



Healthy Lifestyle
Starts with Vinda

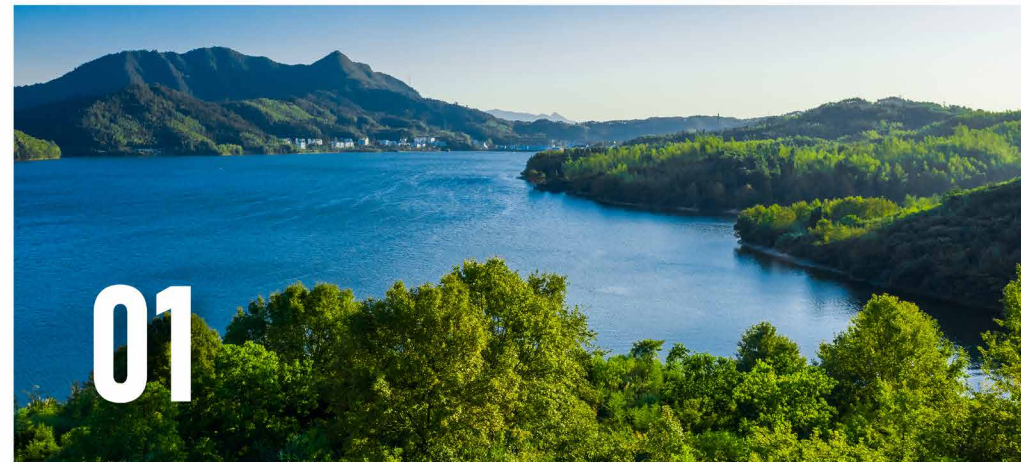


2025

SUSTAINABILITY
REPORT

CONTENTS

About the Report	01
Message From the Management	03
About Vinda	05
Development Milestones	07
Business and Brand	09
Vinda's Sustainability Vision	12
Sustainability Governance	13
Improving the Management System	13
Response to Stakeholders' Concerns	14
Analysis of Material Issues	15
Uphold Business Ethics	16
Sustainability Highlights in 2025	19
Appendix	71
Appendix I: Table of Key Sustainable Development Performance Indicators	71
Appendix II: GRI Content Index	76



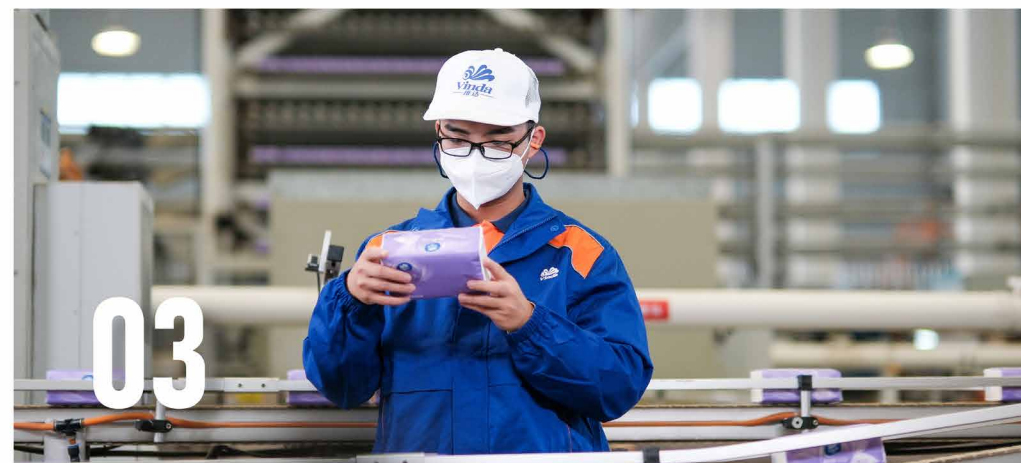
Sustainable Ecosystem

Addressing Climate Change	23
Resource Conservation and Circular Utilization	29
Ecological Environment Protection	31



Inclusive Prosperity

Protection of Rights and Interests	39
Safety and Care	42
Capability Development	49
Community Care	52



Product for Better Lives

Responsible Products	57
Responsible Supply Chain	64
High-Quality Service	65

About the Report

This report is the Vinda Group's 2025 Sustainability Report. It systematically discloses the Group's strategic practices, key initiatives, and performance outcomes in the field of sustainability during the reporting period. The report aims to transparently present our responsible actions and long-term value creation to stakeholders.

Reporting Period

The reporting period covers January 1 to December 31, 2025 (hereinafter referred to as "the reporting period" or "this year"), with relevant historical or forward-looking information included where appropriate to reflect key milestones in Vinda's development.

Reporting Boundaries

The organizational boundaries of this report cover 12 factories and companies (i.e., items 1-12) that are actually controlled and operated by Vinda. On top of this, the scope for environmental performance data statistics additionally includes 3 factories (i.e., items 13-15) where Vinda assumes responsibility for the production management of household tissue.

Serial Number	Company Name	Abbreviation
1	Vinda Northern Paper (Beijing) Limited	North Factory
2	Vinda Paper (China) Limited Guangdong Branch	Guangdong Factory
3	Vinda Personal Care (China) Limited	Hubei Factory
4	Vinda Paper (Shandong) Limited	Shandong Factory
5	Vinda Paper (Sichuan) Limited	Sichuan Factory
6	Vinda Paper (China) Limited Xinhui Branch	Xinhui Factory
7	Vinda Personal Care (Guangdong) Co., Ltd.	Yangjiang Factory
8	Vinda Paper (Zhejiang) Limited	Zhejiang Factory
9	Vinda Paper (China) Limited Jiangmen Branch	Jiangmen Factory
10	Vinda Paper (Liaoning) Limited	Liaoning Factory
11	Vinda Taiwan Ltd.	Taiwan Factory
12	Vinda Malaysia Sdn. Bhd.	Malaysia Factory
13	Guangdong Xinhui Tissue Factory	Xinhui Tissue Factory
14	Shandong Rizhao Tissue Factory	Rizhao Factory
15	Jiangxi Jiujiang Tissue Factory	Jiujiang Factory

Reporting Standards

The Report has been prepared refer to the Global Reporting Initiative (GRI) Sustainability Reporting Standards ("GRI Standards") and is aligned with the United Nations Sustainable Development Goals (SDGs).

Report Access

The digital version of the Report is available on the Vinda official website under the Sustainability section at <https://www.vinda.com/en/sustainable/reports/index.html>.



Message From the Management

“

Today, as sustainable development has become a global consensus, we are more firmly convinced than ever before that business should serve as the force for nurturing the future. Guided by Royal Golden Eagle (RGE)'s philosophy of "creating value for the community, country, climate, customer, and company", and driven by our purpose of "improving lives by developing resources sustainably", we have officially established our "2035 Sustainable Development Vision". With resilient governance as the cornerstone, the Vision rests on three pillars: Sustainable Ecosystem, Inclusive Prosperity, and Products for Better Lives. These commitments have been translated into actionable, trackable, and measurable goals. We look forward to working with all stakeholders as we move together toward a more resilient and inclusive future.

”

Sustainable Ecosystem: Low-Carbon Circular Economy, Safeguarding Our Ecological Foundation

We are committed to green development that integrates ecological benefits into every stage of production and operations to address climate and resource challenges through systematic practices. In line with the broader goals of carbon peaking and carbon neutrality, we continued to build a comprehensive low-carbon operation and management system, steadily advanced greenhouse gas emission control and energy conservation and carbon reduction across our entire value chain, and solidified the institutional and data foundations for our green and low-carbon development. Moreover, we drove technological innovation and process optimization to comprehensively advance the intensive water recycling and closed-loop resource utilization of industrial waste. This approach fosters synergy between our production and operations and the natural environment. Through our steadfast commitment to this long-term vision, we made a substantial contribution to the green transition of the industry.

Inclusive Prosperity: People-Centric Approach, Building an Inclusive Future Together

We are committed to building a safe, inclusive, and mutually beneficial organization and society. Upholding our human-centric mission, we continued to advance inclusive workplace practices, and strengthened risk identification and preventive control across the entire safety production chain. We fully safeguarded employees' rights and health and empowered their professional growth, ensuring that every contributor can grow together with Vinda. We also deepened our commitment to social responsibility by actively collaborating with diverse societal forces. By fostering community engagement and public welfare initiatives, and aligning corporate development with community well-being, we have built a virtuous ecosystem where the Company, our employees, and society move forward towards shared success and mutual prosperity. Through this positive impact, we conveyed the warmth of sustainable development.

Products for Better Lives: Responsible Innovation, Empowering Quality Living

We integrated sustainability into every stage of the product lifecycle to empower a better life through responsible product innovation. We strictly followed sustainable supply chain standards and have established a fully traceable green raw material management system to ensure the environmental integrity of our products from the source. We also continued to advance green packaging innovation and the iterative application of eco-friendly materials to minimize the environmental impact across the entire product lifecycle, and held firmly to the bottom line of product safety and health. Guided by an inclusive design philosophy that benefits all, we safeguarded the daily quality of life for everyone. Through responsibility and craftsmanship, we fulfilled our long-term commitment to a better life.

Looking ahead, we will continue to uphold a long-term vision, solidifying our development foundation through resilient governance, leading industry direction through green transition, and giving back to society through corporate responsibility. Under the leadership of RGE and in partnership with all stakeholders, we will continue to deepen our commitment to sustainability and continuously create comprehensive value for the economy, the environment, and the society. We will move forward with determination toward our 2035 Sustainable Development Vision to safeguard a better life for hundreds of millions of families, contribute to high-quality transformation across the industry, and build a harmonious future where nature and humanity, as well as enterprises and society, coexist in harmony.

Hu Wei

Chairman of Vinda Group





About Vinda

Established in 1985, Vinda is one of Asia's leading hygiene companies, integrating R&D, manufacturing, and sales. In 2024, Vinda joined RGE, continuing to provide consumers with high-quality products and services.

Purpose

Improving lives by developing resources sustainably.

Vision

To be one of the largest, best-managed, and sustainable resource-based groups, creating value for the community, country, climate, customer, and company.

Vinda Core Values (T.O.P.I.C.C.)

Complementary Team

We are aligned by our common purpose and work together as a complementary team.

Integrity

We act with integrity at all times.

Ownership

We take ownership to achieve outstanding results and seek value at all times.

Continuous Improvement

We act with zero complacency and always strive for continuous improvement.

People

We develop our people to grow with us.

Customer

We understand our customers and deliver best value to them.



Development Milestones

○ 1985

Vinda was established, and started the manufacturing of high-quality tissue products.

○ 1993

Vinda was appointed as exclusive tissue supplier for the largest global fast food restaurant chain in China.

○ 1995

Vinda's annual designed production capacity reached 30,000 tons. Vinda successfully entered the high-end market, a territory owned by foreign brands at that time.

○ 2001

Vinda sponsored and became the exclusive household tissue provider for the Chinese national team in the 19th Winter Olympic Games. Vinda was granted a license from the Chinese Olympic Committee to use its symbols and produce officially licensed household tissue and feminine towel.

● 2005

Vinda was awarded "China's Top Brand", one of the "100 Most Valuable Brands in China", and "Most Influential Household Tissue Brand in China".

○ 2009

Vinda Personal Care Product Co., Ltd. was founded as a vehicle to break into the personal care product market.

○ 2010

Vinda kick-started the construction for its 7th manufacturing base in Liaoning, expanding its manufacturing and marketing network to Southern, Eastern, Central, Northern, and Western China.

○ 2011

Vinda established V-Care, the joint-venture company, as a vehicle to break into the personal care product market.

○ 2012

Vinda pioneered the e-commerce and launched a new chapter for online channels.

● 2013

Vinda became the first tissue paper enterprise in China equipped with an automated vertical warehouse system, leading the industry's intelligent upgrade.

○ 2014

Vinda gained a larger market share for household tissue and incontinence, feminine and baby care products by managing multiple brands. Vinda acquired the remaining 59% stake in V-Care to seize opportunities in China's personal care market.

○ 2015

With the official launch of the Yangjiang production base, Vinda completed its tenth production layout in mainland China, further strengthening its national supply chain network.

○ 2017

Vinda was selected as a constituent member of the Hang Seng Corporate Sustainability Benchmark Index.

○ 2019

Vinda Group began the construction of the ASEAN headquarters in Malaysia. Vinda launched Libresse and TENA pants in the China market.

○ 2020

Vinda was selected as a constituent stock of the MSCI Global Standard Indexes and the MSCI China All Shares Index. Vinda was selected as a constituent stock of the Hang Seng Composite Index and the Hang Seng Stock Connect Greater Bay Area Composite Index.

○ 2022

Vinda's Southeast Asia factory officially commenced operations.

○ 2024

Vinda joined RGE.

○ 2025

Vinda joined the United Nations Global Compact (UNGC).

Vinda has ranked first in sales volume for 10 consecutive years, establishing itself as the leading brand of household tissue products in China.

Business and Brand

Vinda operates 12 advanced production bases across the Asia-Pacific region and has developed multiple business segments, including tissue, incontinence care, feminine care, baby care, and home and away-from-home hygiene solutions. Key brands include Vinda, Vinda Professional, Tempo, Tork, ECO SURECARE, Dr. P, TENA, Libresse, Libero and Drypers. Since 2016, Vinda has expanded its presence to markets such as Singapore, Malaysia, South Korea, Thailand, Indonesia, and other Asian countries and regions.

Tissue

Vinda



Founded in 1985, Vinda was born from a dedication to fulfilling people's pursuit of a high-quality life. In 1989, Vinda introduced China's first 100% virgin wood pulp tissues, marking the beginning of providing high-quality household tissue products to Chinese consumers. Over the years, Vinda has evolved from cored toilet rolls to a diverse portfolio covering soft packs, coreless rolls, pocket tissues, wet wipes, flushable wet toilet wipes, home care products, and face towels. Notably, we pioneered the groundbreaking launch of washable kitchen towel. Our portfolio includes best-selling series such as Ultra Strong, Classic Blue, and Cotton Soft, all widely recognized by the market.

Tempo¹



Tempo is a premium tissue brand born in Germany, 1929. Tempo has been sold to many European countries with its history of more than 90 years. It leads the sales in Germany, Italy, Sweden, and Austria, and has ranked among the top in the ultra-luxury market in Mainland China, while the market in Hong Kong SAR, China is way ahead.

Vinda Professional



We're experts in complete cleaning and hygiene solutions, aiming to become Asia's leading professional cleaning and hygiene brand. Vinda Professional provides green, sustainable, high-quality overall cleaning and hygiene solutions along with professional services, creating a comfortable and sanitary work and living environment, and delivering value and a trustworthy experience for our clients.

Our Vinda Professional Luxury dispenser system features innovative designs like a new hand towel outlet and a large roll paper core damper, helping reduce tissue waste at the end-use while improving hygiene management efficiency and user satisfaction.

¹ Essity, all Tempo rights reserved.

TORK²



TORK has been the global leader in professional hygiene since 1968. We have been committed to creating a sustainable lifestyle away from home for people with the concept of Think Ahead and professional hygiene solutions.

TORK offers products and services to four segments: Commercial, HoReCa (Hotels, Restaurants & Café), Public Interest, and Industrial, intent to help our customers get ready for business by creating a healthy and hygienic environment with professional solutions, helping increase customer satisfaction, reduce costs and increase work efficiency.

Soft Towels

ECO SURECARE



ECO SURECARE is an emerging brand under Vinda, advocating the philosophy of "Natural Comfort Without Limits". It offers consumers a comfortable and sustainable lifestyle through high-quality products made from 100% pure wood fibers. Backed by the strong resource base of RGE, ECO SURECARE leverages 22 years of dedicated research in recycled fiber to craft ultra-soft facial towels and disposable products, providing Chinese consumers with high-quality, sustainable, and comfortable value experiences.

Incontinence Care

Dr.P



Dr. P, a leading Incontinence care brand in Asia, has been dedicated to 30 years of meticulous research, providing professional incontinence care products to users in multiple Asian countries and regions. Over the years, Dr. P has continually updated its product line. So far, it has launched multiple series in six main categories, including open diapers, pant diapers, pads, nursing pads, wet wipes, and creams, offering consumers a complete set of solutions.

TENA³



Since 1961, with over 60 years of continuous innovation and caring experience, TENA has provided quality products and services to consumers and institutions in 90 countries and regions around the world.

² Essity, all TORK rights reserved.

³ Essity, all TENA rights reserved.

Feminine Care



Libresse⁴

Libresse is a high-end feminine care brand under the Vinda Group, promoting menstrual normalization through campaigns like "Stop Hiding Your Period." Using the industry's unique V-shaped 3D cutting technology, it fits the female body curve to prevent leaks in motion. From brand philosophy to products, it understands and supports women in expressing their real needs during menstruation and confidently showing themselves.

Baby Care



Drypers

Drypers is the leading baby diaper brand in Malaysia for more than 18 years. Drypers diapers are proudly made in Malaysia Factory and distributed across the Southeast Asia market.



Libero⁵

Libero, a leading baby diaper brand in Europe, designs its entire product range according to the European Union's stringent quality standards. Tailored to meet the needs of babies at different growth stages, all Libero diapers are lotion-free to avoid skin irritation when urine mixes with it. The brand helps mothers choose the most suitable products for their babies, supporting their healthy and natural development.

⁴ Essity, all Libresse rights reserved.
⁵ Essity, all Libero rights reserved.

