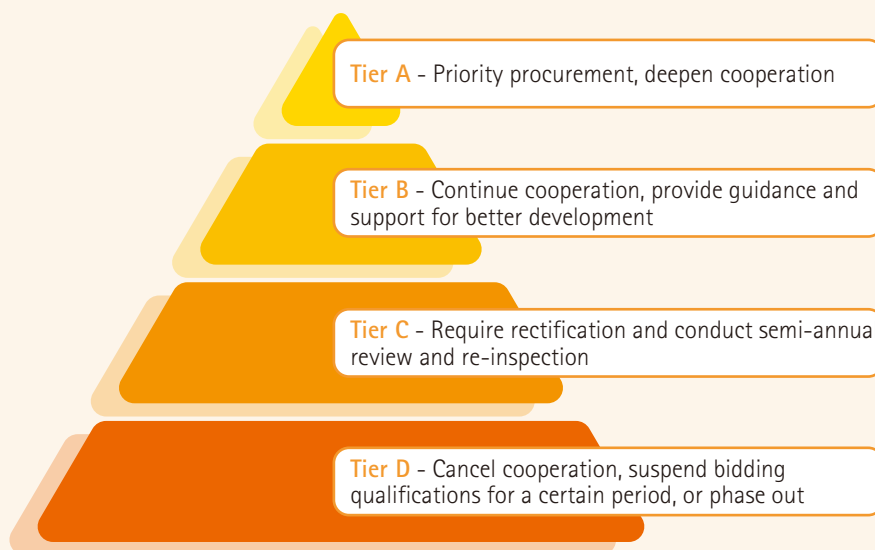
Suppliers supporting SharkNinja APAC undergo regular assessments and audits conducted by SharkNinja. These annual audits evaluate compliance with internal standards and legal requirements relating to health and safety, human rights and labor practices, business ethics and environmental governance. When noncompliance is identified, SharkNinja informs SharkNinja APAC and initiates enhanced monitoring of the supplier to verify the implementation of corrective actions until full resolution is achieved.

Joyoung has established a comprehensive supplier management framework that includes the Supplier Management System Based on Grading, the Supplier Performance Management System, the Supplier Quality Management Standard and the Supplier Quality Star Rating Certification Management System. Suppliers are evaluated through a multi-dimensional assessment process carried out monthly, quarterly, semiannually and annually. Based on performance results, suppliers are classified into tier A, tier B, tier C and tier D, with corresponding purchasing strategies, incentives or penalties applied.

In addition, Joyoung implements a quality scoring mechanism that categorises suppliers into four groups: less than three stars, three stars, four stars and five stars. Suppliers with less than three stars that fail to complete corrective actions within the required timeframe face reduced cooperation priority, while suppliers with higher ratings receive preferential collaboration arrangements. To encourage continuous improvement, Joyoung applies both reward measures and elimination mechanisms, phasing out suppliers with low improvement willingness and supporting those demonstrating strong commitment to progress.



In 2025, Joyoung conducted three audits covering 14 key tier one suppliers. No noncompliance related to environmental or social issues was identified during these audits.



COMMUNICATION WITH SUPPLIERS

JS Global Lifestyle has established a long-term communication mechanism with suppliers, ensuring frequent and routine exchanges that support continuous improvement in delivery performance and product quality. Through joint development, capability training, quality management initiatives and laboratory collaboration, we work closely with suppliers to strengthen their operational excellence. The Company also promotes data integration and information sharing through its system platform, enabling platform-based management across all suppliers and achieving rapid sharing of quality management data as well as closed loop oversight of business processes.

SharkNinja provides all new tier one suppliers with training on environmental and social responsibility to ensure full understanding of the requirements set out in the Supplier Code of Conduct. These trainings cover environmental impact management, social responsibility audits and business ethics.

Joyoung encourages suppliers to organise monthly quality improvement activities each year, including quality awareness campaigns, quality culture building, technical training and knowledge or skills competitions. Suppliers are required to report progress and submit summaries of activities according to the planned schedule. Joyoung launched supplier capability enhancement programs designed to strengthen suppliers' competencies in manufacturing, quality testing, production planning and delivery. A dedicated team was formed to provide guidance on bill of materials management, monthly capacity reviews, daily material tracking, daily planning reports and mechanisms for addressing delivery abnormalities. Joyoung has also implemented performance incentives and constraints to motivate suppliers, strengthen stability in the parts supply chain, shorten the preparation cycle for long lead time materials and improve on time delivery rates across the entire order fulfillment process.

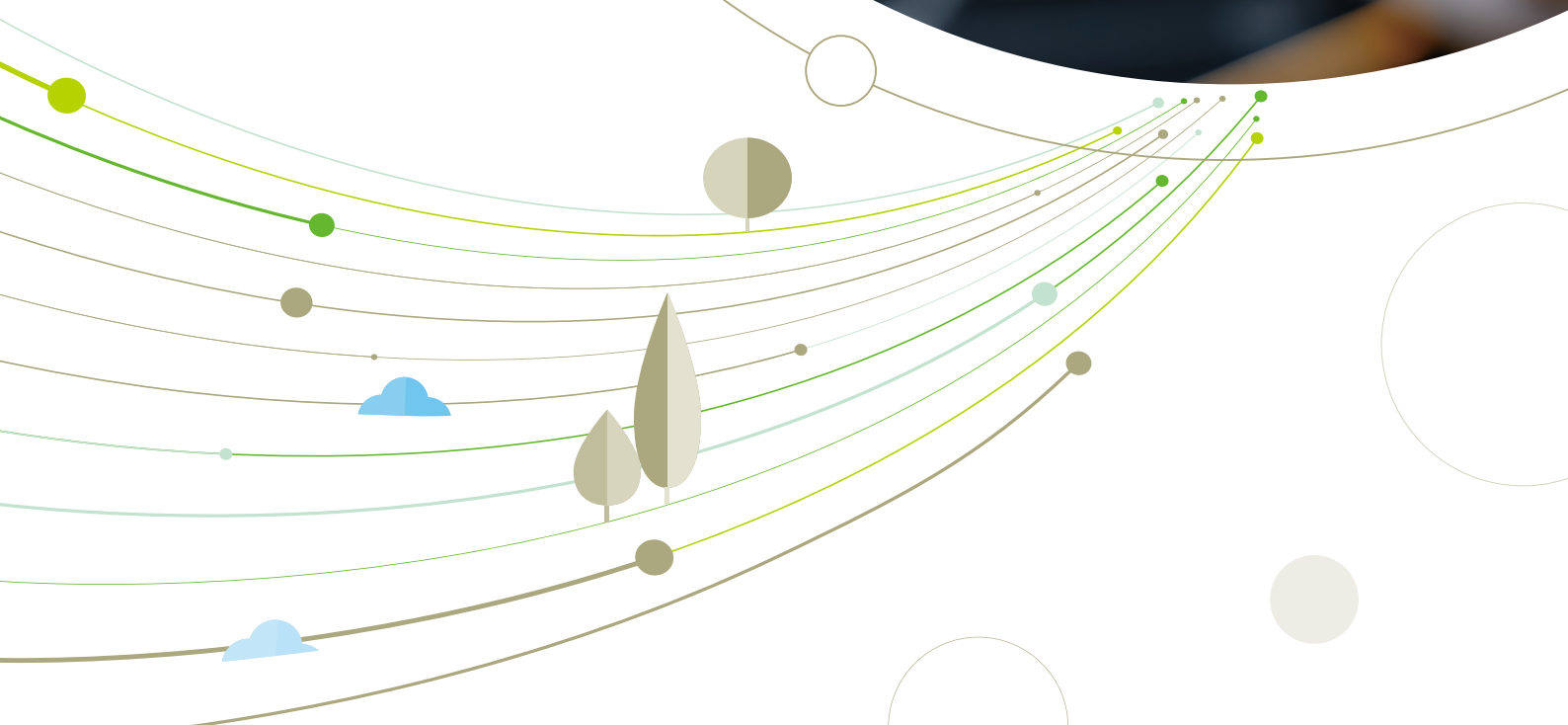
During the Reporting Period, the breakdown of supplier training activities carried out by JS Global Lifestyle is as follows:

Disclosure Indicators	Unit	2025
Number of hours of supplier trainings	hours	148
Number of supplier trainings	sessions	6
Number of suppliers covered by supplier training	suppliers	518

5



EMPLOYEE MANAGEMENT



EMPLOYEE MANAGEMENT

JS Global Lifestyle is committed to creating a workplace that reflects the values of people orientation, teamwork, responsibility and health. The Company strives to build an inclusive and diverse working environment where all employees receive equal treatment and enjoy the same legal rights in recruitment, promotion, training and development, compensation and benefits. We support employee growth through a comprehensive training system, safeguard their wellbeing through robust health and safety management practices and ensure that their legitimate rights and interests are fully protected. By fostering a fair and supportive working environment, the Company enables employees to grow together with the organisation and contribute to long term shared value.

EMPLOYMENT PRACTICES

JS Global Lifestyle strictly complies with the Labor Law of the People's Republic of China, the Labor Contract Law, the Provisions on the Prohibition of Using Child Labor and other applicable labor-related laws and regulations in all operating regions. The Company has developed and issued the Employee Handbook and the Code of Business Conduct and Ethics to ensure that employees' legitimate rights and interests are fully protected.

Within SharkNinja APAC, the Employee Handbook and Code outline key employment policies and procedures that apply before an employee begins work. These documents provide guidance on recruitment and termination, professional conduct, compensation and promotion, equal opportunity, anti-discrimination, diversity, health and safety, working hours, holidays and other benefits. In Chinese mainland, Joyoung has established additional management rules, including the Employment Guidelines, internal referral procedures, social recruitment rules, headhunting agency management rules and re-employment management rules. These policies help build a healthy, safe and respectful workplace.

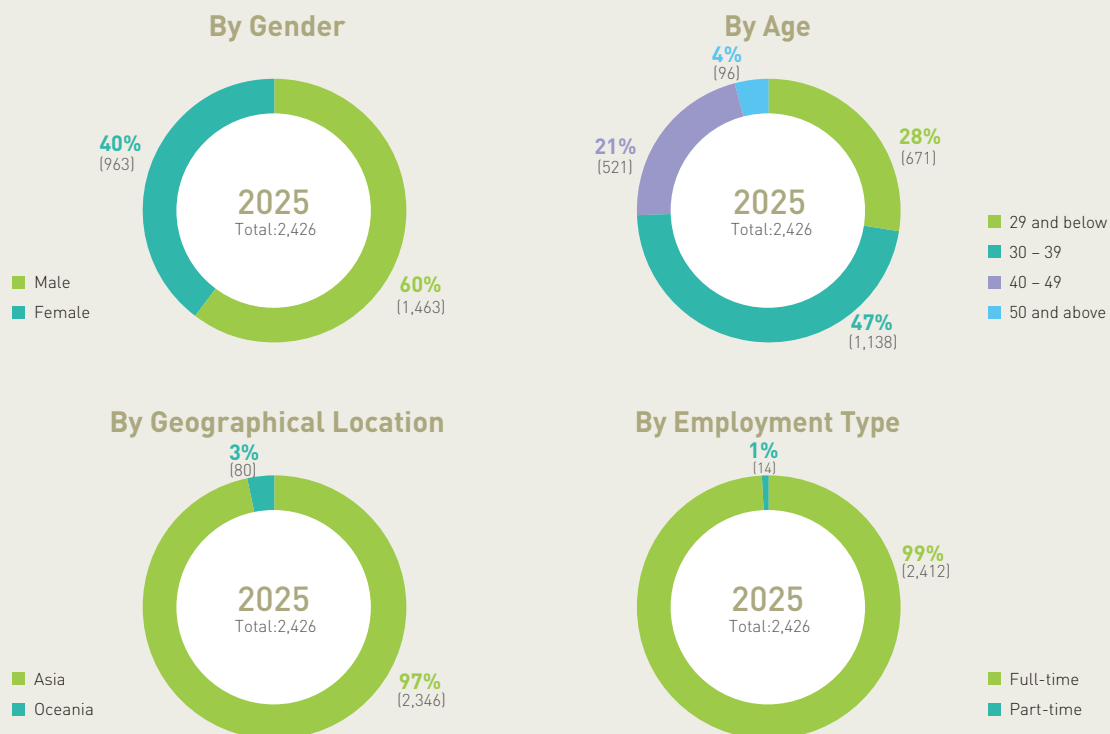
Labour Standards

As a responsible employer, the Company strictly prohibits the use of child labor and forced labor. To prevent non-compliance, we verify the identification documents of all new employees to ensure they meet the legal working age requirements. Multiple reporting channels are available for employees and the public to raise concerns about suspected child labor or forced labor, including email, public complaint hotlines, reporting mailboxes and written reports. The Company has also adopted the Interim Provisions on Labor Dispatch in Chinese mainland to ensure that dispatched workers do not exceed 10 percent of the workforce in the region. During the reporting period, no instances of child labor or forced labor were identified.