Vinda's Sustainability Vision

Upholding the mission of "Improving lives by developing resources sustainably", we remain steadfast in our reverence for and protection of nature, and are committed to building together with our employees, communities, and all stakeholders. In 2025, Vinda officially launched its sustainability goals and roadmap for the next decade, establishing the "Vinda 2035 Sustainability Vision": anchored in resilient governance, supported by three strategic pillars — Sustainable Ecosystems, Inclusive Prosperity, and Product for Better Lives — to advance social sustainable development and realize the vision of "Creating Better Lives with Responsible Care".



Sustainability Governance

Grounded in the 2035 sustainable development strategic vision, a sound and efficient governance system serves as the foundation for our long-term commitment to sustainable development principles and the realization of sustainable development goals. Vinda leverages the improvement of governance mechanisms to focus on establishing a sustainable development management structure, upholding commercial ethics standards, and responding to the reasonable demands of all stakeholders. It deeply integrates sustainable development requirements into the entire value chain, safeguarding the steady implementation of sustainable development goals through standardized and systematic governance.

Improving the Management System

The Vinda Group's management oversees sustainability governance and concurrently serves as the Sustainability Committee. Composed of presidents and senior executives from all business units, the Committee is responsible for establishing sustainability governance frameworks, guiding, approving relevant policies, commitments, and strategies. It conducts all decision-making and actions in strict adherence to the principles of honesty, responsibility, and transparency. The Committee coordinates the implementation of sustainability policies, regularly reviews overall performance, and comprehensively advances the execution of the Group's sustainability initiatives. Meanwhile, the Group has appointed dedicated champions for each pillar and target of the sustainable development strategy, clarifying management responsibilities and authorities to ensure the steady progress of all sustainability initiatives.



Vinda has formulated and published the foundational document the *Vinda Group Sustainability Policy* on its official website. It has established a sustainability management system centered on four core directions: climate, nature and biodiversity protection and conservation, human rights, and sustainable growth. Aligned with key issues and ESG management priorities, the Group has introduced targeted policies such as the *Vinda Pulp Sourcing Policy*, the *Vinda Human Rights Policy*, and the *Vinda Anti-Bribery and Anti-Corruption Policy*. This establishes a multi-tiered policy framework that combines overarching strategic guidance with specialized, issue-specific coverage, ensuring that sustainable development principles are deeply embedded throughout all production and operational processes through standardized management and routine supervision. The Company fully integrates the concept of sustainable development into its business operations. Through concrete measures such as formulating climate strategies, ensuring compliance in natural resource management, respecting and safeguarding labor rights, promoting circular economy practices, and implementing responsible production, the Company is contributing to the global Sustainable Development Goals. Simultaneously, it has established a routine policy revision mechanism to review and optimize the sustainability policies and supporting systems on a regular basis or at least every two years. This ensures that the content of these systems aligns with actual business development and the needs of stakeholders, thereby maintaining their timeliness and applicability.

Response to Stakeholders'Concerns

At Vinda, we recognize that the long-term development of a business is closely linked to and co-evolves with the vital interests of all stakeholders. Consumers who trust the brand, all employees working side by side, business partners achieving win-win cooperation, and surrounding communities rooted in development are all vital components of Vinda's development system. Therefore, we place high importance on the concerns of all parties, establish diverse and accessible communication channels, proactively listen to and promptly understand the expectations and ideas of different groups, conduct in-depth communications around key sustainability issues, and actively respond to concerns raised by all stakeholders.

Vindæ Stakeholder Communication Channels and Concerns

Stakeholders	Communicated Concerns	Communication Channels
 Customers and Consumers	- Product safety - Business ethics - Privacy protection - Service quality - Continuous innovation	- Telephone / E-mail - Customer feedback form - Consumer satisfaction surveys - Consumer complaints and opinion handling - Customer visits and factory audits - Industry exhibitions
 Employees	- Rights and interests protection - Training and development - Employee care - Concern communication - Remuneration and benefits - Occupational health	- Occupational health and safety training - Regular meetings - Internal publications (e.g., announcements, newsletters) - Feedback platform (e.g., suggestion boxes, mailboxes, email) - Performance evaluations - Questionnaires
 Regulatory Authorities	- Compliance with laws and regulations - Payment of taxes in accordance with the laws - Job creation	- Government websites - Government-enterprise seminars, visits, and workshop supervision, inspection, and evaluation
 Supplier	- Operation with integrity - Openness and fairness - Timely communication - Win-Win development	- Telephone / E-mail - On-site visits - Annual supplier audits - Questionnaires
 Local Communities	- Community development - Social value	- Community development projects - Volunteer service activities

Analysis of Material Issues

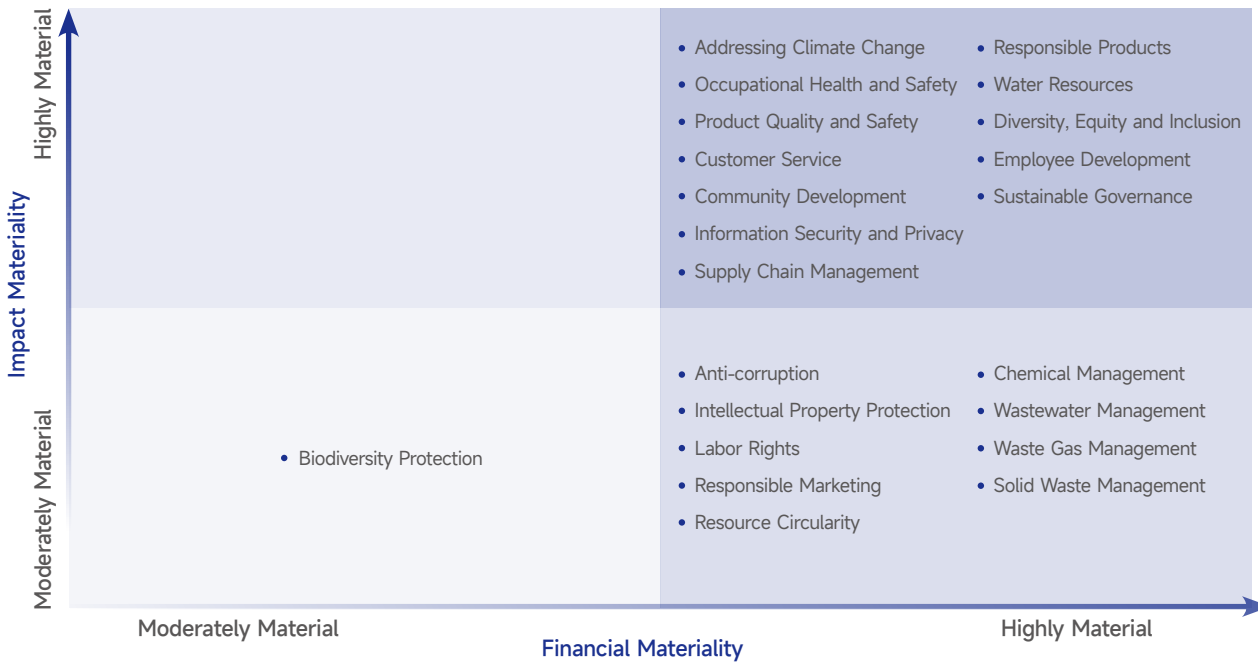
In 2024, Vinda formally introduced the Double Materiality assessment framework to systematically identify and substantively analyze material issues, thereby scientifically determining management priorities. After assessment, a total of 25 material issues were identified, 12 of which were deemed to have both high materiality in terms of finance and impact.

In 2025, we reviewed, retrospectively analyzed, and comprehensively analyzed our existing materiality matrix based on the dynamic review mechanism for material issues, taking into account our business model, industry trends, and macroeconomic factors. After assessment, the Company's business model, strategic direction, operational boundaries, and external environment have not undergone any substantive material changes this year, and the overall development trend remains stable. Based on this, we continue to build upon the results of our materiality analysis for 2024 and systematically advance our routine and systematic sustainable development management work.

Vinda's Material Issue Assessment Process



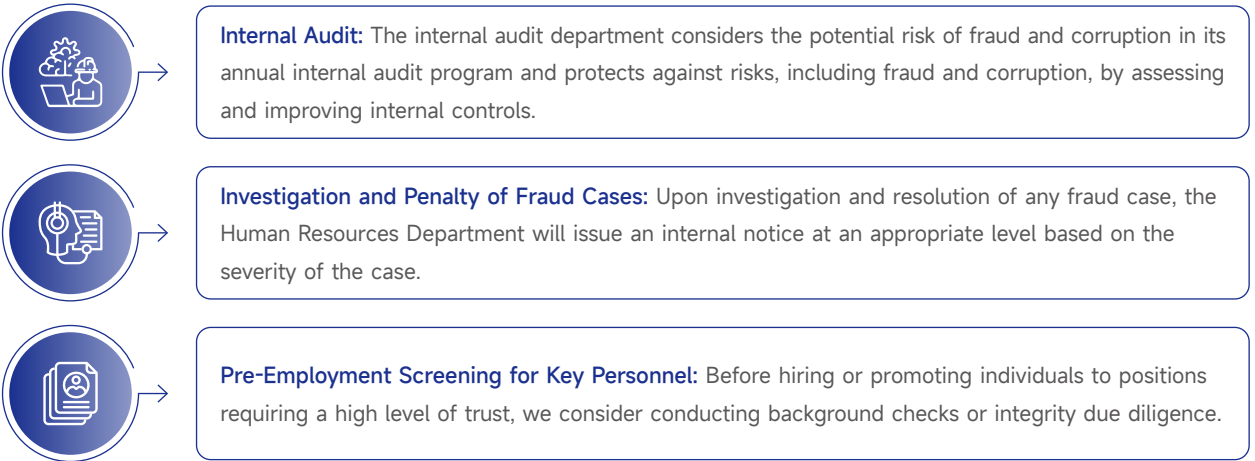
Vinda's Double Materiality Matrix



Uphold Business Ethics

We strictly comply with relevant laws and regulations on business ethics and compliant operations both domestically and internationally, and fully adhere to the requirements of internal management policies such as the *RGE Global Code of Conduct* and the *Code of Conduct*. The Company firmly prohibits all forms of non-compliant and irregular conduct, including unfair competition, commercial fraud, and money laundering. It is committed to maintaining a fair and just market environment, fostering an operational atmosphere characterized by compliance, integrity, and transparency, thereby ensuring the Company's steady and healthy operations.

Anti-Corruption and Fraud Prevention Measures



We continue to refine our internal management system for business ethics. The internal audit department conducts routine supervision and review to primarily prevent compliance risks such as corruption and fraud. The audit scope comprehensively covers key business areas including sales, procurement, logistics, capital expenditures (CAPEX), information technology (IT), and human resources (HR). The internal audit department formulates the annual internal audit plan aligned with the Company's development objectives, based on the historical audit coverage scope, inspection results, and opinions from senior management. Based on the established objectives and audit scope, relevant materials were collected, analyzed, and verified; non-compliances were identified, and improvement recommendations were proposed. Internal auditors communicated and confirmed audit findings with relevant personnel and management, formulated rectification plans, and implemented rectification requirements through measures such as stopping losses and holding parties accountable, as well as optimizing internal controls. The person responsible for rectification must complete the rectification by the deadline and submit relevant materials for internal audit review and confirmation.

Whistleblowing Management

We have established a standardized and efficient omnichannel reporting management mechanism that provides compliance feedback channels open to all internal and external stakeholders. We encourage the proactive and truthful reporting of suspected unethical conduct, unfair treatment, and various violations of rules and regulations. Internal employees may provide feedback through hierarchical channels to their direct supervisors, senior management personnel, or the human resources department; external partners and relevant social stakeholders may directly contact the daily business liaison departments or their respective superior management units. If the whistleblower finds it inconvenient to report through conventional channels, they may directly submit relevant leads to the Group's internal audit department independently, ensuring that feedback channels remain independent, credible, and accessible.

We implement a classified and centralized management system for reporting matters. General compliance complaints and non-material issues regarding conduct and management shall be investigated, assessed, and appropriately handled in accordance with regulations by the corresponding functional departments. Reports involving corruption, fraud, commercial bribery, serious violations of business ethics, and significant compliance risks shall be centrally filed for special investigation by the Group's internal audit department, with closed-loop tracking throughout the process and strict verification and handling to ensure rapid response and disciplinary action of major risks.

To facilitate convenient and compliant submission of leads by stakeholders, the Group has publicly established fixed official reporting contact channels:

 E-mail: neikong@vinda.com

 Address: Internal Audit Department, Vinda Group, No. 65 Donghou Road, Xinhui District, Jiangmen City, Guangdong Province, China

 Tel: +86-750-6168204

Highlight Performance



During the reporting period, we conducted integrity training for **571** management-level employees.

Vinda strictly implements comprehensive confidentiality management for the entire whistleblower process and has established a robust information confidentiality control system. All whistleblower records are encrypted and retained throughout the entire process, with access controlled through a tiered permission system. Only authorized investigators may review these records in accordance with regulations, and no disclosure to external parties shall be made under any circumstances other than those mandated by law. The Company firmly prohibits retaliation against whistleblowers while rigorously investigating and addressing malicious false accusations and fraudulent reports. A dual accountability mechanism is implemented: upon verification, disciplinary actions shall be imposed strictly in accordance with regulations. For serious cases, employment will be terminated in accordance with the law to effectively safeguard a fair, safe, and trustworthy reporting environment.

In 2025, Vinda was not involved in any legal proceedings related to business ethics. Internally, no significant violations of business ethics or incidents of fraud and disciplinary breaches were substantiated. Overall, the compliance operation regarding business ethics remained stable and orderly.

Supplier Integrity Management

Vinda deeply integrates anti-commercial bribery compliance management into its external cooperation ecosystem, implementing differentiated and full-process control mechanisms for different types of stakeholders. For suppliers, we have incorporated the core provisions of the *Anti-Commercial Bribery Agreement* into COPE (Code of Procurement Ethics). We require all cooperating suppliers to sign relevant compliance documents as a mandatory prerequisite for onboarding. The integrity commitments and constraints cover the entire lifecycle of our cooperation with them, thereby controlling supply chain integrity risks at the source.

For other business partners, the Company implements comprehensive compliance control throughout the contract lifecycle. The standardized 'Anti-Bribery Agreement' is mandated as an essential attachment to all business cooperation contracts and must be signed simultaneously with the main contract, achieving "single cooperation, mutual constraints, and full-process compliance". This ensures that integrity and compliance requirements are integrated throughout the entire process of every business cooperation.

By establishing an external compliance control system characterized by classified policy implementation and closed-loop management, Vinda has achieved comprehensive constraints and coverage of anti-commercial bribery requirements for all external stakeholders, continuously fostering a clean, honest, and mutually beneficial industrial cooperation environment.



Sustainability Highlights in 2025



National Green Factory

Ministry of Industry and Information Technology of the
People's Republic of China
Vinda Paper (Zhejiang) Limited

2025 Zhejiang Future Factory

Department of Economic and Information
Technology of Zhejiang Province
Vinda Paper (Zhejiang) Limited



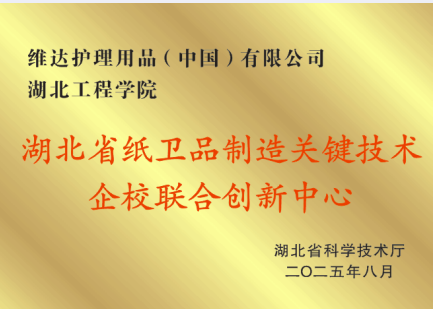
Intangible Cultural Heritage Public Welfare Cooperation Brand

Beijing Folk Art and Intangible Cultural Heritage
Research Institute
Vinda



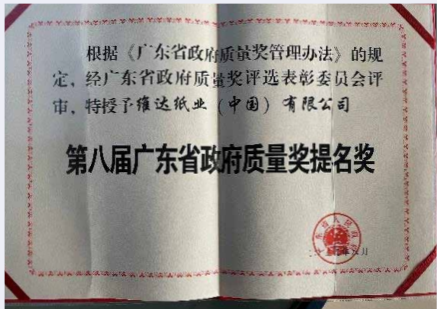
Charitable Donation Unit

Executive Committee of the Guangdong Zone
for the 15th National Games
Vinda Paper (China) Limited



Hubei Province Joint Enterprise-University Innovation Center for Key Technologies in Paper and Hygiene Products Manufacturing

Hubei Provincial Department of Science and Technology
Vinda Personal Care (China) Limited



Nomination Award of the Eighth Guangdong Provincial Government Quality Award

Guangdong Provincial Government
Vinda Paper (China) Limited



Certificate of Appreciation for the "Warm Sun Elderly Care" Public Welfare Initiative

China Ageing Development Foundation, JD
Public Welfare Foundation
Vinda Northern Paper (Beijing) Limited



Certificate of Appreciation from the China Social Welfare Foundation

China Social Welfare Foundation
Vinda Northern Paper (Beijing) Limited

2025 Guangdong Extraordinary Employer

Tongdao Elite (Tianjin) Information Technology Co., Ltd.
Vinda Paper (China) Limited

Second Prize of the China Federation of Commerce for Scientific and Technological Progress in 2025

China Federation of Commerce
Dr. P

01

Sustainable Ecosystem

Our Philosophy

Nature is not a resource to be exploited, but the foundational bedrock of human societal development. Proactively addressing climate change, conserving natural resources, and safeguarding ecosystems reflect both our respect for the natural world and our commitment to intergenerational responsibility. We firmly believe that green development must serve as the foundational consensus and guiding principle for corporate advancement.

Response to SDGs

- Addressing Climate Change
- Water Resources
- Resource Circularity
- Wastewater Management
- Waste Gas Management
- Solid Waste Management
- Chemical Management

Alignment with the United Nations Sustainable Development Goals (SDGs)



Our Targets

Vinda 2035 Sustainability Targets

	2025 Progress / Actions ⁶
Reduce tissue production emission intensity by 15%	Achieved an 18.69% reduction compared to the base year (Market-based method)
Reduce the water withdrawal intensity for tissue production by 20%	19%
At least 70% of operational waste is recovered as materials or energy sources	95%

Our Actions

Guided by the principles of low-carbon transition and resource conservation, we are systematically advancing the achievement of our three core targets: emissions reduction, water conservation, and resource recycling. Through continuous optimization of energy utilization, enhanced resource efficiency, and deepened environmental pollutant management, we are committed to safeguarding long-term ecological resilience through sustainable production practices.

⁶ These figures reflect a dynamic status under current operational and management conditions. We will continuously monitor performance trends and, in alignment with technological advancements, capacity planning, and sectoral decarbonization progress, periodically review and refine our targets.

Addressing Climate Change

Scientific consensus establishes that GHG emissions are the fundamental driver of climate change, with energy consumption representing the primary source of these emissions. Addressing climate change constitutes a critical component of Vinda's sustainability strategy. We have adopted a climate response framework centered on optimizing energy utilization and strengthening GHG emissions management. By improving energy efficiency and optimizing our energy consumption mix, we are advancing our GHG reduction targets and steering our production operations toward a green, low-carbon transition.

Optimizing Energy Utilization

Vinda's production operations rely primarily on electricity, steam, natural gas, and a minor proportion of coal, with energy consumption heavily concentrated in the manufacturing phase. Electricity and steam serve as the primary power sources for critical processes such as pulping, forming, and drying, while natural gas and coal are predominantly utilized for boiler heating and auxiliary facility operations. In response to these energy consumption characteristics, the Company has established a well-defined energy management governance structure and a standardized management system.

The Company implements a "Site-Led, Manager-Accountable" territorial management model. Each production base has established an Energy Management Leadership and Taskforce Group, led by the factory manager, to comprehensively oversee energy planning, monitoring, and performance evaluation for respective bases. Additionally, the Company has fully aligned its internal energy management system with the ISO 50001 framework, continuously refining its structure and protocols. By establishing policies and procedures such as the *Energy Management Procedure* and the *Data Management Standards for Environmental Emissions and Energy Consumption on Reporting Platforms*, we have clarified energy management requirements and operational specifications, ensuring all activities are governed by established protocols and executed in an orderly manner. Furthermore, the Company is pressing ahead with the digitalization of its factories by deploying the MES 4.0 Energy Management Platform. This system enables real-time data acquisition and monitoring of energy consumption across key equipment and production stages, providing robust statistical and analytical capabilities to promptly identify anomalous fluctuations and uncover energy-saving opportunities.

The Company has developed a cyclical operational mechanism of "Review-Target-Monitor-Optimize". Each factory conducts regular energy reviews to assess energy utilization patterns, identify potential inefficiencies and improvement opportunities, and set annual energy consumption targets as appropriate. We systematically track and evaluate target achievement, continuously driving enhancements in management performance.

Highlight Performance



As at 31 December 2025,
8 Vinda-controlled factories and **1** Vinda-managed factory have successfully obtained the **ISO 50001** Energy Management System certification.

Improving Energy Efficiency

We continuously enhance energy utilization efficiency through equipment energy-saving retrofits, replacement with high-efficiency equipment, and optimization of process and operational parameters. In 2025, the Liaoning Factory optimized energy-saving controls on its production lines and installed additional control devices, effectively reducing standby and pipeline transmission losses. Following the retrofit, annual electricity savings reached 30,000 kWh. The Xinhui Tissue Factory optimized process parameters, implemented standardized operating procedures, and upgraded its ventilation system, resulting in a reduction of 105 kWh in specific electricity consumption per ton of tissue output. Additionally, we are deepening the cascading utilization and circular recovery of energy by deploying heat pump systems at eligible facilities to fully unlock waste heat recovery potential, thereby establishing a highly efficient energy utilization framework.

Energy Efficiency Enhancement Initiatives and Key Outcomes in 2025

	Equipment Energy-Saving Retrofits - The Guangdong Factory and the Sichuan Factory implemented variable frequency drive (VFD) retrofits on equipment, achieving annual electricity savings of approximately 1.018 million kWh. - The Guangdong Factory optimized facility lighting controls by installing daylight sensors, resulting in annual electricity savings of approximately 1,588 kWh. - The Xinhui Factory undertook a compressor upgrade project, which improved equipment energy efficiency by 26.7% and reduced electricity consumption by approximately 24%, yielding average daily savings of 1,744 kWh. - The Rizhao Factory replaced asynchronous motors for pressure screens with permanent magnet synchronous motors, achieving average daily electricity savings of 1,000 kWh. - The Malaysia Factory optimized the operation of chiller units and air compressors, achieving electricity savings rates of 11% and 11.3%, respectively.
	Process Optimization The Shandong Factory optimized the fiber swelling process by extending swelling duration and reducing refining intensity, which decreased electricity consumption in the refining stage by 18.36 kWh/ton.
	Replacement with High-Efficiency Equipment - The Hubei Factory replaced 124 motors in the tissue production workshop with high-efficiency energy-saving models, reducing specific electricity consumption per ton of tissue output by 3.92 kWh. - The Hubei Factory upgraded to the tissue machine dryer cylinders and precision grinding of support rolls, optimizing heat transfer efficiency and operational stability, which lowered specific steam consumption by 0.027 tons per ton of tissue output. - The Yangjiang Factory introduced a new high-efficiency dryer hood system. By optimizing drying airflow distribution and heat exchange efficiency, the system reduces specific steam consumption by approximately 0.05 tons and electricity consumption by 20 kWh per ton of tissue output, yielding annual steam savings of 2,100 tons.
	Energy Circulation and Recovery - The Shandong Factory implemented steam condensate recovery and waste heat recovery from dryer hoods, channeling the recovered thermal energy for winter heating in communal facility areas and other waste heat reuse applications. - The Rizhao Factory completed a heat source retrofit for its HVAC system, substituting conventional steam heating with condensate-based heating, which saves approximately 100 tons of steam annually. - The Rizhao Factory completed heat pump pipeline modifications, increasing secondary steam utilization by approximately 200 kg/hour; the Beijing Factory commissioned a new heat pump system.



Case

Dual-System Deployment of BMS and IoT Drives Refined Energy Management at the Malaysia Factory

The Malaysia Factory has comprehensively deployed a Building Management System (BMS) integrated with an Internet of Things (IoT) network. Beyond regulating chiller plants and Air Conditioning and Mechanical Ventilation (ACMV) systems to achieve dynamic load matching and demand-based operation, the BMS incorporates Central Monitoring System (CMS) capabilities. This enables real-time data acquisition, centralized analysis, and visual tracking of energy consumption across the entire factory. Additionally, the IoT system is deployed in office areas to manage utilities such as HVAC and lighting through scheduled timing and on-demand activation. The synergistic operation of these dual systems shifts energy management from ex-post accounting to real-time process control, effectively identifying high-consumption stages, precisely optimizing equipment operating parameters, and minimizing idle and unnecessary energy consumption. Underpinned by data-driven continuous diagnostics and operational tuning, this framework provides robust technical support for establishing an efficient, low-carbon production and operational system.

Key Performance



Vinda Paper (China) Limited was awarded the 2025 Guangdong Province Paper Industry **"Energy Efficiency Benchmark Enterprise"** (Household Tissue Paper)

Optimizing the Energy Structure

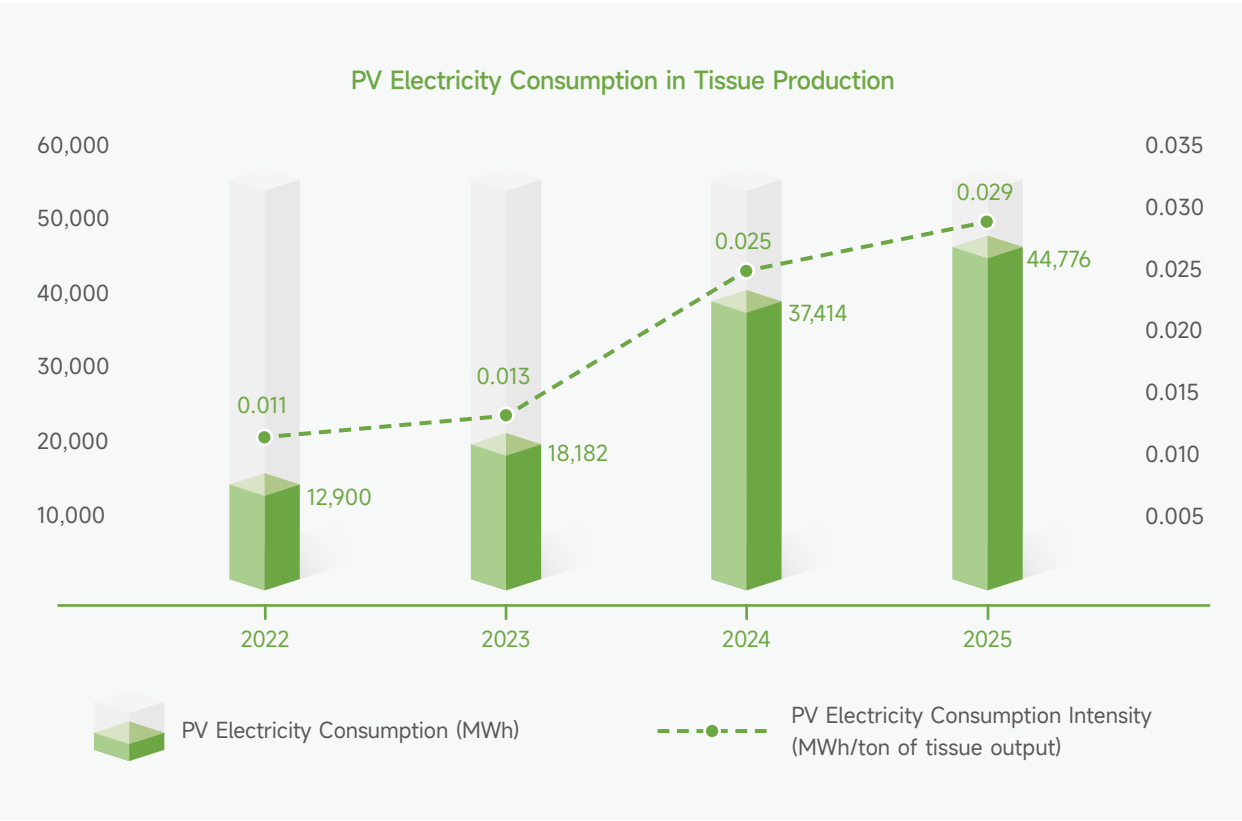
In optimizing our energy structure, we employ a multi-pronged strategy of self-generation, external procurement, and fuel substitution to curtail the use of high-emission fossil fuels and increase the proportion of renewable energy consumption.



Rooftop PV at the Malaysia Factory

Distributed Photovoltaic (PV) Development

We are actively deploying distributed PV systems at eligible production bases to continuously enhance our self-sufficiency in clean electricity. During the reporting period, three additional factories completed the construction and grid connection of distributed PV systems. Notably, the Hubei Factory commissioned a new 7.3 MWp PV project, generating an average of approximately 7.1927 million kWh annually. The Xinhui Factory's 2.1 MWp PV project was officially brought online, with an expected annual power supply of approximately 2.39 million kWh. The Malaysia Factory expanded its installed PV capacity to 6.56 MWp, raising the share of renewable energy in its power supply to 17.8%. As at 31 December 2025, distributed PV systems have been commissioned and are operational across 10 production plants, with PV electricity consumption reaching 58,462.621 MWh during the reporting period.



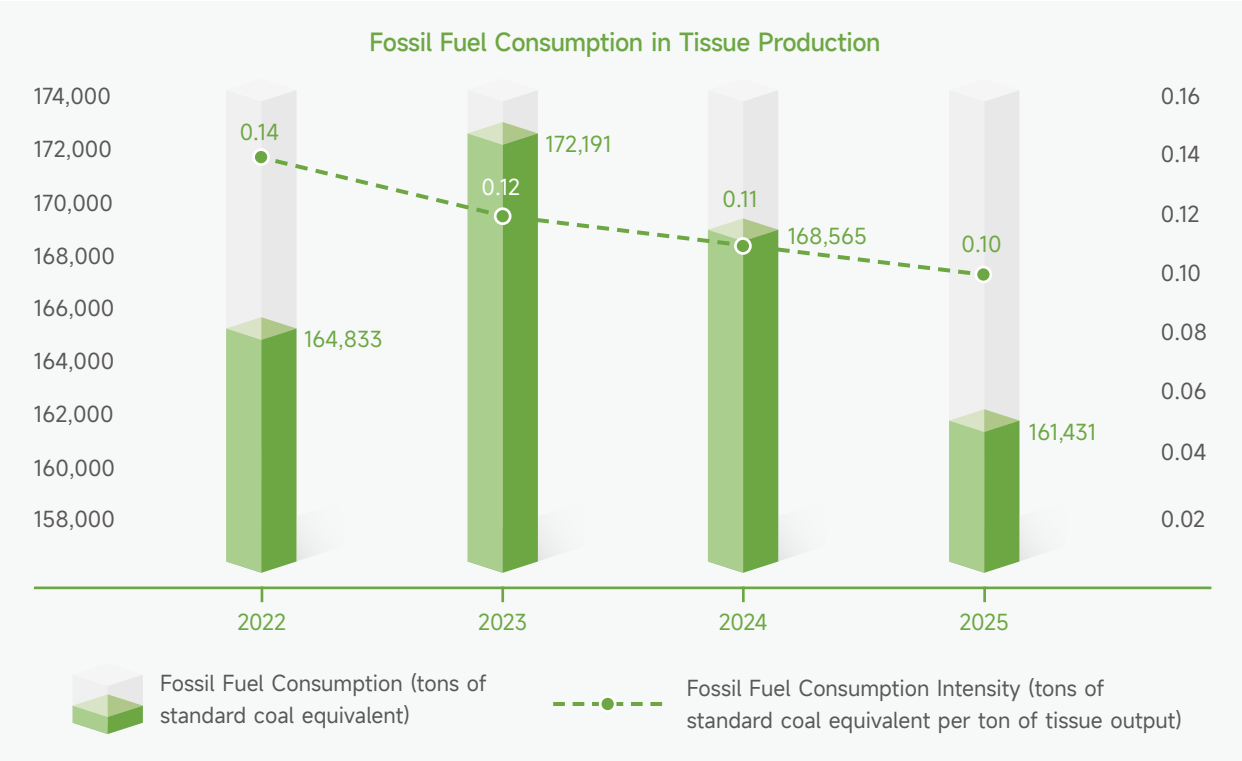
Renewable Energy Consumption

We actively participate in green electricity market transactions to steadily scale up our renewable energy consumption. During the reporting period, Vinda's Guangdong, Jiangmen, Xinhui, and Yangjiang factories purchased a total of 127,877 MWh of Green Electricity Certificates (GECs).

Substitution of High-Emission Fossil Fuels

Guided by the objective of phasing out high-emission fossil fuels, we continuously advance the clean retrofit of energy facilities and optimize our external energy procurement structure. During the reporting period, the Hubei Factory systematically retired inefficient coal-fired boilers. Through a consolidated heating system retrofit and the commissioning of natural gas boilers, the factory achieved reductions in both specific heating energy consumption and pollutant emissions. Regarding external energy procurement, we align with actual production demands and regional energy supply conditions to gradually introduce low-carbon energy sources. The Liaoning Factory and the Rizhao Factory procure electricity and steam derived from biomass fuels. The Jiujiang Factory leverages supplierswaste heat recovery systems to secure low-carbon energy supplies.

Furthermore, we are actively pressing ahead with the electrification of plant transport equipment, progressively replacing traditional fuel-powered material handling vehicles with electric Automated Guided Vehicles (AGVs) to curtail fossil fuel consumption. During the reporting period, the Xinhui Factory commissioned 25 AGVs. The Zhejiang Factory deployed AGVs in tissue production Workshop 5 and the Personal Care Workshop for parent roll transportation and finished goods warehousing, respectively. The Xinhui Tissue Factory implemented AGV-based automated material transfer from outbound dispatch to inbound storage in the CVT2 Cream Production Workshop. The Malaysia Factory also deployed AGVs to facilitate efficient material flow between warehouse areas and production workshops.



Key Performance



During the reporting period, The Malaysia Factory's solar power supply accounted for an average of **14%** of its total energy consumption



Vinda Group's renewable energy consumption reached approximately **186,340** MWh

Carbon Emission Intensity for Tissue Production (tCO_{2e}/ton of tissue output)

Year	Carbon Emission Intensity for Tissue Production (Market-Based)	Carbon Emission Intensity for Tissue Production (Location-Based)
2022	1.04	1.01
2023	1.04	1
2024	0.96	0.97
2025	0.87	0.95

Managing Greenhouse Gas Emissions

Scientifically and systematically quantifying our greenhouse gas emissions serves as the cornerstone for advancing decarbonization initiatives. Vinda strictly adheres to internationally recognized accounting standards to systematically identify and standardize the management of carbon emissions within our operational boundaries. Our operational emissions primarily stem from energy consumption in the manufacturing process, encompassing direct (Scope 1) emissions from the combustion of fossil fuels such as natural gas and coal, and indirect (Scope 2) emissions generated from the consumption of purchased electricity and heat.