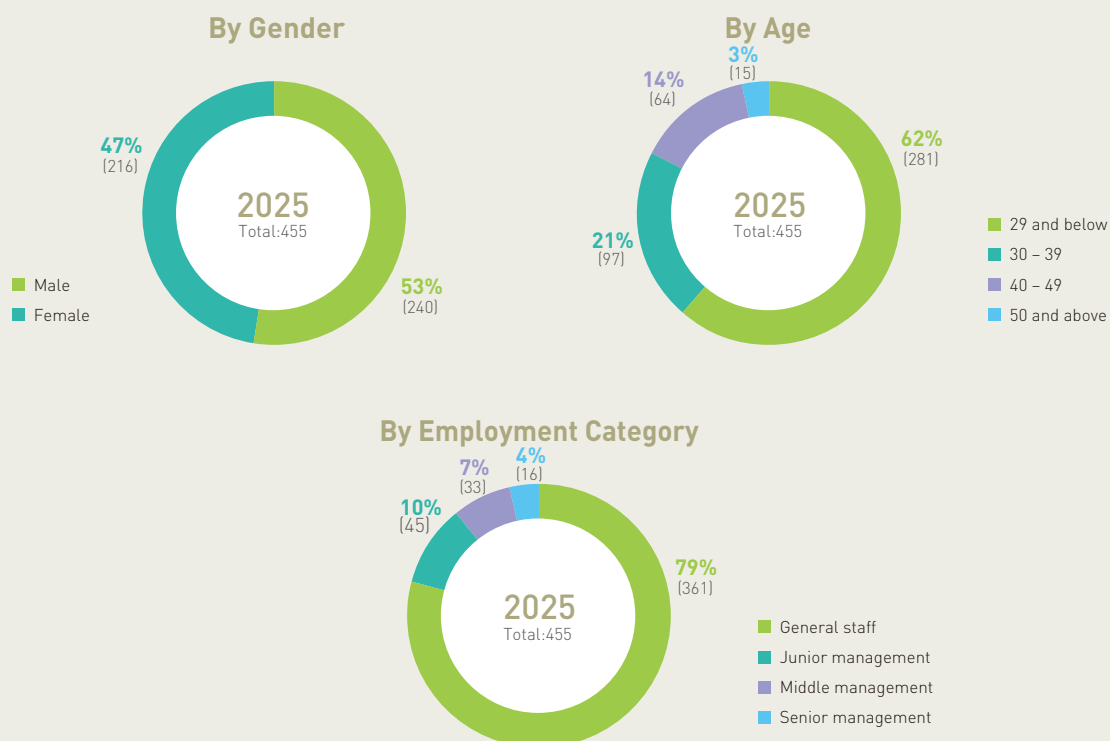
JS Global Lifestyle places strong emphasis on attracting and retaining high-quality talent. Through campus recruitment, social recruitment, online and multimedia platforms, job fairs and internal referrals, the Company continues to build a skilled and diverse workforce.



As of 31 December 2025, the employee profile of the Group is illustrated below:



Demographics of New Hires in 2025 are as below:





JS Global Lifestyle fully respects and upholds internationally recognised human rights principles, including 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. With reference to these standards, the Company has formulated the Employees Rights Policy, the Business Code of Conduct and the Supplier Code of Conduct, which publicly communicate our human rights commitments and expectations to both internal and external stakeholders.

The Company maintains a zero-tolerance stance toward any form of unethical conduct, including discrimination, intimidation, harassment, violence and actions that infringe upon personal dignity. Any violation of human rights is handled with seriousness in accordance with applicable laws and internal regulations. Joyoung and SharkNinja conduct regular factory audits covering a wide range of human rights risks, such as equal employment, non-discrimination, legal working hours, prohibition of forced labor, prohibition of child labor, prohibition of human trafficking, occupational health and safety, freedom of association and the right to collective bargaining. These audits help ensure that factory operations meet international standards and that workers' rights are fully protected.

During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations, that would have a significant impact on the Group.

Diversity, Equality & Inclusion

As employees of JS Global Lifestyle come from various countries and regions around the world, their different cultural backgrounds bring the Company the integration of diversified thinking and views, stimulating more dynamic and innovative values. In the face of a diversified workforce, 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 APAC takes diversity, equity and inclusion (DEI) as its core strategy, actively promotes the concept of DEI amongst its employees, with the aim of creating a fair, inclusive and innovative work environment. We incorporate such topics related to "unconscious bias" and "micro inequalities" into our daily communications to help our employees gain a deeper understanding of topics such as neurodiversity, LGBTQ+, race and identity, and gender diversity. In this way, we can effectively identify and correct potential personal biases, eliminate subconscious racial discrimination, and promote a culture of openness, tolerance, and respect among our employees.



Diversity, Equality and Inclusion Awareness Training for Joyoung Employees

Joyoung is committed to guarding the growth and development of new employees and regularly conducts diversity, equality and inclusion awareness training activities, covering important topics such as respect for multiculturalism, adherence to core value outputs such as gender equality, and employee care. By the end of the reporting period, Joyoung had provided each new employee with a total of 8 hours of training on diversity, equality and inclusion-related topics.



Diversity, Equality and Inclusion Awareness Training

Case Study

Joyoung is committed to fostering a fair and inclusive workplace and implements the Law of the People's Republic of China on the Protection of Disabled Persons and other relevant regulations to ensure equal employment opportunities for persons with disabilities. The Company provides appropriate job arrangements and ensures that employees with disabilities can participate equally in work and company activities. As of the end of the Reporting Period, Joyoung employed 32 persons with disabilities, comprising 24 males and 8 females.

To prevent discrimination in recruitment, the Company has incorporated anti discrimination provisions into its recruitment management policy. Interviewers are required to treat all candidates with respect, avoid subjective judgments based on personal preference, refrain from making personal attacks and avoid discussing topics that could be discriminatory. Joyoung has also established the Information Exchange and Communication Control Procedure, which encourages employees to report incidents of discrimination or harassment through email, telephone or direct communication.

We continue to provide assistance to female employees and vulnerable groups by offering special benefits and support through institutional assistance and facilities.

Remuneration and Benefits

JS Global Lifestyle establishes its remuneration and benefits policies in strict compliance with local laws and regulations in all regions where it operates. The Company ensures that employee compensation meets or exceeds legal minimum requirements and adheres to standards governing maximum working hours, overtime and statutory benefits. Internal pay levels are reviewed to remain consistent with reasonable industry and labor market benchmarks. In accordance with legal provisions, the Company contributes to social and medical insurance for all employees and provides supplementary commercial insurance. For employees in Chinese mainland, contributions are also made to the housing provident fund.

To maintain a competitive remuneration structure, the Company adopts a fixed plus variable compensation model to support fair and consistent management across roles. The remuneration package consists of basic salary and a range of variable components, including position allowances, special incentives, year-end bonuses and share awards or option schemes. Adjustments to salaries and benefits are made annually based on government-issued wage standards, updated social security contribution bases and other relevant data.