The Company continuously refines its GHG data governance and Monitoring, Reporting, and Verification (MRV) framework. We have formulated the *Data Management Standards for Environmental Emissions and Energy Consumption on Reporting Platforms*, establishing a standardized workflow that covers data collection, cross-validation, multi-tier review, and dynamic reporting. Each production plant conducts data entry and accounting in strict accordance with these requirements, with centralized data management facilitated through an internal reporting platform to ensure the completeness, accuracy, and traceability of data.

Vinda actively monitors the climate impact across our value chain (Scope 3), which encompasses the entire product lifecycle, spanning upstream raw material procurement, logistics and transportation, waste disposal, and downstream product distribution. In 2025, guided by the GHG Protocol *Corporate Value Chain (Scope 3) Accounting and Reporting Standard*, the Company comprehensively launched a value chain GHG inventory initiative. This exercise precisely identified high-emission nodes and completed accounting for core operational segments.

Vinda Group Carbon Footprint in 2025

Total Carbon Emissions (Location-Based) (tCO_{2e})

Scope	Carbon Emissions (tCO _{2e})	Percentage
Scope 1	112,130.6	6%
Scope 2	4,847,210.31	76%
Scope 3	1,121,306	18%

Total Carbon Emissions (Market-Based) (tCO_{2e})

Scope	Carbon Emissions (tCO _{2e})	Percentage
Scope 1	112,130.6	7%
Scope 2	4,847,210.31	77%
Scope 3	998,988.18	16%

27

28

Resource Conservation and Circular Utilization

Water Conservation

Vinda's water consumption is primarily allocated to pulping and tissue production processes, equipment cleaning, and domestic use within plant premises, sourced from municipal supplies, surface water, and groundwater. We have established a comprehensive management system covering the entire water lifecycle, from withdrawal and utilization to metering, clearly defining management requirements and operational procedures. Each production plant sets annual specific water consumption targets per ton of tissue output as appropriate, regularly tracking progress. In cases of target deviations, plants promptly conduct root-cause analyses and implement corrective measures, ensuring continuous closed-loop optimization of water resource management.

Throughout operations, Vinda enforces stringent controls across all water usage stages. By optimizing production processes and equipment, deploying digital monitoring systems, and implementing refined management practices, we continuously elevate our standards in water management and reduce overall water consumption.

Key Water Management Actions in 2025



Process and Equipment Optimization

- **Process optimization for water savings:** The Yangjiang Factory optimized its production process by reducing pulp moisture content, thereby curtailing water consumption at the source.
- **Installation of water-saving fixtures:** Water-efficient fixtures were installed at the Yangjiang and Beijing factories.



Digital Monitoring and Refined Management

- **Digital monitoring:** Leveraging the MES 4.0 Energy Management System, the Xinhui Factory achieves real-time monitoring and dynamic adjustment of workshop water usage, continuously optimizing water efficiency through daily data analytics.
- **Refined management:** The Beijing Factory conducts routine inspections to eliminate leaks and uncontrolled water losses across workshop equipment; the Yangjiang Factory deployed an intelligent metering system to enable refined monitoring and control at point-of-use endpoints.



Circular Utilization

Water Resource Recycling

Vinda integrates water resource recycling into the core of production and operational resource management. Through process reuse and system optimization, we continuously elevate the level of water resource recycling. During the Reporting Period, the Hubei Factory added filtration units to recycle clarified water, reducing specific water consumption per ton of tissue output by approximately 2 tonnes. The Sichuan Factory switched the paper machine agitator seal water to recycled water, reducing specific water consumption per ton of tissue output from 6.84 tonnes to 5.77 tonnes. The Zhejiang Factory further enhanced internal water circulation efficiency through cooling water circulation, vacuum pump seal water recycling, and increased condensate recovery. Furthermore, we actively expand pathways for regional collaborative utilization of water resources. The Zhejiang Factory continues to press ahead with tiered wastewater utilization, supplying treated effluent meeting standards to other enterprises within the industrial park, achieving reuse and collaborative utilization of water resources within the region.

Highlight Performance



In 2025, Vinda reused **12,999,693.6** tonnes of water resources



In 2025, the Malaysia Factory collected **16,108** cubic meters of rainwater, which was used for cooling tower make-up and landscape irrigation within the plant premises.



Case

Sichuan Factory's Paper Machine Seal Water Filtration and Recycling Project

To effectively reduce freshwater usage and enhance water resource recycling levels, the Sichuan Factory installed precision filtration devices on-site to remove suspended solids from recycled water, ensuring stable effluent quality meets the process requirements for wire mesh and roll seal water. Additionally, the piping system was optimized to enable flexible switching between fresh water and recycled water.

After the project was commissioned, significant water-saving results were achieved. The monthly average specific water consumption per ton of tissue output decreased from 7.84 cubic meters to 6.21 cubic meters, a reduction of 20.8%, effectively reducing freshwater usage and enhancing water resource recycling levels.

Material and Waste Circular Utilization

In terms of material circular utilization, we focus on turnover materials and auxiliary consumables used during production and operations, promoting the establishment of a circular usage and recycling system. During the reporting period, the Liaoning Factory promoted the circular reuse of chemical additive drums, achieving a manufacturer recovery rate of over 90%. Additionally, a unified recycling system was established for consumables such as cardboard boxes, iron wires, and winding films, achieving secondary utilization through external sales. The Malaysia Factory also returned recyclable plastic components to suppliers for reuse, recovering a total of 2.5 tonnes in 2025.

In terms of waste generated during production and operations, we continue to promote resource-based utilization, enhancing the reuse value of waste. During the reporting period, the Yangjiang Factory promoted resource utilization of waste motor oil, established a recycling cooperation mechanism with suppliers, and carried out the recovery of various valuable wastes. The Hubei Factory optimized sludge disposal pathways, shifting horizontal dissolved air flotation (DAF) sludge from boiler incineration to external sale treatment, achieving a waste resource utilization rate of no less than 70%. The Taiwan Factory continued to promote the recycling of multi-category waste, achieving the recovery of 319.3 tonnes of wastepaper, 455.7 tonnes of waste plastics, and 9.9 tonnes of waste iron in 2025. Additionally, the Company actively explores innovative pathways for circular utilization. The Malaysia Factory collaborated with universities to conduct research on diaper waste recycling, promoting the development and application of new resource utilization models.

Ecological Environment Protection

Environmental Management System

Vinda strictly adheres to ISO 14001 standards to establish and continuously improve its environmental management system. We adopt a site-led management model, assigning environmental management responsibilities to each production unit to ensure that environmental measures closely align with actual operational scenarios. Each factory identifies environmental aspects and compliance obligations based on local operational characteristics, sets and tracks environmental targets and indicators, and conducts regular internal inspections and corrective actions. Leveraging system operation and continuous supervision, we effectively control environmental risks, fulfill legal and regulatory requirements, and ensure the standardized and efficient operation of the environmental management system.

Highlight Performance



As at 31 December 2025, all Vinda-controlled and managed factories obtained **ISO 14001** Environmental Management System certification.

Environmental Risk Management

We have established an emergency management system for sudden environmental incidents and formulated the *Emergency Preparedness and Response Procedures*, which stipulate regulations regarding the identification of emergencies, as well as the formulation, implementation, and review of emergency plans and drill schedules. To continuously enhance employees' risk prevention awareness and emergency disposal capabilities, we regularly conduct emergency accident drills. In 2025, the Sichuan, Xinhui and Zhejiang factories conducted various emergency drills covering wastewater exceedance, hazardous waste transfer leaks, chemical spills and sudden environmental incidents; the Jiujiang Factory conducted eight drills on chemical and water pollution spills and two drills on hazardous waste leaks; the Rizhao Factory carried out two on-site drills on disposal of chemical spills; and the Xinhui Tissue Factory conducted seven emergency drills for sudden environmental incidents.

During the Reporting Period, Vinda-controlled and managed factories conducted a total of 118 environmental risk hazard inspections, achieving a 100% hazard rectification rate.

Case

Jiujiang Factory Conducting Emergency Drills on Hazardous Waste Leaks

To further enhance practical responses for sudden environmental incidents, in September 2025, the Jiujiang Factory organized a specialized practical drill focused on hazardous waste leak accidents at the hazardous waste warehouse. The drill simulated a waste oil leak scenario, primarily testing the execution of key emergency actions including isolation, notification, containment, and collection. Participants responded immediately and implemented containment measures, correctly wearing personal protective equipment (PPE), while on-site emergency supplies were fully equipped and functional. This drill not only effectively verified the completeness of the plant's emergency reserve materials but also significantly strengthened employees' rapid response and on-site disposal capabilities under emergency conditions.



Chemical Management

Vinda places high importance on chemical safety and environmental risk control, having established and continuously improved a chemical management system covering the entire lifecycle from procurement, storage, and usage to disposal. We strictly enforce a mandatory assessment and approval mechanism prior to procurement, ensuring full compliance across all stages of storage, transportation, usage, and waste disposal. Relying on risk assessments, specialized training, and categorized control, we safeguard personnel safety and mitigate environmental health risks, systematically advancing sustainable chemical management.





Case

Sichuan Factory Conducting an Emergency Drill on Chemical Spills

In March 2025, the Sichuan Factory conducted a specialized emergency drill focused on chemical transfer leaks. Simulating a scenario where drums of white mineral oil tipped over during transport, the exercise prioritized validating on-site response protocols including isolation, adsorption, collection, and decontamination. Participants executed the contingency plan by utilizing absorbent materials (including damaged paper) to contain overflow and adsorb spills, then transferred contaminated materials to designated hazardous waste storage areas in compliance with regulations, followed by thorough floor cleaning. This drill effectively streamlined critical steps in chemical spill emergency response, significantly enhancing the rapid response capabilities and on-site disposal proficiency of the emergency rescue team.



Case

Malaysia Factory Conducting an Emergency Drill on Chemical Spills

In February 2025, the Malaysia Factory conducted an emergency drill on chemical spills, simulating an incident where a 20-liter ink drum tipped over during transport by a hydraulic pallet truck. The emergency team responded promptly, utilizing standardized absorption kits to execute containment and cleanup procedures. Contaminated materials were collected in accordance with regulations and disposed of as compliant waste. The drill effectively validated the practicality of the contingency plan and thoroughly confirmed the reliability of the response protocol and the team's disposal capabilities.



Pollution Emission Management

Vinda strictly adheres to environmental protection laws and regulations promulgated at both national and local levels. We have established and refined a comprehensive pollutant management system, formulating the *Provisions on Wastewater, Waste Gas, and Noise Testing*. Through stringent control and regular monitoring of wastewater, air emissions, noise, and waste, we ensure full-process operational compliance, minimize environmental impact, and uphold our commitment to sustainable development.

Waste Gas Management

Air emissions from Vinda's production operations primarily originate from boilers that supply heat to our factories, with pollutants including sulfur dioxide (SO₂), particulate matter, and nitrogen oxides (NO_x). To curtail emissions at the source, plants are continuously phasing out inefficient boilers and substituting them with clean energy sources. During the reporting period, the Hubei Factory implemented an inefficient boiler upgrade project, replacing coal-fired heating with natural gas to reduce atmospheric pollutant emissions at the source. For retained coal-fired boilers, we have equipped them with flue gas treatment facilities such as desulfurization and denitrification units, while continuously optimizing operational management to ensure flue gas emissions consistently meet regulatory standards. Additionally, we have established a three-tier waste gas monitoring management system, implementing graded testing and dynamic control to guarantee that all emission indicators remain compliant. In 2025, the compliance rate for atmospheric pollutant emission indicators reached 100%.

Three-tier Waste Gas Monitoring Management System

Tier 1

Online monitoring systems are installed at emission outlets and connected to local environmental authorities. Emissions data are monitored 24/7 and uploaded in real time.

Each production base has an environmental management department responsible for monitoring emissions of sulfur dioxide (SO₂), particulate matter, and nitrogen oxides (NO_x). Boiler operation teams manage equipment in strict accordance with operating procedures, monitor coal inventory and operating conditions, and conduct daily checks.

Tier 2

Tier 3

Local environmental bureaus conduct regular quarterly inspections or appoint qualified third-party testing agencies to perform independent testing.

Highlight Performance



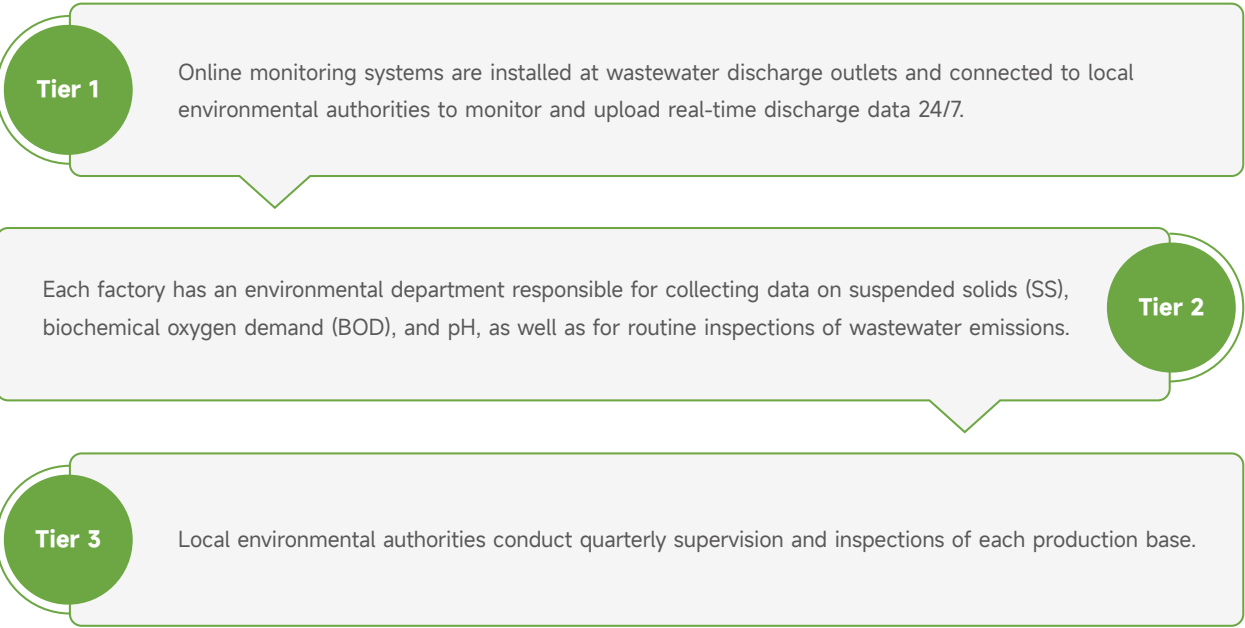
In 2025, the Xinhui Factory reduced particulate matter emissions by **0.38** tons.

Wastewater Management

Vinda strictly complies with environmental laws and regulations regarding wastewater discharge at all locations. We have formulated and implemented internal management policies, including the *Provisions on Wastewater Testing Methods* and *Operational Procedures for Wastewater Treatment Systems*. Each plant rigorously enforces management measures such as routine inspections, online monitoring, and record-keeping to ensure wastewater discharge complies with statutory requirements. In 2025, the compliance rate for water pollutant emission indicators reached 100%.

Wastewater from our plants primarily originates from tissue production production lines, including effluent generated during tissue machine forming and pulp blending, as well as wastewater from chemical preparation and equipment cleaning processes. Regarding wastewater disposal, for plants connected to the industrial parks' centralized sewage treatment system, we strictly adhere to local management requirements, standardizing wastewater collection and transporting it uniformly to park treatment facilities. For plants not connected to the centralized network, we rely on self-built wastewater treatment processes to ensure wastewater is effectively treated prior to discharge. Additionally, plants implement a three-tier monitoring mechanism for external wastewater discharge, conducting daily tracking and regular testing of key water quality indicators to guarantee that all discharged wastewater consistently meets national and local environmental protection standards.

Three-tier Wastewater Monitoring System



Highlight Performance

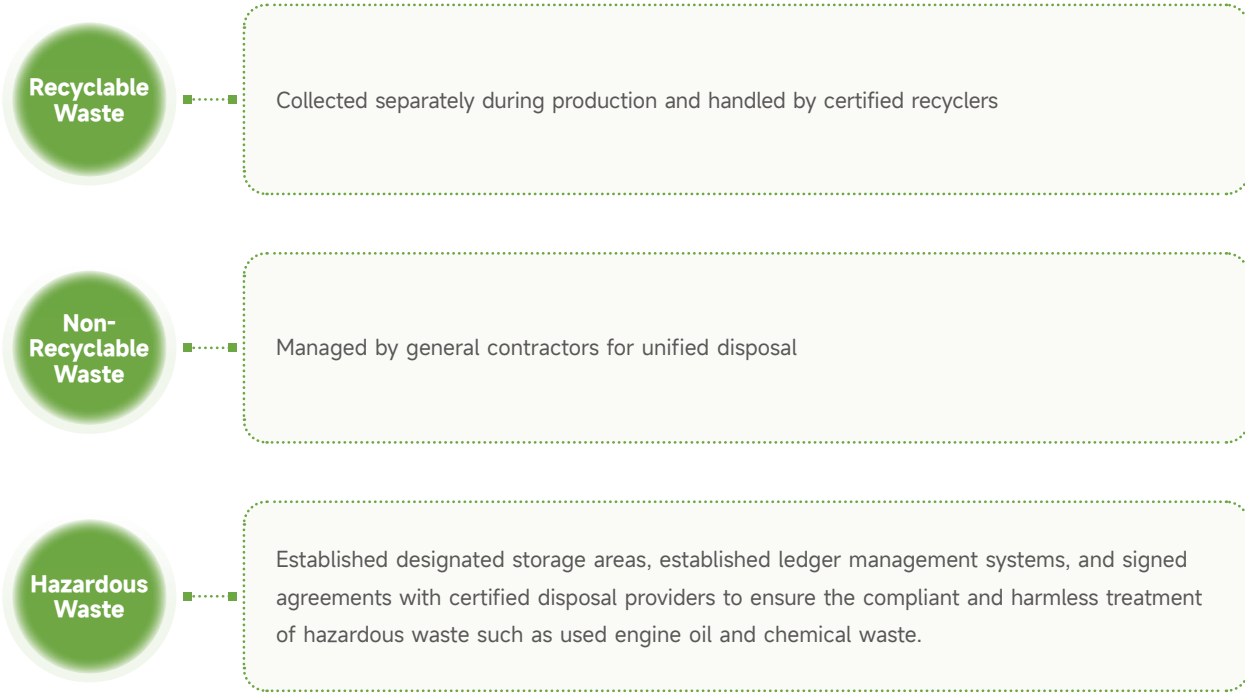


In 2025,the Zhejiang Factory implemented a tiered wastewater utilization project, transferring wastewater to other enterprises within the park for circular reuse, reducing annual wastewater discharge by **270,000** tons.