SharkNinja APAC incorporates digital and automated tools to conduct timely performance evaluations, which support the formulation of equitable annual bonuses. The business also performs an annual review of employee remuneration, budgets and compensation structures to ensure that its pay levels remain competitive. SharkNinja APAC provides employees with medical insurance, life insurance, personal accident insurance and work injury insurance, while fully safeguarding statutory leave entitlements such as marriage leave, paternity leave, parental leave and bereavement leave. Additional benefits, including telephone allowances and overseas travel allowances, are also offered.

Joyoung has established the Rules on Benefits Management and related guidelines to create a welfare system that reflects humanistic and differentiated care. In addition to statutory benefits, we provide a range of enhanced employee welfare programs, including medical insurance, annual health checkups tailored by gender and age, educational assistance subsidies, allowances for high-temperature conditions in accordance with government policies, holiday benefits, meal allowances or free lunches and shuttle bus services. These measures help strengthen employee belonging and cohesion.

TRAINING AND DEVELOPMENT

Employee development is essential to the long-term growth of JS Global Lifestyle. To meet the diverse career aspirations of our workforce, the Company provides multi-dimensional development pathways and a wide range of training opportunities. Joyoung has established the Internal Training Management System together with a comprehensive training framework and a three-channel promotion mechanism that supports the advancement of technical, quality and patent personnel. In addition, Joyoung has developed cross-department career development paths to help employees enhance their skills and progress in their careers.

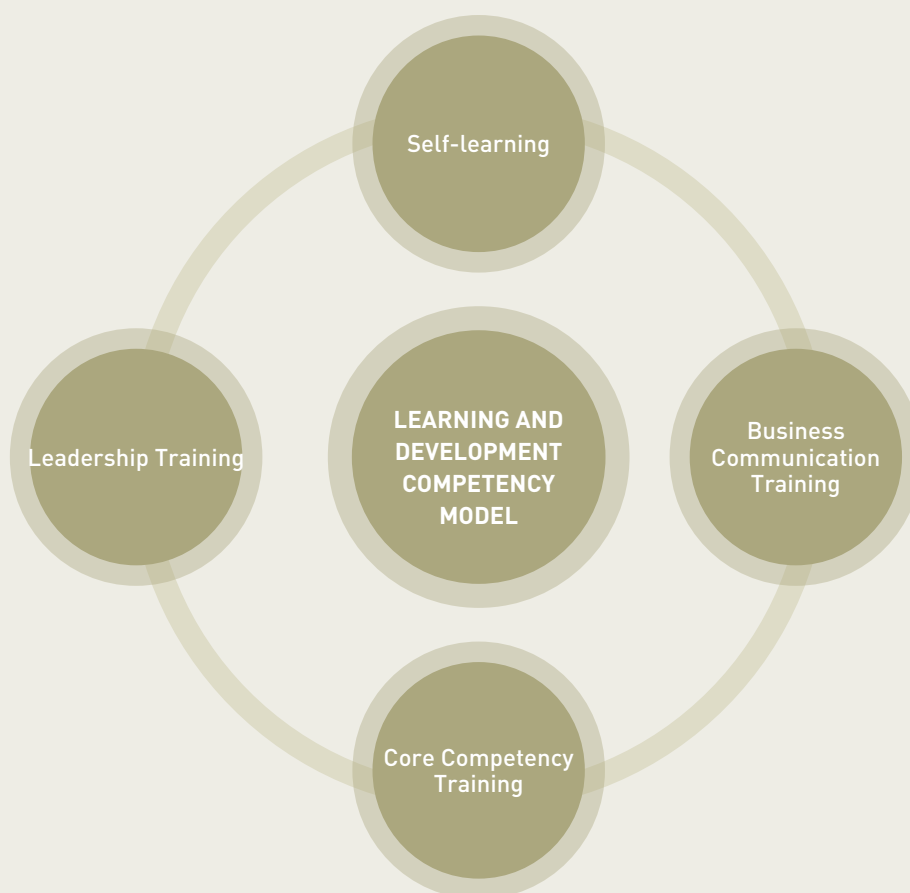
Occupational Training

JS Global Lifestyle designs its training approach based on operational needs and job characteristics, integrating both internal and external resources to deliver new-hire training and specialised skill training. All training programs require assessments to evaluate effectiveness and outcomes, and feedback mechanisms are established to support continuous improvement of the training system. The Company also encourages employees to pursue further education, professional certifications and higher academic qualifications. Incentives or tuition reimbursements are provided to employees who successfully complete relevant programs and obtain recognised degrees or certificates, and financial support is offered to those undertaking further studies.



SharkNinja APAC provides a variety of talent development programs that include leadership, management, creative thinking, best employment practices and product development training, with the goal of cultivating the next generation of leaders. The business has developed a Learning and Development Competency Model that enhances employee adaptability across four key areas: self-learning, leadership development, business communication and core competency training. These efforts help ensure the Company maintains a high-quality talent pool that supports sustainable long-term growth.

Learning and Development of Competency Model



Joyoung carried out diversified training courses for personnel from the management to non-management employees through a variety of online and offline channels, focusing on the accumulation and cultivation of highly-competent talent and empowering more employees to create value in their respective positions.

Comprehensive Training at JS Global

In 2025, the JS Global Hong Kong office significantly advanced its commitment to talent development by rolling out comprehensive training sessions. These initiatives covered a wide spectrum of professional disciplines, ranging from advanced data analytics, essential leadership and cross-cultural communication skills. By providing employees with diverse learning opportunities – including specialized workshops on ESG integration and strategic operational management – the office fostered an environment where staff could sharpen their expertise and stay ahead of industry trends. Feedback from these sessions has been overwhelmingly positive, with team members reporting that the practical, hands-on nature of the training has directly enhanced their day-to-day productivity and long-term career growth.



Product Manager Training Camp

As one of Joyoung's key competency development initiatives in 2025, the Product Manager Training Camp was designed around five core competency requirements for product managers. The programme offered tailored coursework and professional lectures, supported by both in class and post class exercises to reinforce learning and accelerate employee development. Conducted from March to December, the programme included eight sessions, each attended by an average of more than 120 participants. The training covered a broad range of roles, including product management, user research, branding and channel operations. Through this structured training approach, Joyoung strengthened employees' professional capabilities and job competencies, while also enhancing the Company's product innovation capacity and overall market competitiveness.



Product Manager Training Camp

Case Study



Online Learning Platform – Xiaoyang School

As Joyoung's online learning platform, Xiaoyang School continues to be well received by employees due to its convenient interface, user friendly points redemption system and extensive library of high quality courses. In 2025, the platform underwent significant resource integration and successfully developed and retained more than 1,200 core courses. The platform expanded its offerings across key areas such as management development, professional competency enhancement and workplace skills improvement, supporting the effective implementation of training initiatives.



Online Learning Platform – Xiaoyang School

Case Study

Cross-functional Internal Training at Sharkninja APAC

Internal training sessions are always a great mix of learning and engagement. Following the success of last year's fundamentals of marketing session, we were excited to keep the momentum going by welcoming our APAC Supply Chain VP to lead an insightful session on our internal processes. It was a fantastic opportunity to go behind the scenes, strengthen cross-functional understanding, and see how our teams bring our outrageously extraordinary culture to life through collaboration and knowledge sharing. As of December 31, 2025, the training data is shown below:

Indicators	Average Training Hours (Hours)	Trained
Overall	20.21	87%
By Gender		
Female	24.18	85%
Male	14.18	89%
By Employment Categories		
Management	18.63	84%
General Staff	21.79	88%

Talent Development

We are committed to building a people-focused talent development system that enables every employee to grow with clarity and confidence. To support this, we design individualised development routes and establish incentive mechanisms rooted in talent cultivation, helping employees realise their unique value within the Company.

SharkNinja APAC has created tailored development paths and promotion criteria that reflect the specific needs of different functions. Clear knowledge and competency benchmarks are defined for each level, supplemented by resources such as the Career Check-in Guide and the Global Engineering Career Path Guides. These tools help employees better understand the Company's expectations and plan their career progression more strategically.

Joyoung has introduced a comprehensive talent framework that includes the Performance Management System and the Employee Career Development Channel Management System. Employee performance is assessed through semi annual and annual KPI evaluations, combined with holistic individual performance reviews. The Company also provides two structured pathways, the Management Development Channel and the Professional Development Channel. These pathways offer transparent performance standards, clear promotion procedures, and long term career planning support.



Fostering a Culture of Appreciation and Connection

The Group is committed to enhancing employee well-being by cultivating a supportive and inclusive workplace culture. Throughout the year, our regional offices—including SharkNinja APAC office, Singapore office, Korea office, Japan office and JS Global Hong Kong —hosted various festive gatherings, such as Year-End celebrations, and holiday parties, to recognize the dedication and hard work of our teams.

Beyond mere celebration, these events serve as vital platforms for strengthening workplace bonds and boosting morale. By integrating interactive games, award presentations, and team-building activities, we provide meaningful opportunities for colleagues to connect personally and reflect on collective achievements. These initiatives underscore our appreciation for our people, ensuring they feel valued and motivated as we transition into the new year.



Fostering a Culture of Appreciation and Connection

Case Study

Together, these systems ensure that employees at every stage have a clear roadmap for growth, recognition for their achievements, and meaningful opportunities to advance.



The employee turnover during the Reporting Period is as follows:

Employee turnover rate ⁷	2025	2024
Overall	25%	27%
By gender		
Male	25%	28%
Female	24%	26%
By age group		
29 and below	48%	44%
30 – 39	17%	18%
40 – 49	14%	12%
50 and above	19%	14%
By geographical region		
Asia	25%	27%
Oceania	23%	13%

CARE FOR EMPLOYEES

JS Global Lifestyle highly respects and values the opinions of the employees. We strengthen the care for employees from various aspects such as democratic management, daily activities and employee benefits, safeguard the physical and mental health of our employees in all aspects, so as to maximise their satisfaction and sense of gains.

Employee Communication

We place great importance on listening to our employees and value their contributions to the Company's development. To support open dialogue, we have established multiple communication channels, including a suggestion platform, president's mailbox, and interactive messaging functions across various departments and management platforms. These mechanisms enable the Company to understand employees' needs in a timely manner and respond to their concerns promptly and effectively.

We are fully committed to supporting our employees and safeguarding their rights in the countries and regions where they live and work. Joyoung has implemented the Staff Comments, Suggestions, Grievance Handling and Feedback Management Procedures and the Control Procedures for Information Exchange and Communication. These policies help create an open, transparent working environment in which employees' opinions are heard, respected, and acted upon.

Joyoung's labor union plays an active role in employee engagement by organising education programs, psychological counseling, and various well-being initiatives to support the overall mental health of employees. The Company also convenes an annual employee representative general meeting to gather feedback on matters related to employee rights and interests, helping to continuously enhance the communication environment and the quality of employee care services.

In 2025, 100% of Joyoung employees were represented by an independent labour union or covered by collective bargaining agreements. A total of 91 employees participated in the employee representative general meeting, ensuring broad representation and meaningful participation in Company affairs.



Employee Caring Activities

JS Global Lifestyle actively carried out diversified employee cultural activities such as team building, holiday celebrations and sports events, aiming to build a positive and energetic working atmosphere and friendly working relationships. Every year, we promote cultural diversity and inclusion by conducting different activities, so as to enhance the sense of well-being and satisfaction of employees.

Case Study



Team Building at SharkNinja APAC

At SharkNinja APAC, our "hacks" are where we collaborate to solve problems, define outcomes and make breakthrough plans. Leaders from across our markets come together to share insights, align on priorities, and chart the course for the year ahead. It is a space where diverse perspectives spark new ideas, challenges are tackled head-on, and collaboration turns plans into momentum.



Teams Building at SharkNinja APAC

Case Study



Team Building at Hangzhou

On October 2025, our team embarked on a meaningful journey "初心之地 · 同行之旅", a trip that brought us closer to the heart of our brand and to each other. We visited our subsidiary Joyoung, explored the cultural richness of Hangzhou, and engaged in a series of team-building activities that deepened our connections and strengthened our shared purpose. This journey reminded us of where we started, why we do what we do, and how far we can go together.



The Company organised a team building activity designed to provide employees with a refreshing break from daily work routines while strengthening team cohesion. Through engaging and collaborative activities, participants were able to unwind, connect with colleagues, and enhance communication and teamwork. The program included a mix of light-hearted challenges and group tasks that encouraged creativity, problem solving, and mutual support. The relaxed atmosphere allowed employees to interact outside their usual work roles, helping build stronger interpersonal relationships and deepening trust among team members. Overall, the event successfully fostered a supportive and unified team environment, leaving participants energised and motivated to continue contributing to the organisation's success.

Fostering a Culture of Appreciation and Connection

The Group is committed to enhancing employee well-being by cultivating a supportive and inclusive workplace culture. Throughout the year, our regional offices—including SharkNinja APAC office, Singapore office and Korea office, Japan office and JS Global Hong Kong — hosted various festive gatherings, such as Year-End celebrations, and holiday parties, to recognize the dedication and hard work of our teams.