Waste Management

Vinda strictly adheres to laws and regulations concerning waste management, continuously improving institutional frameworks and process control mechanisms. We have formulated and implemented management documents such as the *Solid Waste Management Procedure*, the *Hazardous Waste Management Regulation*, and the *Environmental Protection Accountability System* to ensure the compliance and standardization of waste management.

Waste generated during Vinda's production operations primarily includes recyclable waste, non-recyclable waste, and hazardous waste. We implement classification management and differentiate disposal based on the characteristics of each type of waste. Through evaluating the capacity and qualifications of waste disposal partners, based on irregular on-site inspections, document audits, and tracking of disposal outcomes, we strengthen supervision over the whole process of waste transfer and final disposal. This ensures waste is managed in a standardized and responsible manner to achieve harmless treatment or compliant disposal. In 2025, the safe disposal rate for solid waste and hazardous waste reached 100%.



We adhere to a waste source reduction strategy, continuously minimizing waste generation through equipment upgrades and process optimization. During the reporting period, the Sichuan Factory implemented a sludge pressing machine retrofit, effectively reducing sludge moisture content and achieving a year-on-year reduction in sludge generation of approximately 173 tons. The Yangjiang Factory achieved a decrease in total sludge generation of approximately 250 tons in 2025 through process optimization and source control. The Malaysia Factory launched two material optimization projects; by optimizing the utilization rates of polyethylene film (PEF) and three types of non-woven fabrics (NW), they optimized PEF usage by 4.16 meters and NW usage by 67.18 meters per 1,000 pieces produced, effectively driving systematic material waste reduction across multiple production lines.

02

Inclusive Prosperity

Our Philosophy

Enterprises do not operate in isolation; rather, they are communities of shared destiny closely linked to employee growth and community prosperity. True sustainability is built on respect, trust, and mutual empowerment. Therefore, we should balance individual well-being with overall social value, ensure that the fruits of development continuously benefit society, and pursue long-term symbiosis and mutual win-win outcomes.

Responded SDGs

- Diversity, Equity and Inclusion
- Labor Rights
- Employee Training and Development
- Occupational Health and Safety
- Community Development

Alignment with the United Nations Sustainable Development Goals (SDGs)



Our Targets

Vinda 2035 Sustainability Targets

	2025 Progress / Actions
40% women in leadership position ⁷	29%
The LTIFR (per million hours worked) is below 0.5	0.61
Vinda's community projects can benefit one million people	153,371 person-times

Our Actions

We remain committed to a people-centric approach, striving to enhance the equality, inclusivity, and trustworthiness of the employee work environment through measures such as establishing open communication channels and continuously improving safety and health management standards. At the same time, leveraging diversified community projects, we will extend our positive impact to a broader range of residents. By providing educational opportunities and resource support, we continue to empower surrounding communities and enhance community well-being.

⁷ Refers to the percentage of women in leadership position.

Protection of Rights and Interests

Diversity, Equity, and Human Rights Protection

Vinda upholds the core values of respecting human rights and fostering diversity and inclusion. Strictly adhering to the International Labor Organization (ILO)'s core conventions and the *UN Guiding Principles on Business and Human Rights*, Vinda has formulated and continuously improved internal governance documents such as the *Vinda Human Rights Policy*, embedding equality, dignity, and compliance throughout the entire human resource management chain.

Equality and Inclusion

We fully respect differences in region, cultural background, and customs, and explicitly prohibit any form of discrimination based on race, class, age, gender, marital and parental status, or social background. We are committed to providing all employees with open, fair, and equal opportunities throughout the entire career lifecycle, including recruitment, performance appraisal, compensation and benefits, training and development, and promotion pathways, while actively fostering an inclusive and diverse workplace ecosystem.

Vinda advocates for equal opportunities and participation for women in the workplace and continues to build a diverse work environment. We have thoroughly implemented policies and measures to protect women's rights. In accordance with the law, we have established a female-friendly policy system that provides lactation leave, prenatal checkup leave, and maternity leave. We also ensure the work safety of female employees during pregnancy and lactation periods to implement maternal protection and foster a friendly workplace environment.



Zhejiang Factory Conducts Free Menopause Screening for Female Employees



"Spring Breeze Like You, Radiant Youth" Women's Day Event



Vinda China Tour Season 13 Internal Promotion Activity

Respect for Human Rights

Vinda maintains a zero-tolerance stance on child labor and forced labor, strictly prohibiting any illegal employment practices. We have established a comprehensive prevention, monitoring, and emergency response mechanism. During the recruitment process, we have strengthened identity verification and background check procedures. The Human Resources Department strictly reviews the age and qualifications of new hires to prevent compliance risks at the source. Upon discovery of any suspected violation clues, an investigation shall be initiated immediately and corrective measures taken. The Company strictly complies with labor laws and regulations, standardizes working hour management, reasonably controls overtime, and legally safeguards employees' rights to rest and leave as well as their physical and mental health.

Highlight Performance



In 2025, the ratio of male to female employees was **59:41**, and we will continue to maintain a balanced gender ratio in the future.

Employee Communication

We have established the system of the workers' congress to implement employees' rights to know, participate, vote, and supervise, thereby standardizing the democratic management process. The Company conducts collective consultations with employee representatives regarding compensation and benefits, working hours arrangements, leave policies, insurance and welfare, as well as occupational health matters. In 2025, the Trade Union of Vinda Paper (China) Limited convened the first session of its 12th Congress of Employee Representatives (Members), with 90 employee representatives in attendance to deliberate on the work report of the 11th Trade Union and related policies.

We have established diverse channels for employee communication and feedback. In daily operations, information is disseminated and feedback is collected through internal briefings, bulletin boards, and employee communication meetings. Trade unions, dedicated email addresses, and suggestion boxes provide employees with standardized channels for expressing their concerns. All relevant feedback serves as a critical reference for the continuous optimization of the benefits system and management initiatives.

At our production factories, we regularly hold thematic symposiums on policy interpretation and new employee onboarding, while also setting up centralized Q&A sessions. For frontline employees, the factories conducted special interview sessions and produced interview reports to summarize and analyze employee concerns. In addition, Factory Director Reception Days were held in various locations to provide a channel for face-to-face communication between management and employees. Issues regarding work safety and logistics were recorded and followed up.



Zhejiang Factory's "Director's Cup of Tea"
- Factory Manager Reception Day



Interviews with Frontline Employees

Case

Shandong Factory Hosts Factory Manager Face-to-Face Activities

In 2025, the Shandong Factory organized and conducted three "Factory Manager Face-to-Face" sessions to establish a direct dialogue platform between management and frontline employees, listen to employee feedback, and address practical concerns. A total of 46 suggestions were collected through the activities, covering four key areas: safety production, quality control, facility maintenance, and logistical support. The factory implements closed-loop management for employee feedback. Among them, 31 issues were included in key tracking and supervision to promote implementation and resolution, while the remaining 15 issues have been communicated and explained to employees following assessment.

Shandong Factory "Manager Face-to-Face" Activities

Compensation and Welfare Assurance

We are committed to building a fair, transparent, and competitive compensation and benefits system. Through policy-based management, we ensure that employees share in the fruits of development, laying a solid foundation for decent work and long-term value co-creation. We established and implemented internal management policies, including the *Compensation Management Rules* and the *Welfare Management Rules*, to bring compensation and benefits management onto a standardized and systematic track. In 2025, the Company revised the *Chinese Mainland Marketing/Market Compensation Policy* to ensure that compensation returns are more closely aligned with individual performance and the Company's strategic objectives. In designing the compensation structure, we adhere to the principles of fairness, competitiveness, motivation, cost-effectiveness, and compliance. We have established a comprehensive compensation model that holistically considers educational qualifications, professional ranks, tenure, job contributions, performance outcomes, and market conditions. This ensures that compensation allocation is deeply aligned with individual growth and the Company's strategic objectives. All production bases have simultaneously implemented a comprehensive compensation structure covering base salary, performance bonuses, and year-end incentives to ensure that frontline employees receive stable and growth-oriented income returns.

In terms of welfare and security, Vinda is committed to expanding a diversified welfare matrix. In addition to paying social insurance and housing provident funds, the Company has additionally arranged employer liability insurance and implemented specific subsidies such as high-temperature allowances in accordance with local policies. The Company also places emphasis on humanistic care by establishing a flexible benefits system that includes holiday greetings, birthday wishes, and comprehensive welfare funds. In addition, each factory implements customized care initiatives tailored to regional cultures and employees' actual needs, such as subsidies for dining and medical examinations, shopping discounts, and welfare vouchers. The Taiwan Factory additionally provides child education grants, elderly care allowances, and emergency relief funds to alleviate the financial burden on employees' families and promote a harmonious work-life balance.



Safety and Care

Occupational Health and Safety

Occupational Health and Safety Management System

Vinda has established and continuously improved its occupational health and safety management structure in accordance with the ISO 45001 Occupational Health and Safety Management System standard. For key areas including risk identification, hazard investigation, emergency response, occupational health monitoring, and contractor management, we have formulated and implemented a series of policies: the *Policy on Hazard Identification and Risk Assessment*, the *Policy on Safety Hazard Investigation and Remediation*, the *Policy on EHS Incidents*, the *Occupational Health Policy*, and the *Safety Management Policy for Outsiders*. These measures comprehensively achieve full-process standardization of safety management.

We have established a management mechanism characterized by "group-wide coordination and control with factory-level implementation". The Group leads system planning, standard setting, and professional training. Management teams at each factory base fulfill their responsibilities for safety production management, organizing and supervising daily safety production activities, convening regular safety production meetings, and reporting to senior management. Meanwhile, frontline safety personnel receive guidance and supervision from regional professional supervisors to ensure that all safety production initiatives are vertically integrated and implemented in an orderly manner.

In 2025, the Yangjiang Factory launched a digital safety management platform integrating core modules for hazard reporting, training and drill planning, online safety education, and team safety performance benchmarking. Through online process management and real-time data tracking, this system effectively streamlines management procedures and enhances control efficiency, comprehensively advancing the factory's safety management transformation toward digitalization and refinement.

Highlight Performance

As of December 31, 2025, **7** Vinda-controlled factories and **3** Vinda-managed factories have obtained the **ISO 45001** occupational health and safety management system certifications.

Risk Prevention and Control

We uphold the safety management philosophy of "prevention first and source control" by establishing a risk identification and dynamic assessment mechanism that covers the entire lifecycle. At key junctures such as process changes, equipment upgrades, new project commissioning, and adjustments to the work environment, we strictly enforce change management procedures to ensure real-time synchronization of risk information and precise implementation of graded control measures. Through a closed-loop management process of "identification, assessment, control, and review", we continuously monitor risk evolution trends, regularly verify the effectiveness of controls, and promptly optimize prevention and mitigation strategies.

In 2025, we engaged a third-party professional agency to conduct occupational health and safety audits at our 13 factories in Mainland China. The audit focused on five dimensions: management performance, risk control, operational controls, performance monitoring, and personnel empowerment, to comprehensively diagnose management effectiveness. Based on the audit results, the Company has formulated a special rectification plan and coordinated the hazard governance plan for 2026 to achieve closed-loop optimization of the management system.

Case

Safety Actions for the High-Temperature Season in 2025

In July 2025, recognizing the seasonal characteristics of high temperatures in summer that easily trigger safety accidents and occupational health risks, the Group's EHS Center issued the *Guidance on Ensuring Safety Production During the High-Temperature Season*, systematically deploying all factories to implement safety control measures. All production bases strictly implemented control requirements by carrying out actions such as equipping heatstroke prevention supplies and emergency medicines, improving emergency supply reserves, organizing special emergency drills for heatstroke incidents, and conducting safety inspections. The completion rate reached 100%. For the hazards identified during the inspection, all factories simultaneously implemented rectification measures, achieving a rectification rate of 100%.



Case

Safety Production Actions Before and After Long Holidays

For long holidays such as the Spring Festival and National Day, the EHS Center proactively issues formal notices regarding safety requirements before and after these periods to ensure that all factories implement their safety management responsibilities.

Safety special inspection	Conduct safety special inspections across all departments before the holiday to ensure key risks are effectively controlled. Before resuming work after the holiday, a safety confirmation for resumption must be organized to prevent equipment from operating while defective.
Holiday safety management	During holidays, construction activities and production schedules must be reported in advance. At least one department head or deputy manager-level staff member must be on duty daily during the holiday period.
Emergency management requirements	Prior to holidays, conduct advance inventory and inspection of backup emergency supplies to ensure timely availability; during holidays, all management personnel must maintain smooth mobile communication.

Case

Nighttime Emergency Evacuation Drill

The Malaysia Factory conducted a night-time emergency evacuation drill in collaboration with the local fire and rescue department (BOMBA) to specifically assess the emergency preparedness and response capabilities of night-shift personnel. During the drill, all employees and contractors evacuated in an orderly manner via designated nearest emergency exits. Members of the Emergency Command Organization (ECO) performed their duties efficiently, and verification confirmed that all emergency equipment and response systems were operating normally. The overall drill fully verified the timeliness and reliability of the internal and external emergency linkage mechanisms.



Honors

The Hubei Factory's team won the honor of an outstanding work group in the national "Ankang Cup" competition.

The Shandong Factory has been recognized as a Level 2 Enterprise for Standardized Safety Production.

The Taiwan Factory has obtained the AED Safe Place Certification.

Safety Culture Construction

In 2025, we continued to deepen EHS management, with the cultivation of a safety culture as the core fulcrum. By combining Group-wide coordination with factory-specific practices, we promoted the transformation of safety awareness from "policy requirements" to "habitual behaviors". We established a cross-departmental symposium mechanism and achieved comprehensive coverage of occupational disease prevention knowledge among all employees through an "online + offline + on-site spot check" training model. Each factory regularly conducts fire emergency drills and comprehensively popularizes the *Standards for Determining Major Accident Hazards in Special Equipment* to frontline staff, effectively enhancing capabilities for proactive risk identification and on-site response, thereby building a safety management ecosystem characterized by full employee participation and continuous improvement.

In addition, we launched a safety classroom column and published 26 thematic posts covering emergency notifications, safety education, reports on group meetings, and event promotion. The number of views for the Safety Classroom increased from 995 to 3,473 this year, significantly enhancing its reach and impact.



Case

2025 Fire Safety Month Activity

We adopted the path of "Group coordination, factory implementation, and employee practice" to advance fire safety responsibilities and capabilities from the organizational top level down to frontline individuals, achieving deep coverage across all personnel, processes, and scenarios.

- ▶ **Capacity enhancement:** All factories are required to conduct fire drills or fire safety skills training to strengthen fire safety capabilities within the factory premises.
- ▶ **Hazard identification:** Launch the "Instant Hazard Photo" initiative to encourage all employees to participate in safety hazard inspections.
- ▶ **Safety vision:** Produce short safety videos centered on the theme "Fire Safety for All, Life First — Safe Use of Fire and Electricity";
- ▶ **Theme submission:** Employees submit content via Vinda V's internal platform at the Company, sharing their experiences regarding safe electricity and fire usage in daily life or work.



Occupational Health Symposium at the Zhejiang Factory



Fire Safety Inspection at the Zhejiang Factory



Special Equipment Management Training at the Zhejiang Factory



Case

ISO 45001-related training conducted at factories in Taiwan and Malaysia

To enhance the professional capabilities of employees in occupational health and safety, Vinda's factories in Taiwan and Malaysia conducted ISO 45001 system training. Training sessions covering the interpretation of ISO 45001 standards, hazard identification and risk and opportunity assessment, regulatory identification, and internal audits enable personnel to familiarize themselves with the operational requirements of the ISO 45001 management system, implement EHS policies, and continuously improve management measures.



Case

Publicity Week for the Prevention and Control of Occupational Diseases

In 2025, the Zhejiang Factory hung occupational health posters and banners across the factory premises to support the promotional week's theme activities. Additionally, the factory organized engaging Q&A sessions and training on protective measures by integrating occupational hazard factors with corresponding prevention strategies. This initiative prioritizes employee safety and health while enhancing workers' awareness of health protection.