Beyond mere celebration, these events serve as vital platforms for strengthening workplace bonds and boosting morale. By integrating interactive games, award presentations, and team-building activities, we provide meaningful opportunities for colleagues to connect personally and reflect on collective achievements. These initiatives underscore our appreciation for our people, ensuring they feel valued and motivated as we transition into the new year.



Thirsti Thursday – APAC Korea

The P&C department hosts "Thirsti Thursday" on the third Thursday of each month as a recurring social gathering activity for the APAC Korea team. This monthly initiative provides team members with a relaxed break from their daily routines, allowing them to enjoy informal conversations, refreshments, and meaningful interactions with colleagues. By creating a friendly and approachable atmosphere, Thirsti Thursday helps strengthen teamwork, encourage cross-team communication, and foster a more connected and positive working environment. Over time, this recurring gathering has become an integral part of the APAC Korea team's culture, supporting both employee engagement and overall morale.

Healthy Hustle – APAC ANZ

The P&C team launched "Healthy Hustle," a month-long wellness initiative dedicated to promoting both physical movement and mental well-being across the team. Throughout the month, employees were encouraged to participate in a variety of activities designed to inspire healthier lifestyle habits, such as personal fitness challenges, step-count competitions, guided stretching sessions, and wellness reminders incorporated into daily routines. The initiative also emphasised the importance of mental health by introducing practices such as mindful breathing, short desk-break exercises, and tips for managing stress during busy periods.

Healthy Hustle not only motivated employees to take better care of themselves but also fostered a sense of community as team members shared progress, exchanged encouragement, and celebrated small victories together. By creating a supportive environment that prioritised balance, resilience, and holistic well-being, the P&C team helped employees build sustainable routines that extend beyond the workplace. The month concluded with a renewed awareness of the value of self-care and a stronger commitment to cultivating a healthy and energised workforce.



City2Surf – APAC ANZ

The Marketing team organised the City2Surf event, turning it into a memorable and energising team-building activity. In the weeks leading up to the run, team members motivated each other by sharing training ideas, setting personal goals, and building excitement for the experience. On the day of the event, colleagues participated together, offering support and encouragement throughout the course to ensure that everyone felt included and confident, regardless of running experience or pace. The shared challenge created meaningful opportunities for team members to bond, celebrate achievements, and enjoy time together outside of their day-to-day work responsibilities.

Participating in City2Surf helped strengthen team spirit and demonstrated the group's commitment to health, resilience, and collaboration. After completing the run, the team gathered to reflect on their accomplishments, take photos, and enjoy the sense of pride that came with finishing a major community event as a united group. The activity became one of the highlights of the year for the Marketing team, leaving participants feeling inspired, connected, and energised.

OCCUPATIONAL HEALTH AND SAFETY

The health and safety of employees remain a top priority for JS Global Lifestyle. We adhere strictly to the International Labour Organisation (ILO) standards on occupational health and safety, the Production Safety Law of the People's Republic of China, and all other relevant regulations in the regions where we operate. Each year, we systematically review and track applicable laws, regulations, and standards to ensure our internal policies and management systems remain compliant and up to date. Over the past three years, the Company recorded zero work-related employee fatalities.

Category	Unit	2025	2024	2023
Number of work-related fatalities	Employees	0	0	0
Rate of work-related fatalities	%	0	0	0
Lost days due to work injury	Days	131	89	117

SharkNinja APAC follows SharkNinja's comprehensive health and safety management framework, which includes the Health and Safety Policy, Electrical Safety Policy and Procedure, Fire Safety Policy and Procedure, and First Aid Policy and Procedure. These policies clearly define safety responsibilities for employees at all levels and across all departments, ensuring effective implementation throughout the organisation.

Joyoung upholds the principle of "people orientation, harmony management, risk reduction, safety and health" while strictly complying with the Production Safety Law of the People's Republic of China, the Law on Prevention and Control of Occupational Diseases, and other applicable regulations. The Company has also established a series of internal systems – such as the Control Procedures for Environmental Factors and Dangerous Sources, the Fire Prevention Management System, and the Management System for Safety Education and Training, providing strong institutional support for workplace safety.

We continue to refine and enhance our occupational health and safety management system each year by formulating targeted implementation measures to protect employees' health and well-being. Joyoung has obtained ISO 45001 Occupational Health and Safety Management System Certification and has since further advanced the system through continuous improvement and risk-based upgrades.



Joyoung ISO 45001 Occupational Health and Safety Management System Certification

For the production activities, we have standardised 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

- **Safety inspection:** the Company's security team carries out monthly spot checking on fire-fighting equipment to ensure their proper functioning. Additionally, each department conducts monthly spot checking based on the 6S (Sort, Set in order, Shine, Standardise, Sustain and Safety) methodology. The corresponding responsible departments conduct daily inspections and confirmations on other specific modules such as the chemical warehouse.
- **Hazard source identification:** every year, the Company uniformly organises the identification and evaluation of hazard sources in each department, so as to identify possible hazard sources based on departmental business activities, and take corresponding control measures based on hazard sources.
- **Emergency drills:** the Company carries out fire emergency drills twice a year, and for possible emergencies such as chemical leakage and electrocution, all relevant departments organise corresponding emergency drills.
- **Management of related parties:** for the Company's external construction parties, contractors, etc., a safety responsibility commitment is signed and safety education is conducted before construction, and safety inspections are conducted during construction. For special operations (fire, earth moving, etc.), the relevant approval procedures is established for management and control.
- **Special equipment management:** the Company conducts daily spot checking and regular maintenance and verification of special equipment, to ensure that the operation of special equipment is effective.
- **Three-level safety education and training:** new employees are required to attend three-level safety education and training (company level, department level and position level) during their probationary period. The training content includes the Company's safety rules and regulations, hazard identification, the use of labor protection products, fire safety and evacuation and other topics.