Highlight Performance

In 2025,



Vinda conducted **286** fire emergency drills



Vinda conducted a total of **6,852** safety training sessions



Vinda conducted a total of **140,151** hours of safety training



with **148,805** participants

Employee Care

Vinda is committed to creating a warm, inclusive, and belonging work environment for its employees. We have launched care initiatives encompassing cultural and life activities, the work environment, health support, and assistance for employees in need. We regularly organize cultural and sports events as well as skills competitions to enrich employees' leisure lives. We continuously optimize convenience facilities in workshops and office areas and hold holiday celebrations. Additionally, we organize sports events to promote healthy lifestyles, provide assistance to employees facing difficulties, and host family reunion events during holidays. In 2025, the Vinda Trade Union organized 15 employee activities throughout the year, covering approximately 3,500 person-times.

Mainland China

- Conducted summer care activities such as "Summer Coolness Delivery" and "Summer Fun Fair", distributing cooling beverages to employees.
- Established HR service kiosks to interpret labor policies for employees.
- Regularly provided noodle-based supplementary meals for employees and conduct canteen labor competitions.
- Organized mental health counseling sessions and hold health knowledge lectures such as "Focus on Managers' Mental Health – Achieve Exceptional Leadership".
- Delivered a health awareness lecture titled "Honoring Our Frontline: Embarking on a Light Journey" for dedicated operational staff.

Taiwan, China

- We organized activities such as the "Kenting 100km Two-Day Cycling", "Tainan Coastal Cycling", and "Drumming Experience" to relieve stress and enhance physical and mental well-being, thereby promoting employee health and maintaining work-life balance.
- Organized events including farewell gatherings for senior employees retiring with honor, celebrations for the launch of tissue paper production at the Taiwan Factory, sharing of sweet treats during the Winter Solstice reunion, and Christmas series activities such as "Inviting Good Fortune and Welcoming Christmas" and "Gratitude Banquets".
- Launched the "Push the Tempo powering peak performance" Porsche co-branded racing model incentive campaign.

Malaysia

- Launched the "Vinda Sports Games 2025" (V-Lympics 2025) series of activities, including the "V-Run" daily step challenge, the "V-Smash" badminton tournament, and the "V-Bowl" bowling competition.
- Organized a voluntary influenza vaccination program, providing free vaccination services to a total of 418 employees across operational sites in Southeast Asia.
- During the Mental Health Month, we launched the "Eat the Rainbow" health advocacy campaign to disseminate knowledge on the connection between nutrition and emotional well-being.

Activities Held at Factories in Mainland China



Mental Health Counseling Room

Providing Cooling Beverages

Employee HR Service Kiosk



Health Knowledge Lecture

Outdoor Expansion Activity



Lantern Festival Event

Women's Day Celebration Activities

Children's Day Event



Festive and Team-Building Activities Held at the Taiwan Factory



Sports and Stress-Relief Activities Held at the Taiwan Factory

Capability Development

Capability Training

Vinda has established a comprehensive, tiered, and integrated training system covering all employees. The curriculum is structured around three core pillars: corporate culture and values cultivation, business and professional skills enhancement, and management and leadership development. Culture and values initiatives are delivered through workshops to reinforce organizational consensus and guide behavioral alignment. Skills enhancement programs target frontline staff, team leaders, and business supervisors, with a strong emphasis on hands-on practice and performance enablement. Management capability and leadership development centers on a reserve talent pipeline program, integrated with talent reviews, succession assessments, and internal competitive selection mechanisms to systematically cultivate high-potential talent. Building upon this standardized framework, local factories have pioneered customized, scenario-based training initiatives tailored to specific operational contexts and employee needs, continuously advancing a multi-tiered talent development ecosystem.

Training is delivered through a hybrid model combining online and onsite formats, as well as internal instruction with external expertise. This approach integrates face-to-face courses, digital learning platforms, internal instructor-led sessions, external partnerships, case studies, and on-the-job practice to ensure that learning content remains closely aligned with business scenarios and delivers sustained conversion effectiveness. For new hires, we provide systematic training covering corporate culture, safety regulations, core policies, and requirements for key position succession planning to help them quickly adapt to the work environment and integrate into the team.

In 2025, factories in Mainland China comprehensively advanced five specialized training programs covering key talent reserves, skill diversification, grassroots management, knowledge transfer, and new hire integration.

Program Name	Training Topic	Training Participants	Project Highlights
Green Forest Program	Leadership enhancement and management empowerment for supervisory level	Factory 3A-4B employees	Throughout the year, we advanced the initiative in phases, successfully implementing the full process of online course launch, onsite instruction, and student defense. Additionally, we conducted instructor certification to establish a closed-loop system of 'training-certification-promotion', thereby delivering high-quality reserve talent to our factories.
Cross-Functional Mentorship Program	Knowledge transfer and skills support	Frontline managers are paired with high-potential team leaders.	Innovated the "Nine-Grid PLUS + Three-Dimensional Talent Identification" system, successfully completed multiple mentorship pairings throughout the year, and effectively promoted knowledge sharing and skills inheritance.
Solid Foundation Program	Comprehensive capability assessment and overall quality improvement for team leaders	All team leaders	The comprehensive assessment of team leaders has been completed, covering three key dimensions: attitude, capability, and performance. Key weaknesses were identified, and improvement recommendations were proposed to strengthen the foundation of grassroots management and enhance overall team effectiveness.
Living Water Program	Diversification of employee skills and job fit	Frontline operational staff	We continued to advance the cultivation of multi-skilled workers. Through inventory assessments and skill certifications, we significantly increased the proportion of multi-skilled workers, effectively enhanced production flexibility and personnel allocation efficiency, and laid a solid foundation for lean production.
Sprout Program	Closed-loop training for new employees throughout the entire lifecycle	Management trainees	Adopting the "721 Development Model", we have established a comprehensive new hire development system through real-time task tracking, multi-stage evaluation and review, and comprehensive result acceptance. This system assists new employees in quickly integrating into the organization and becoming competent in their roles.



"Green Forest" Training Program



"Cross-Functional Mentorship" Training Program



"Living Water" Training Program

Case

Xinhui Factory Launches "Core Values & Vinda Policies" All-Staff Learning Campaign

The Xinhui Factory launched an immersive values learning initiative. From May to July 2025, a company-wide learning program on "Core Values & Vinda Policies" was conducted, combining online courses with onsite interactive activities and covering 901 employees. Between June and October, five specialized training sessions focused on Excel proficiency, team collaboration, and cognitive training were delivered to 52 participants. By integrating lectures, hands-on practice, and scenario-based simulations, the initiative aimed to enhance comprehensive capabilities and facilitate the effective transformation of values from awareness to action.



Case

Malaysia Factory Launched the Second Phase of Its Management Training Program

The Malaysia Factory launched the second phase of its management training program, focusing on enhancing personnel management capabilities and empowering managers to master core leadership skills. This project includes the course *Human Resources Practices for Non-HR Managers*, designed to help business managers gain a deep understanding of the human capital framework and effectively align with the RGE's enterprise management system, thereby achieving standardization and synergy in talent management. These initiatives are advancing in synergy to continuously strengthen the leadership pipeline, enhance managerial competency and team cohesion, and promote consistency and professionalism in personnel management practices across the entire organization.

Highlight Performance

2025 Training Participation Overview

Mainland China:
9,365 participations

Taiwan, China:
268 participations

Malaysia:
1,036 participations

Honors

Vinda Personal Care Products (Guangdong) Co., Ltd. has been recognized as an "Enterprise Skills Evaluation Unit"

Development and Promotion

Vinda has established a dual-channel development system featuring parallel tracks for management and professional technology, providing employees with diverse growth pathways. The management development track is designed for employees possessing organizational management and business coordination capabilities, with grassroots, middle-level, and senior management positions established at successive levels. The professional technical development track targets employees dedicated to deepening their expertise in specific fields, including qualification certifications for electrical and mechanical personnel.

The Taiwan Factory

The Taiwan Factory has established a three-channel employee development mechanism covering marketing, production/quality/technology and management, and functional roles. Employees and supervisors collaboratively develop personalized development plans to clarify pathways for capability enhancement. For high-potential talent, the Taiwan Factory has established personalized job development plans through inventory of job skill trees, personality assessments, and mentorship programs, while providing training resources. The factory also arranges for employees to participate in cross-departmental projects as appropriate to facilitate the accumulation of cross-functional experience.

The Malaysia Factory

The Malaysia Factory has integrated the balanced scorecard framework for performance appraisal, combining the *Core Values Assessment Form* and the *Performance Contract* with a behavioral competency model to achieve a dual-dimensional evaluation of both results and behaviors.

Community Care

"Founder's Day" Event

In 2025, Vinda continued the philanthropic tradition of the founder of REG by comprehensively launching the "Founder's Day" campaign. The initiative was launched in a "1+N" format. The "1" component represents a unified action coordinated and initiated by the Group, which this year focused on supporting educational resources through book donation campaigns to assist regions with relatively limited access to such resources. The "N" component consists of public welfare activities independently carried out by individual factories and regional offices, tailored to meet the specific needs of their surrounding communities. Through these sustained and concrete public welfare practices, we aim to effectively direct the Company's attention and resources toward the development of surrounding communities. We are committed to accompanying residents in improving their living environments and enriching their cultural lives, thereby establishing public welfare as a lasting bond between the Company and the community.

Highlight Performance

In Mainland China, the "Founder's Day" event organized employee volunteers to conduct **26** volunteer service activities, covering **2,140** individuals

The "Founder's Day" book donation activity had **1,841** participants and a total of **4,234** books donated

Case

Protecting the City's Green Lung and Building a Clean Community Together

The Vinda Shanghai Branch organized employee volunteers to conduct a community environmental cleanup action at Changshou Park. During the event, volunteers systematically collected and sorted waste within the park area in compliance with regulations and carried out public education on waste classification for surrounding residents. This initiative improved the hygiene of public recreational spaces and enhanced the well-being of community residents through a combination of environmental cleanup and environmental education.



Case

Safeguarding the Health and Well-being of the Elderly, Building a Warm Community Together

In October 2025, the volunteer team of the Hubei Factory collaborated with the Xiaogan Red Cross Society to conduct a public welfare activity for the elderly at Guangming Community. This event focused on caring for the elderly population through measures such as material consolation, interactive companionship, and warm services, contributing to the construction of an elderly-friendly community.



Highlight Performance

During the reporting period,



Vinda's volunteer service team organized **47** volunteer activities throughout the year, with **208** participants contributing a total of **625.54** service hours.



Donated **HKD 10 million** for post-fire reconstruction in Hong Fu Yuen, Tai Po, and contributed over **RMB 100,000** to education, poverty alleviation, livelihood improvement, and cultural initiatives.



Support the Development of Traditional Culture

We respect the historical context and original soil of intangible cultural heritage. We are committed to integrating traditional craftsmanship naturally into contemporary life through modern design, everyday product carriers, and public engagement activities. In recent years, Vinda has continued to collaborate with intangible cultural heritage research institutions, inheritors of craftsmanship, and cultural organizations. It has integrated cultural elements such as tie-dye, folk dance, and traditional rubbing into product design and public welfare communication, while concurrently launching projects including cultural origin tracing, community exhibitions, and parent-child experiences. We aim to support the living inheritance of intangible cultural heritage skills and contribute corporate efforts to strengthening social-cultural identity and enriching the spiritual life of communities.



2024 | Yunnan Dali Zhoucheng Bai Tie-Dye Revitalization Practice

Collaborated with local intangible cultural heritage inheritors to launch the "Tissue Tie-Dye" cross-border project, integrating traditional "tying, dyeing, washing, and drying" craftsmanship with modern design. By creating tie-dye tissue paper wedding gowns and hosting local cultural exhibitions, while launching creative visual documentation, online interactive experiences, and cultural merchandise, we aim to lower the threshold for public engagement with traditional craftsmanship and promote the integration of ancient techniques into contemporary life scenarios.

January 2025 | Tracing the Origins of Yingge Dance and Its Transformation into Daily Carriers

Collaborated with cultural creators to produce a documentary tracing the origins of Yingge Dance, systematically recording the historical context and current state of inheritance of this folk dance. Integrate traditional visual elements such as Yingge dance and lion dancing into product packaging design to transform intangible cultural heritage symbols into everyday visible cultural carriers, thereby expanding the dissemination channels and audience base of traditional arts.

May 2025 | Intangible Cultural Heritage Rubbing Techniques and Family Cultural Inheritance

Collaborated with cultural IPs to launch a thematic practice on intangible cultural heritage rubbing, integrating traditional rubbing techniques with classic mythological stories. Interactive parent-child rubbing activities were conducted to convey the cultural spirit behind traditional crafts on a family basis, promoting the natural intergenerational continuity of intangible cultural heritage and community cultural co-construction.

Honors



In 2025, Vinda was awarded the title of "Intangible Cultural Heritage Communication Public Welfare Cooperation Brand" by the Beijing Folk Art and Intangible Cultural Heritage Research Institute

03

Product for Better Lives



Our Philosophy

We believe that products should bridge a better life with a sustainable future. Product innovation must not only focus on the essence of current life but also balance long-term environmental and social value, thereby improving quality of life while generating positive environmental and social value.

Responded SDGs

- Responsible Products
- Product Quality and Safety
- Customer Service
- Information Security and Privacy
- Supply Chain Management
- Intellectual Property Protection
- Responsible Marketing

Alignment with the United Nations Sustainable Development Goals (SDGs)



Our Targets

Vinda 2035 Sustainability Targets

2025 Progress / Actions

The proportion of recyclable or reusable plastic used in Vinda product package is not less than 95%	93.02%
No less than 30% of newly launched or upgraded Vinda products should deliver enhanced environmental or social benefits through design & material innovations	6.6%
100% of pulp sourced from responsibly managed forest ^a	57.6%

Our Actions

We integrate the concept of responsibility into product development. On the basis of ensuring product quality and safety, through innovative research and development, we endow products with the capability to generate positive environmental and social benefits. Simultaneously, the Company extends the concept of sustainable development to the upstream and downstream value chains, committed to ensuring that its products and services deliver positive value throughout their entire life cycle.

^aResponsibly managed forests: Pulp is certificated to global forest management certification standards, e.g. FSC, PEFC, controlled wood, controlled sources, etc.

Responsible Products

Product Quality and Safety

Vinda has always controlled product quality with standards exceeding industry requirements. Guided by the principle of "controllable sources, manageable processes, and preventable risks", quality management is integrated into every stage from raw material procurement and manufacturing to warehousing and delivery. The Group is responsible for formulating unified quality standards and testing methods, monitoring overall quality levels, coordinating quality management for OEMs and suppliers, and leading system certification and operations. Each factory focuses on frontline execution, strictly controlling inspection at every stage from the entry of raw and auxiliary materials to the exit of finished products, while simultaneously strengthening environmental monitoring in production areas and following-up on on-site improvement projects to ensure that all standards are effectively implemented.

To continuously optimize product quality, a Quality Committee has been established to coordinate the analysis of quality data and conduct cross-functional special improvement initiatives on an ongoing basis for key issues. Concurrently, we have fully implemented the QMS quality management system and established a product quality data collection platform to achieve a systematic closed-loop for incoming inspection, in-process inspection, final product inspection, non-conforming product control, corrective and preventive actions (CAPA), and handling of customer quality complaints, thereby laying a solid foundation for data-driven quality optimization.

Highlight Performance

As of December 31, 2025,

- All factories are certified under the **ISO 9001** Quality Management System. All factories in Mainland China are also certified under the **ISO 22000** Food Safety Management System.
- The Yangjiang Plant has obtained **ISO 22716 Cosmetics GMP** and **U.S. FDA CFSAN** certifications.
- Other factories have also obtained various industry certifications, including **the Hong Kong Safety Mark license, Halal certification, Food-Contact Product certification, Hygiene and Safety Product certification,** and **Medical Grade Product certification.**



Source Control

We control product quality at the source by establishing clear safety assessment requirements for raw and auxiliary materials and a list of prohibited and restricted substances, strictly controlling quality of incoming materials.

Control of Raw Material Components

Prohibited Substances List	Based on relevant domestic and international laws, regulations, policies, and the latest scientific research findings, a list of prohibited ingredients shall be established. Suppliers are required not to use any prohibited substances listed therein, and restricted substances must also comply with Vinda's safety restrictions.
Transparency in Disclosure	Strictly enforce a fully transparent supplier disclosure mechanism requiring full ingredient disclosure (including functional additives, essence, inks, etc.), raw material specifications (purity/grade), and proportion of ingredient addition; for compound ingredients, further disclose the specific composition of the compound components to ensure traceability of every ingredient added to the product.
Routine Supplier Review	Routine audits are conducted on supplier qualifications, inspection reports, and raw material compositions, while strict incoming acceptance inspections are performed on raw materials and products.

For markets with specific requirements, such as Malaysia, Halal requirements have been incorporated into the *Incoming Inspection Procedure* to ensure that products fully comply with the standards of the Halal Product Assurance System (HPAS).

Raw Material Safety Testing

Safety Assessment of Formulations

Based on formulation information and the actual application scenarios of products/materials (e.g., whether they come into contact with food, oral cavity, eye area, skin, or mucous membranes), risk assessments are conducted on raw materials/formulations in accordance with relevant product standards and internal evaluation guidelines to ensure safety control at the formulation level.

STI and Material Specific Testing Matrix

STI refers to Standard Test Items. This list is strictly formulated in accordance with laws, regulations, and industry standards, covering core dimensions such as physicochemical indicators, chemical analysis, and toxicological testing, and systematically cataloging prohibited and highly monitored chemical substances. We utilize the STI as a foundational screening checklist, which is strictly implemented item-by-item by the safety assessment team to ensure that all incoming raw materials meet the unified safety standards. Given that raw materials differ in origin, physicochemical properties, and production processes, which may introduce specific risk substances, we implement precise control through a Material Specific Testing matrix. For example, pesticide residues are closely monitored for plant-derived raw materials, whereas allergen screening is focused on flavoring ingredients. The STI and Material Specific Testing matrix is not a static standard. We have established a "dynamic update mechanism" to track the latest changes in domestic and international regulations in real time. Newly added banned or restricted substances are immediately incorporated into the STI testing list to ensure that the testing scope consistently covers regulatory requirements, systematically mitigate potential chemical risks, and safeguard product safety.

Building upon the control of core raw materials, we simultaneously implement standardized testing and special monitoring for key auxiliary materials such as packaging materials and non-woven fabrics to prevent compliance deviations and foreign object hazards at the source.

Process Management

In the production phase, we rely on detailed process testing and internal audit mechanisms to ensure that each operation runs stably. At the stage of delivery upon shipment, we have continuously improved warehousing management and packaging standards to ensure the reliable delivery of products. Various policies have been continuously iterated and upgraded in practice to ensure that Vinda safeguards product safety and quality through rigorous and standardized processes, thereby effectively fulfilling Vinda's commitment to consumers regarding product quality.

In the manufacturing process

We have comprehensively implemented risk pre-positioning and standardized operations. By deploying visual inspection systems, high-precision weighing equipment, and various types of photoelectric sensors, we achieve automatic identification and interception of product defects at key quality control stages. By leveraging the digital monitoring platform to track key product indicators in real time, targeted inspections and cleaning upgrades have been implemented for foreign matter, off-odors, and pest infestations. At the same time, we have established a risk assessment mechanism for process changes and a mandatory confirmation mechanism for critical processes. By tracking spot checks and implementing refined control over the physical properties of base paper, we continuously strengthen quality in the manufacturing process.

At the outbound delivery stage

All Vinda finished products must undergo comprehensive factory inspections against national and industry regulatory standards prior to market launch. These inspections cover core indicators including physicochemical properties, microbial limits, and restricted or prohibited substances. Products may only proceed to the warehousing and circulation stages upon passing all tests and obtaining a "Certificate of Factory Acceptance". Simultaneously, we have commissioned a national-level third-party institution to conduct annual external inspections across all product categories, thereby establishing a dual-layer guarantee for product quality and safety. For export markets, we implement additional specialized testing and certification in accordance with the regulations of target markets to ensure that global delivery quality is compliant and reliable.

We have established a routine quality improvement mechanism, implemented a monthly cross-factory mechanism for summarizing and sharing improvement outcomes, and regularly select benchmark cases for in-depth promotion. In 2025, the Group implemented a cumulative total of 1,300 quality improvement projects, effectively driving a comprehensive enhancement in product quality and operational efficiency. In addition, we conduct brand health surveys in collaboration with third-party institutions on an annual basis. By analyzing consumer needs and expectations, we continuously translate data insights into actionable guidelines for product iteration and service enhancement, thereby solidifying the experience management closed loop centered on consumers.

Vinda 2025 Quality Improvement Cases and Achievements

Optimization of Dust Control Technology

By introducing specialized technologies such as gas separation and independent dust removal, the dust removal efficiency of the tissue machine has been improved to 96.75%, effectively achieving refined control over dust throughout the entire production process.

Quality improvement of the dry towel category

The secondary grinding process was adopted to replace the traditional single-stage pulp grinding, elevating the grade of dry towel products from qualified to premium. The water absorption ratio was significantly improved and reached 7.5 times.

Technical Upgrade of the Box Sealing Machine

Adopting an "工" shaped sealing process to comprehensively enhance the sealing performance of the entire carton, effectively blocking the risks of pest intrusion and foreign matter contamination.

Elimination and Improvement of Contamination Risks

By installing dust collection devices, pollutants are intercepted at 100%, the product pass rate has increased from 98.5% to over 99.9%, and dirt-related risks have been completely eliminated at a low cost.

Quality Culture Construction

Vinda attaches great importance to cultivating quality awareness. Through activities such as conducting skills training and interpreting standards, deepening the management team's capability in quality risk control, and continuously carrying out "Quality Month" events, Vinda strengthens the quality awareness of all employees and transforms it into conscious actions in daily work.

Case

2025 Quality Improvement 100-Day Action 2.0

In 2025, Vinda launched the "Quality Improvement 100-Day Action 2.0", which is driven by customer feedback and promotes the deep integration of quality management with production execution. During the campaign, a series of measures were implemented, including organization-wide online quality knowledge training, comparative assessments of quality teams and machine cleaning, optimization of Standard Operating Procedures (SOPs) for critical processes, review of historical quality issues, and promotion of Quality Control (QC) groups. These initiatives directly conveyed market feedback to the production front line and established a closed-loop management mechanism from customer feedback to process improvement. Through specialized practices, we have extended quality control from post-event handling to pre-event prevention and incorporated customer experience as a core dimension of quality evaluation. The initiative effectively enhanced quality awareness among frontline employees and facilitated cross-departmental collaboration, providing practical support for the continuous optimization of product quality and the improvement of internal quality improvement mechanisms.

Innovation

Innovation is a key driver for Vinda to achieve sustainable development goals in the product domain. We have established an Innovation Decision Committee to coordinate the direction of research and development and resource allocation from a strategic perspective, providing solid top-level decision-making support for innovation practices. To stimulate organizational innovation vitality, we have implemented the *Patent Reward Policy* to encourage employees to deepen their focus on technical research and development, accelerate the transformation and application of patent results, and continuously enhance technical innovation capabilities. Furthermore, Vinda has incorporated the proportion of sales from innovative products into its cross-departmental performance assessment system to strengthen collaboration through shared objectives and efficiently advance the market implementation of innovation outcomes.

Innovation Capability Building

Vinda has established a high-quality innovation team of over 85 members, more than half of whom graduated from prestigious universities or hold master's degrees or higher. The team's professional expertise spans three major categories: tissue paper, nonwoven, and personal care products. It encompasses full-chain technical capabilities covering consumer and market insights, product design, packaging innovation, product safety and regulations, and patents. Leveraging a solid academic background and interdisciplinary collaborative capabilities, we continuously provide robust intellectual support for product quality enhancement and sustainable development.

Vinda has established strategic partnership agreements with Sinolight Corporation (including its subsidiaries such as the China National Pulp and Paper Research Institute (CNPPRI), Zhongtai Group, and Haicheng Group) and has also formed joint research and development strategic partnerships with institutions including Donghua University and South China University of Technology.

We have integrated sustainable development concepts into our product development and innovation processes by introducing an agile innovation process and a rapid prototyping system centered on consumers. By optimizing resource allocation and iterative pathways, the development cycle for products has been effectively shortened. This approach enhances market responsiveness while reducing material consumption and energy usage during the research and development phase.

Responsibility-sharing products

Vinda has deeply integrated resource conservation and well-being into its product research and development design, continuously creating high-quality products that combine green attributes with social value. In China, the Vinda Innovation team commenced development of non-woven plastic-reduction formulations for Hong Kong Tempo and Vinda wet wipes in 2025. All previously plastic-containing formulations have been upgraded to degradable and plastic-free non-woven formulations, and production has now commenced. At the Malaysia factory, recycled content and industrial recycled resin have been utilized in production, with addition proportions of 10% and 30%, respectively, in printed plastic bags and transparent plastic bags. In addition, the packaging for some baby diaper samples has been upgraded from composite materials to single-material composition, effectively enhancing the recyclability of the packaging.

Vinda's Responsible Product R&D Progress

2020

- We have conducted SIRIM (Standard and Industrial Research Institute of Malaysia) carbon footprint assessments on Drypers Wee Wee Dry, Drypers DryPantz, TENA Proskin AIO, locally produced TENA Lady, Libresse liners V-Fresh, and the Libresse sanitary pad product series to verify the effectiveness of emission reduction measures.

2024

- We have innovatively introduced the Eco-TAD tissue production technology. Under the premise of maintaining core product performance such as water absorbency and flexibility during the production process, this technology reduces pulp consumption and production energy consumption by 30%, thereby ensuring product performance while maximizing environmental protection.

2025

- Vinda Tissue (13.3g/13.5g) and Vinda Toilet Tissue (15.2g/18.0g/19.0g) have been certified under the Singapore Green Label Scheme, demonstrating our ongoing pursuit and commitment to environmentally friendly products.
- Libresse's first skin-friendly 100% pure cotton sanitary pads and period pants series replace the conventional petroleum-based surface layer with a 100% Xinjiang natural pure cotton surface layer, providing a low-allergen care experience for individuals with sensitive skin.
- The Dr.P series of antibacterial and skin-friendly diapers and pants utilizes supercritical extraction and nanotechnology to develop non-leaching antibacterial fibers. It achieves an antibacterial rate exceeding 99% over 24 hours, has passed five-star safety and skin-friendly material testing by a German authoritative institution, effectively enhances consumer usability, and reduces the environmental migration of chemicals.

Highlight Performance

As of December 31, 2025, Vinda has cumulatively participated in the formulation of **22** national standards, **17** group standards, and **3** industry standards.

In 2025, Vinda participated in the formulation of **4** standards: technical requirements for the evaluation of sanitary napkins, wet toilet tissue, and virgin wood pulp household tissue, as well as antibacterial disposable absorbent hygiene products.

CaseNon-leaching Antibacterial Technology Empowering Green Products and Elderly Care

Given the characteristic of traditional antimicrobial agents being prone to leaching, Vinda collaborated with the China National Pulp and Paper Research Institute to conduct specialized R&D on "non-leaching antibacterial functional materials". Traditional antimicrobial agents are prone to leaching and release during use. The leached antimicrobial agents enter the natural environment via water flow, disrupting ecological balance and exacerbating the risk of antimicrobial resistance (AMR) among environmental microorganisms. Simultaneously, released components come into direct contact with human skin during product usage. Long-term or frequent exposure may easily induce skin irritation, failing to meet the safety care requirements of sensitive and elderly populations.

To this end, the Innovation team utilized surface modification technology to achieve stable immobilization of antimicrobial components, thereby blocking the release pathway of active substances at the source in scenarios involving contact between the environment and human beings. At the environmental level, it effectively reduces the migration load of chemical substances into ecosystems; at the human level, it significantly minimizes direct contact between antimicrobial ingredients and the skin. The concept of "Safe-by-Design" is deeply integrated into product development to provide a gentle, low-irritation care experience for the elderly and individuals with sensitive skin.

In 2025, the innovation achievement was successfully applied to the new "Dr.P" antibacterial skin-friendly product series, and the scaled transformation from laboratory technology to market-oriented products was completed smoothly. The project was awarded the Second Prize in Science and Technology Progress by the China Federation of Commerce for 2025, fully validating Vinda's practical achievements in balancing environmental burden reduction with humanistic care within its collaborative innovation framework involving industry, academia, and research.

Honors

Vinda Paper (China) Limited is a member of the Guangdong Paper Association, the China Nonwovens & Industrial Textiles Association, and the Disinfection Branch of the National Association of Health Industry and Enterprise Management

Vinda's innovative research achievements were awarded the Second Prize for Technological Progress in the "2025 China Federation of Commerce Science and Technology Award"

Intellectual Property Protection

Protecting intellectual property rights is a critical cornerstone for driving sustainable innovation and long-term value creation. In compliance with relevant laws and regulations on intellectual property rights in China, Vinda has systematically protected its research and development outcomes to ensure continuous investment in technological innovation, promoted the iterative upgrading of green products and core processes, and provided long-term support for its sustainable development strategy.

We have established a comprehensive management system covering the entire process of intellectual property creation, evaluation, transformation, and maintenance. Relying on internal policies such as the *Trademark and Product-Related Patent Management Policy* and the *Scientific and Technological Innovation Patent Management Policy*, we have clarified ownership definitions and transformation pathways to ensure a seamless transition of innovation outcomes from research and development to the market. Regarding the maintenance of innovation outcomes, we have established a normalized monitoring and response working mechanism. In response to infringements, administrative complaints and legal litigation and other compliant rights protection measures are taken in accordance with the law to maintain a fair competitive order. Regarding the maintenance of innovation achievements, we have established a normalized monitoring and response working mechanism. In response to infringements, administrative complaints and legal litigation and other compliant rights protection measures are taken in accordance with the law to maintain a fair competitive order.

To stimulate endogenous motivation for research and development, the Company has deeply integrated intellectual property output into its innovation incentive system. In 2025, we promulgated the *Detailed Rules on Patent Rewards* to further refine the rules regarding the allocation of rights and benefits for patent applications, grants, and commercialization, thereby safeguarding the returns on intellectual achievements for relevant personnel.

Highlight Performance



During the reporting period, Vinda acquired a total of **186** new intellectual property rights.



Responsible Supply Chain

Practicing Responsible Procurement

Wood pulp is the core raw material in our product manufacturing process, primarily sourced from forests. Forests are a vital component of ecosystems; their sustainable access is crucial for balancing industrial development with natural ecology. Recognizing the critical role of forests and ecosystems in addressing climate change and protecting biodiversity, we have established the *Vinda Pulp Sourcing Policy*, committing to the complete eliminate deforestation and conversion throughout our supply chain.

We commit to obtaining pulp from low-risk sources which exclude these unacceptable categories, including:

- ✓ Pulp produced from wood that is illegally harvested or illegally traded;
- ✓ Pulp produced from wood that is harvested in violation of customary, traditional and human rights;
- ✓ Pulp produced from wood that is harvested from forests in which there are known activities in violation of workers' rights and principles as defined in the *ILO Declaration on Fundamental Principles and Rights at Work*;
- ✓ Pulp produced from wood that is harvested in which high conservation values in forests or high conservation value areas are being destroyed or at risk of being destroyed due to management activities;
- ✓ Pulp produced from wood that is harvested in areas in which there is conversion of natural forest to plantations or non-forest use;
- ✓ Pulp produced from wood that is from areas where the use of genetically modified organisms in forestry operations exist or in areas where research takes place.

Highlight Performance



As of December 31, 2025, all Vinda factories have obtained **PEFC Chain of Custody certification**.

Support Sustainable Development of Suppliers

While continuously enhancing our own sustainable development practices, we actively advocate green operations and social responsibility concepts to our supplier partners, guiding them to gradually integrate sustainability requirements into their daily management and production practices. During the new supplier onboarding process, we conduct rigorous on-site due diligence to comprehensively evaluate the operational effectiveness of their quality, environmental, and occupational health and safety management systems. The assessment dimensions cover key areas including operational safety, standardized hazardous waste disposal, environmental compliance, emission control, fire safety compliance, and employee health protection, ensuring that their operational practices align with our sustainability standards. Leveraging the SRM supplier profile management platform, we have established a digital archive to dynamically track and record partners' comprehensive performance in fulfilling social responsibilities, environmental performance, and system certifications, thereby achieving sustainable supply chain management.

High-Quality Service

Responding to Customer Needs

We continue to refine our customer service management system and have formulated and implemented standardized policies such as the *Customer Feedback Handling Procedure* and the *Product Quality Complaint Compensation Handling Method*. In 2025, we further introduced the *Internal Customer Complaint Handling Process* and revised the *Product Quality Customer Complaint Classification Guidelines*, comprehensively refining the customer complaint response mechanism and tiered control standards. Leveraging the Technical Customer Service Department, region-specific hotlines, and a digital intake platform, we centralized the processing of requests across all channels. Coupled with cross-departmental collaboration mechanisms, we stabilized the average customer complaint resolution cycle within one to two days, ensuring efficient response and closed-loop resolution.

Complaint Rate in Chinese Mainland	Customer Complaint Rate in Taiwan, China	Customer Complaint Rate in Malaysia
The customer complaint rate for tissue products is 1.02 (calculated per 1,000 tons). The customer complaint rate for wet wipe products is 1.38 (calculated per 1,000 tons). The customer complaint rate for personal care products is 0.15 (calculated per million pieces).	The customer complaint rate for personal care products is 0.04 ppm (calculated per million pieces).	The complaint rate for personal care products is 0.100 ppm (calculated per million pieces).

Vinda places high importance on protecting consumer rights. In 2025, we continued to deepen our anti-counterfeiting and rights protection efforts, actively cooperating with law enforcement agencies to shut down 10 counterfeit manufacturing factories, assist in closing 26 stores selling fake goods and non-compliant warehouses, and file 128 infringement lawsuits regarding counterfeit products and trademark violations in accordance with the law, thereby purifying the market environment and safeguarding consumers' right to know and fair trading rights. Building on a robust front-line defense, we have simultaneously refined our after-sales emergency mechanisms. Should significant quality defects or safety hazards arise in delivered products, we will immediately activate the emergency response protocol in accordance with the *Notification and Revocation Control Procedure*, efficiently and orderly implementing product recalls and closed-loop disposal to effectively safeguard consumers' health rights. In 2025, no product recall incidents caused by product quality defects or safety hazards have occurred in Vinda.

Highlight Performance

In 2025, the consumer product quality score for the Taiwan Factory reached **9.17** out of a maximum of 10.

Responsible Marketing

We adhere to the principles of transparent and compliant communication, continuously carrying out public education on product safety knowledge and healthy usage methods through diverse channels. In brand communication, we prioritize integrating social care and inclusivity issues while strictly ensuring that marketing content is truthful, accurate, and free from exaggeration or misleading statements. Through continuous disclosure and consumer education, we are committed to guiding scientific and rational consumption choices, integrating the concept of responsible consumption into public daily life, and ensuring that sustainable value is authentically conveyed and sustained at the consumption endpoint.