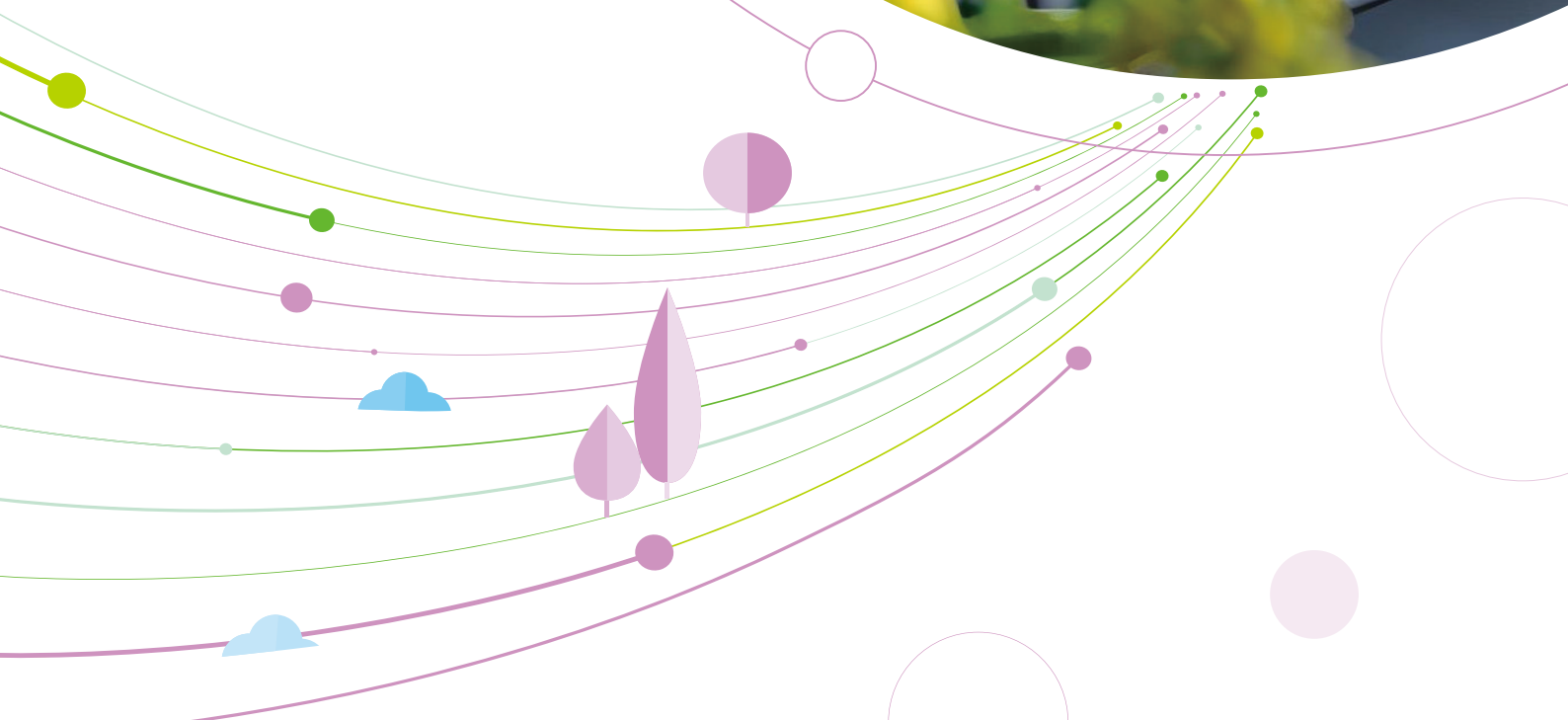
The Company provides safety awareness training every year to ensure all employees understand and actively practice workplace safety. These programs include onboarding safety training for new employees, position specific environment, health and safety (EHS) courses for employees who take on new roles, and specialised safety and operational skills training for personnel who are or may be exposed to potential hazards.

Joyoung further supports employee learning by offering online courses on its internal learning platform, including topics such as occupational health and women's health. In addition to formal training, the Company uses posters, videos and other communication materials to reinforce safety knowledge and strengthen employees' understanding of preventive measures.

6



COMMUNITY INVESTMENT



COMMUNITY INVESTMENT

JS Global Lifestyle is committed to building a harmonious and positive social environment. The Company actively cares for local communities and contributes to society through continuous support for rural revitalisation, education, disaster relief and other charitable initiatives, while also creating commercial value through its business development.

Drawing on its business strengths, product capabilities and long-term strategy, the Company has developed a multi-dimensional charity brand. This brand focuses on several key areas, including rural revitalisation, health promotion, charitable cooperation, education support and disaster relief. Through a combination of donations and employee volunteer services, JS Global Lifestyle consistently fulfills its corporate social responsibility.

At the same time, the Company remains dedicated to protecting the human rights of local residents in all regions in which it operates. JS Global Lifestyle values and safeguards the lives, personal safety and property rights of community members, ensuring that its operations do not infringe upon their rights or well-being.

APAC SINGAPORE

The SharkNinja Innovation Challenge 2025, organized in partnership with MassChallenge, is a premier national competition in Singapore designed to empower university students and early-stage entrepreneurs to redefine the future of consumer technology. Running from September to October 2025, the challenge invites participants to pitch groundbreaking ideas focused on sustainability, circular economy, and universal design. By bridging raw talent with industry expertise, this initiative underscores SharkNinja's commitment to driving positive environmental impact and fostering a culture of inclusive innovation within the global lifestyle sector.

THE JOYOUNG CHARITY FOUNDATION

The Joyoung Charity Foundation, established by Joyoung and its founders, relying on Joyoung's own business strengths, launched charity actions closely related to health advocacy, nutrition and health and other relevant social issues to help young people grow up healthily. In 2025, the Joyoung Charity Foundation continues to drive social impact through several flagship programs and anniversary-themed events. Since Joyoung and SharkNinja are both under JS Global, these activities form a core part of their regional ESG strategy.

30TH ANNIVERSARY OF JOYOUNG CHARITY FOUNDATION

To celebrate its 30th anniversary, the Joyoung Charity Foundation officially released the documentary "Joyoung Charity Orange" (九陽公益橙) in January 2025. This film serves as a powerful retrospective, tracing the brand's transformative journey of social responsibility over the past three decades. The documentary highlights the evolution of Joyoung's philanthropic mission, moving from its humble beginnings of providing "a simple cup of soy milk" to rural students, to the establishment of its "Three Major Kitchens" brand assets:

- Charity Kitchens: Upgrading rural school facilities to ensure food safety and nutrition.
- Food Education Workshops: Teaching children healthy eating habits and life skills.
- Space Kitchen: Successfully entered the Chinese space station. Every drop of Joyoung's space soy milk has passed more than 20 space testing standards, continuously ensuring the dietary health of astronauts.

By showcasing real-life stories and the "Orange" spirit of warmth and vitality, the film illustrates how Joyoung has integrated **ESG principles** into its corporate DNA, turning a brand asset into a lasting social legacy for millions of children.

Other Activities included:



- The Joyoung Public Welfare Foundation and 濱城區第二實驗小學 jointly hosted the second "Savoring the Seasons, Nurturing the Future" Food Education Adventure and Children's Day Celebration Series.



- Driven by a series of policies including the "Tutorial for Outline of the Healthy China 2030 Plan", food education has emerged as a crucial tool for cultivating core competencies in youth and advancing the healthy China initiative. To provide an empowering platform and communication hub for outstanding food education teachers nationwide, Joyoung Public Welfare has invited 30 principals, education bureau leaders, and disease control experts from eight provinces to gather in Pinghu, Zhejiang, for the second Joyoung Public Welfare Food Education Study Tour. Last November, the 300th Food Education Workshop was inaugurated in Zhengzhou, coinciding with the inaugural Teacher Study Tour.



- "Walk for Love" (微愛行走) Charity Trek: In June 2025, Joyoung organized its signature walking event in Jinan and Chashan. Employees and volunteers converted their steps into donations to fund "Charity Kitchens" (公益廚房).



Community Engagement at SharkNinja APAC

It was a privilege to host students from UCLA Anderson School of Management at our APAC office in Singapore hosted by our APAC CFO Ayo Canlas. Engaging with future professionals and introducing them to our industry and SharkNinja APAC products reinforces our commitment to knowledge sharing and nurturing the next generation of talent.



Community Engagement at SharkNinja APAC

Case Study



Social Centre Visit by JS Global Lifestyle Hong Kong

On November 2025, our Hong Kong team visited the Mongkok Kai Fong Association Chan Hing Social Service Centre to participate in an elderly outreach activity. During the visit, we supported the centre through a product donation valued at HKD 8,000, helping to bring warmth and care to the elderly community. A group of around 11 volunteers dedicated a total of 30 service hours, engaging with the residents and contributing to a meaningful and compassionate experience for everyone involved.



Social Centre Visit by JS Global Lifestyle Hong Kong

Case Study

The charity disclosure indicators of JS Global Lifestyle in 2025 are as below:

Disclosure Indicator	Category	Unit	2025
Investments in social welfare	Charity Donations	USD	661,110
	Number of employee volunteers	Person	421
	Time devoted to volunteer services	Hour	3,285

INDEX TO THE ESG REPORTING CODE

CONTENT INDEX OF THE STOCK EXCHANGE ESG REPORTING CODE – PART C

Indicators	Description	Section/Declaration
A. Environmental		
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.	Emissions Management
A1.1	The types of emissions and respective emissions data.	Emissions Management
A1.2	Replaced by Climate-Related Disclosures	
A1.3	Total hazardous waste produced (in tonnes) and intensity.	Emissions Management
A1.4	Total non-hazardous waste produced (in tonnes) and intensity.	Emissions Management
A1.5	Description of emission target(s) set and steps taken to achieve them.	Emissions Management
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.	Emissions Management
A2. Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Use of Resources
A2.2	Water consumption in total and intensity.	Use of Resources
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	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.	Use of Resources
A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced.	Use of Resources
A3. The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	The Environment and Natural Resources
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources

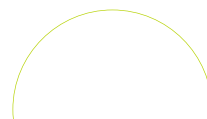
INDEX TO THE ESG REPORTING CODE

Indicators	Description	Section/Declaration
B. Social		
B1. Employment		
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.	Employment Practices
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region	Employment Practices
B1.2	Employee turnover rate by gender, age group and geographical region.	Employment Practices
B2. Health and Safety		
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.	Occupational Health and Safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Occupational Health and Safety
B2.2	Lost days due to work injury.	Occupational Health and Safety
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Occupational Health and Safety
B3. Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
B3.2	The average training hours completed per employee by gender and employee category.	Development and Training

Indicators	Description	Section/Declaration
B4. Labour Standards		
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.	Labour Standards
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards
B5. Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
B5.1	Number of suppliers by geographical region.	Supply Chain Management
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain 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
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
B6. Product Responsibility		
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.	Product Responsibility
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility
B6.2	Number of products- and service-related complaints received and how they are dealt with.	Product Responsibility
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility
B6.4	Description of quality assurance process and recall procedures.	Product Responsibility
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility



Indicators	Description	Section/Declaration
B7. Anti-corruption		
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.	Anti-corruption
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.	Anti-corruption
B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	Anti-corruption
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
B8. Community Investment		
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.	Community Investment
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment



CONTENT INDEX OF THE STOCK EXCHANGE ESG REPORTING CODE – PART D

Climate-related Disclosures	Description	Section/Declaration
Governance	Governance	Climate governance
Strategy	Strategy	Strategy
Risk Management	Risk Management	Risk Management
Metrics and Targets	GHG Emissions	Metrics and Targets
	Cross-industry Metrics	Strategy
	– Climate-related Physical Risks, Transition Risks and Opportunities	
	Cross-industry Metrics	Strategy
	– Capital Deployment	
	Internal Carbon Prices	Strategy - Current and Anticipated Financial Effect
	Remuneration	Climate Governance
	Industry-based Metrics	The Group has not applied industry-based metrics under the industry-based Guidance for IFRS S2.
	Climate-related Targets	Metrics and Targets

FEEDBACK FORM FOR READERS

Dear readers,

Thank you very much for taking time out of your busy schedule to read the 2025 Environmental, Social and Governance Report of JS Global Lifestyle Company Limited. We sincerely welcome your opinions and suggestions about this Report and our work. You may send by post or e-mail (a scanned copy of) 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

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

- | | | | |
|--|---|------------------------------------|---|
| ☐ Government and regulatory authority | ☐ Shareholder and investor | ☐ Consumer | ☐ Supplier |
| ☐ Distributor | ☐ Media and public | ☐ Community | ☐ 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 and 4):

- ☐ Yes ☐ No

3. What's your evaluation of the Company's performance in fulfilling environmental, social, and governance responsibilities:

- | | | | | |
|---------------|---|------------------------------------|---|---------------------------------------|
| Environmental | ☐ Very Satisfied | ☐ Satisfied | ☐ Not Very Satisfied | ☐ Dissatisfied |
| Social | ☐ Very Satisfied | ☐ Satisfied | ☐ Not Very Satisfied | ☐ Dissatisfied |
| Governance | ☐ Very Satisfied | ☐ Satisfied | ☐ Not Very Satisfied | ☐ Dissatisfied |

4. Your comprehensive evaluation on 2025 Environmental, Social and Governance Report:

- Readability (Easily understood expression, beautiful design, attractive content, and easy to find the desired information)

- ☐ 3 (Good) ☐ 2 (Average) ☐ 1 (Poor)

- Creditability (The reporting information is reliable)

- ☐ 3 (Good) ☐ 2 (Average) ☐ 1 (Poor)

- Information coverage (Both the positive and negative information is considered, and your need for information can be satisfied)

- ☐ 3 (Good) ☐ 2 (Average) ☐ 1 (Poor)

- Apart from the information already disclosed in the Report, what else information do you expect more to read?

- ☐ Yes ☐ Average ☐ No

5. Do you have any other comments and suggestions on the Company's ESG work and the Report?



Stock code: 1691