Case

Visit to the Drypers Transparent Factory

In August 2025, the Drypers invited parenting content creators to visit its manufacturing factory in Malaysia as part of a transparent factory tour. By showcasing internationally certified production processes, rigorous hygiene controls, and laboratory quality inspection procedures through on-site demonstrations, the brand transforms its manufacturing environment into an open platform for information communication. Creators share objective insights based on real-world experiences, conveying product safety and quality control practices from a third-party perspective. This initiative replaces one-way product promotion with transparent communication, effectively lowering the threshold for consumers to access information. It builds a foundation of trust in product safety based on facts and data, upholding the principles of information transparency and truthful disclosure in responsible marketing.

Visit to the Drypers Transparent Factory



Case

Reshaping Awareness of Menstrual Health through Transparent Communication and Scientific Advocacy

As women's menstrual care needs extend toward physical comfort and mental well-being, the physical and psychological challenges associated with menstrual sensitivity, along with social implicit biases, are gradually receiving broader attention. On World Menstrual Hygiene Day 2025, Libresse initiated the "Baby-Level Peace of Mind, Fearless of Minor Sensitivities" campaign, deeply integrating product safety upgrades with responsible communication. The brand released a short film titled "It's Okay to Be Sensitive", which explores menstrual physical and mental health issues through real-life scenarios, advocating for scientific care and emotional acceptance. Simultaneously, it collaborated with professional content creators to promote health education and reduce anxiety, transforming product material characteristics into verifiable care knowledge to guide consumers in establishing rational and scientific understanding.

This initiative responds to market expectations while fostering positive discourse on menstrual health, further advancing the Company's long-standing commitment to consumer health advocacy and responsible communication.



Case

Responding to Elderly Health Needs Through Professional Education and Dignity-Centric Care Advocacy

Amid the growing demand for incontinence care among the elderly and insufficient awareness of scientific caregiving practices against the backdrop of population aging, the Dr. P launched a thematic initiative titled "30 Years of Professional Protection, Making Love More Peaceful", focusing its brand communication on the health rights of the elderly and real-world caregiving scenarios. The event invited nursing experts to deliver a presentation on incontinence care, emphasizing the introduction of the "Self-Support" concept. Through professional guidance on product usage, it advocated supporting the elderly in maintaining their ability for independent living with assistive tools under safe conditions, thereby preserving their independence and dignity.

The event replaced traditional product promotion with professional science popularization and reshaped public perception of incontinence care through inclusive narratives. By conveying scientific and humanistic care principles, we not only address the genuine needs of the elderly population but also promote positive public discourse on health issues, consistently upholding our long-term commitment to consumer health empowerment and ethical communication.



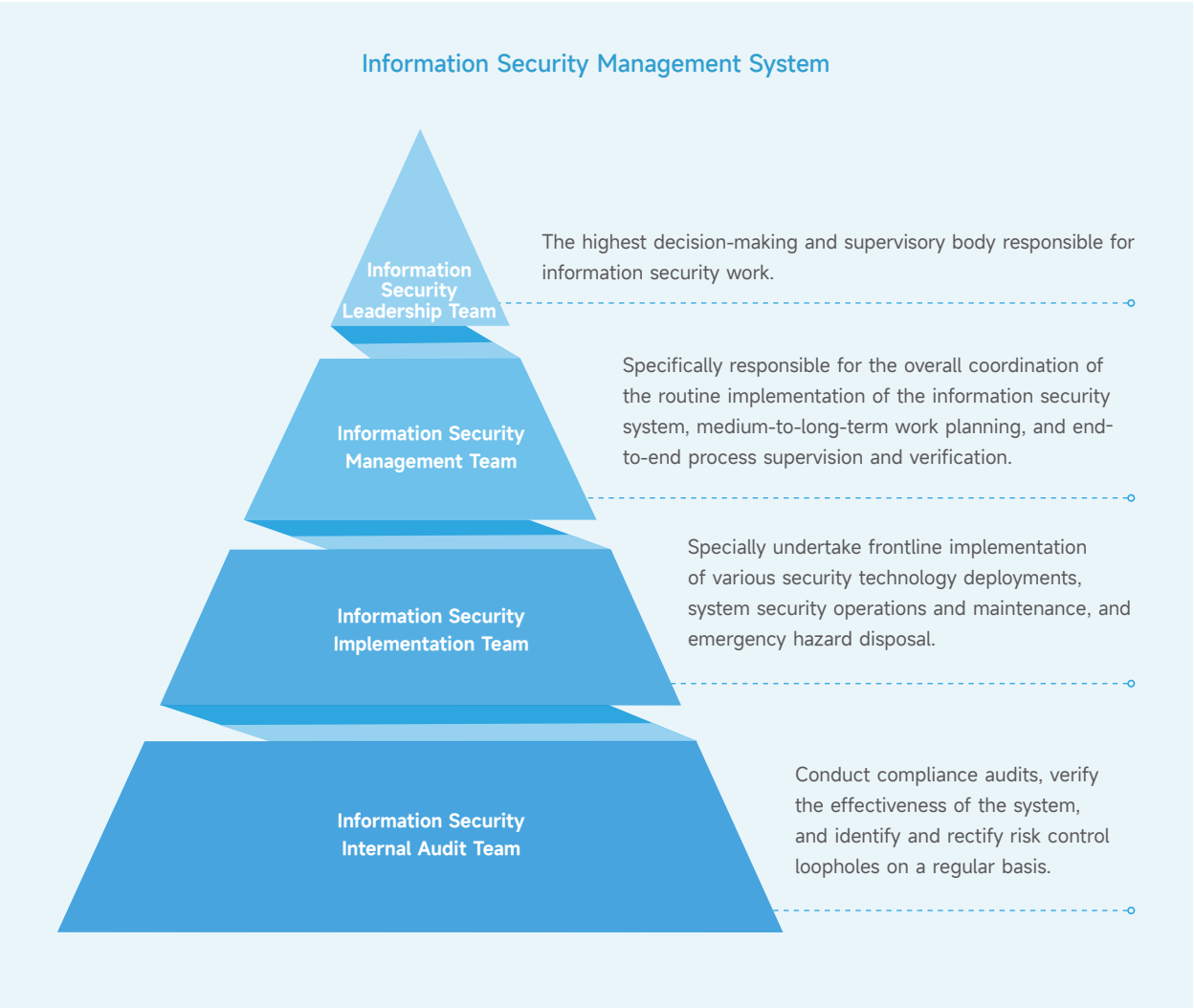
Incontinence Care Education and Outreach Event

Safeguarding Information Security

Vinda consistently prioritizes customer privacy security and data compliance protection in its operations. Fully aligned with regulatory requirements across all operating jurisdictions, the Company has established and continuously iterates a multi-layered, three-dimensional information security defense architecture, while solidifying an integrated comprehensive information security management system across all business domains.

Information Security Management System

Vinda strictly aligns with the ISO 27001 international information security management system standard. It has established a specialized organizational governance structure for information security characterized by clear hierarchies, separation of responsibilities, and collaborative synergy. This framework comprehensively ensures the standardized operation, long-term compliance, and stable controllability of the enterprise's information security management system. In 2025, we focused on the core dimensions of physical security risk control, full-scenario identity and access management, and the end-to-end disaster recovery plan (DRP). We specifically revised four key internal management policies: *Data Center Management Guidelines*, *Account Access Management Measures*, *Information System Disaster Emergency Plan*, and *Data Backup and Recovery Management Regulations*. These actions comprehensively improved our information security management system and established a closed-loop security barrier at the policy level.



Data Information Management

We have fully implemented data security control requirements across the entire process and established a standardized and regulated data processing management framework. Strictly adhering to the principle of minimum necessity, we collect, process, and store personal information only within the scope necessary to deliver service functions and for legitimate business purposes. We have comprehensively strengthened personal information protection management to rigorously prevent risks of unauthorized access, leakage, and non-compliant disclosure of data. For various sensitive user data generated in e-commerce scenarios, the Company has comprehensively deployed encryption protection technologies across the entire data storage and transmission chain. This ensures that data flow throughout its full lifecycle is traceable, controllable, and auditable, thereby safeguarding the security and controllability of user privacy data.

In 2025, we steadily advanced the Phase II key special project for Security Information and Event Management (SIEM). Focusing on four core objectives—identification and defense against emerging cybersecurity threats, upgrading data security capabilities across all domains, adapting enterprise digital business architecture to security requirements, and aligning with regulatory compliance standards—we integrated cutting-edge security technologies and advanced management concepts. This initiative established an intelligent, integrated, and centralized comprehensive information security application service platform, ensuring that all corporate information assets remain confidential, intact, and available throughout their lifecycle.

➤ Data Security and Information Protection Methods

- Protection through firewalls, anti-virus walls, and web application firewall
- Antivirus software and security patch updates
- Multi-layered email gateway protection
- Deployment of advanced threat management systems for the detection and prevention of security threats

- Ensuring personal data is processed only with proper consent
- Collection and use of personal data strictly for legitimate business purposes
- Prohibition of sharing Vinda's or third parties' personal information and data with any unit or individual not having a legitimate business need

Risk Prevention and Emergency Management

We routinely conduct comprehensive internal audits and technical security assessments on information security. In 2025, we completed on-site special information security audits at 10 factories in Chinese Mainland, thoroughly verifying the secure operational status of key infrastructure, including network equipment, wireless environments, server clusters, and office terminals. For the 13 new business systems planned to go live during the reporting period, we conducted comprehensive penetration security testing in advance. We carried out specialized risk assessments for each system individually and implemented closed-loop rectification measures for every identified security vulnerability. Following the rectification, specialized re-testing and verification were completed to eliminate security loopholes at the source and comprehensively enhance the overall information security protection level.

We have established a robust emergency response mechanism for information security incidents and rely on a dedicated emergency response team to coordinate the handling of various information system security events. The emergency organization is divided into an Emergency Leadership Team and an Emergency Execution Team. The Leadership Team coordinates information consolidation, situation assessment, and emergency decision-making, while the Execution Team collaborates to implement various emergency response measures. This structure establishes a well-defined, rapidly responsive security incident response system capable of efficiently mitigating diverse information security risks. At the same time, the Company continues to deepen the information security culture across all employees, regularly conducts diversified security training and practical emergency drills, and comprehensively strengthens employees' risk prevention awareness and operational protection capabilities.

🔍

Case

Layered Drills and Comprehensive Empowerment to Build a Normalized Information Security Protection System

In response to an increasingly complex cybersecurity environment, we have launched a tiered and scenario-based information security capability enhancement program. During the reporting period, we conducted phishing simulations for over 900 employees in key positions and provided targeted training reinforcement to more than 150 employees identified as having weak areas, thereby precisely managing data leakage risks. Subsequently, comprehensive training was conducted for over 4,000 office staff in Chinese Mainland, focusing on daily high-frequency scenarios to systematically explain security standards, social engineering prevention measures, and emergency response procedures. Through layered capability building, the Company has advanced security protection from technical control to co-governance by all employees, fostering routine security habits to support data asset protection and business continuity.

Highlight Performance

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During the reporting period, Vinda Paper (China) Co., Limited successfully obtained **ISO 27001** information security management system certification, and three core application systems simultaneously completed **Level 2 Certification for National Cybersecurity Protection**

70

Appendix

Appendix I: Table of Key Sustainable Development Performance Indicators

Environmental

Indicators	Unit	2025	2024	2023
Air emissions				
NOx emission	tons	79.96	110.85	143.43
SO ₂ emission	tons	37.43	55.30	51.79
Particulate Matter	tons	10.79	4.64	/
Greenhouse gas emissions				
Scope 1 GHG emission	tCO ₂ e	417,547.65	421,589	423,560
Scope 2 GHG emission (market based)	tCO ₂ e	998,988.18	759,905	/
Scope 2 GHG emission (location based)	tCO ₂ e	1,121,306.00	792,038	837,595
Scope 3 emission	tCO ₂ e	4,847,210.31	/	/
Waste discharge				
Total waste generated	tons	142,274.13	222,217.23	183,434.07
Total volume of waste treated through resource recovery	tons	135,082.50	/	/
Total waste directed to disposal	tons	7,191.63	/	/
Energy use				
Coal	tons	185,692	180,774.88	183,714.00
Natural gas	10,000 m ³	2,172	2,975	3,300
Diesel	tons	156.93	112.90	108.03
Gasoline	tons	28.05	28.34	57.19
Liquefied petroleum gas	tons	25	31.63	29.96
Municipal electricity	kWh	1,143,913,321	937,082,487	981,335,767
Purchased steam	tons	1,629,737	923,108	884,132
Total photovoltaic power consumption	kWh	58,462,621	35,011,988	19,651,639

Indicators	Unit	2025	2024	2023
Water consumption				
Tap water withdrawal	m ³	10,709,367	9,257,674	9,668,826
Underground water withdrawal	m ³	727,673	875,175	946,079
Surface water withdrawal	m ³	1,962,365	1,558,139	1,396,354
Rainwater Harvested	m ³	16,108	/	/
Total water withdrawal	m ³	13,415,513	11,690,989	12,011,259
Water withdrawal intensity for tissue production ⁹	tons/ton of tissue output	8.44	8.47	9.27

Social

Indicators	Unit	2025	2024	2023
Employees				
Number of employees ¹⁰	persons	12,062	10,666	11,465
By gender				
Male	persons	7,155	5,985	6,562
Female	persons	4,907	4,681	4,903
By age				
Below 30	persons	2,091	1,744	2,230
30-50	persons	9,263	8,316	8,596
Over 50	persons	708	606	639
By region				
Mainland China	persons	10,312	8,954	9,674
North Asia	persons	402	396	385
Southeast Asia	persons	1,348	1,316	1,406
By employee category				
Management Personnel	persons	119	86	90
Middle managers	persons	2,576	2,262	2,022
General staff	persons	9,367	8,318	9,353
By position				
Production	persons	7,222	6,229	7,034
Sales and marketing	persons	3,390	3,340	3,388
Others	persons	1,450	1,097	1,043

⁹ Water withdrawal intensity data includes household tissue manufacturing only.
¹⁰ The total number of employees is calculated based on the headcount across all business activities covered by the Vinda Group.

Indicators	Unit	2025	2024	2023
By length of service				
≤ 2 Years	persons	2,514	1,631	2,353
2 - 5 Years	persons	3,285	2,955	2,983
6 - 9 Years	persons	1,955	2,179	2,278
≥ 10 Year	persons	4,308	3,901	3,851
Employee turnover rate				
By gender				
Male	%	15.2	12.3	19.0
Female	%	12.5	16.4	16.9
By age				
Below 30	%	27.2	17.2	27.5
30-50	%	10.9	14.8	14.0
Over 50	%	16.8	18.3	26.9
By region				
Mainland China	%	13.6	15.2	17.7
North Asia	%	23.1	20.6	18.2
Southeast Asia	%	15.3	13.1	20.7
Total trained employees ¹¹				
Total trained employees	persons	10,707	10,107	10,051
By gender				
Male	persons	6,290	5,751	5,915
Female	persons	4,137	4,356	4,136
By region				
Mainland China	persons	9,365	9,345	9,374
North Asia	persons	268	250	246
Southeast Asia	persons	1,074	512	431
By employee category				
Senior executives	persons	71	74	84

¹¹ The Rizhao Factory has been newly included in the reporting boundary; however, its trained employee count cannot currently be disaggregated by gender or job level. Consequently, a discrepancy exists between the total number of trained employees reported for this period and the sum of trained employees categorized by gender and job level.

Indicators	Unit	2025	2024	2023
Middle managers	persons	1,970	2,078	2,022
General staff	persons	8,386	7,955	7,945
Training hours				
Total training hours	hours	176,794	169,838	161,323
Average training hours/employee	hours	16.5	15.9	14.1
By gender				
Male	hours	17.8	16.1	15.7
Female	hours	11.6	15.7	11.9
By employee category				
Management Personnel	hours	6.3	15.6	10.0
Middle managers	hours	11.5	16.3	14.5
General staff	hours	16.3	15.8	14.0
Workplace safety training				
Training hours by region				
Mainland China	hours	132,009	125,508	49,736
Chinese Taiwan	hours	3,384	1,557	847
Malaysia	hours	4,758	5,826	3,409
Training participants by region				
Mainland China	Person-times	147,121	5,891	5,825
Chinese Taiwan	Person-times	724	190	190
Malaysia	Person-times	960	1,839 ¹²	1,872
Work-related accidents				
Lost-time accident (LTA)	cases	15	22	22
Lost-day from accident (DLA)	days	1,075	2,184	1,546
LTA by region				
Mainland China	cases	13	22	17
Chinese Taiwan	cases	0	0	1
Malaysia	cases	2	0	4

¹² Following an internal retrospective review, we have corrected measurement discrepancies in prior-period data. All correction activities are now complete; the updated data has been verified and confirmed.

Indicators	Unit	2025	2024	2023
DLA by region				
Mainland China	days	1,037	2,079	1,311
Chinese Taiwan	days	0	0	33
Malaysia	days	38	105 ¹³	202
Work-related fatalities				
Number of work-related fatalities	person	0	0	1
Rate of fatalities as a result of work-related injury (per 100 workers)	/	0	0	0.0087
Intellectual property				
Cumulative number of patents	number	562	488	468
Cumulative number of trademarks	number	1,168	1,310	1,344
Cumulative number of intellectual property	number	2,106	1,646	1,872

¹³The 105 lost workdays are attributable to a workplace injury that occurred at the end of 2023. Although no workplace injuries were recorded in 2024, the injured employee remained on medical leave during 2024, resulting in 105 lost workdays.

Appendix II: GRI Content Index

This report has been prepared and discloses information in accordance with the GRI Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI).

Disclosures		Section of The Report
GRI 2: General Disclosures	2-1 Organizational details	About Vinda
	2-2 Entities included in the organization's sustainability reporting	About The Report
	2-3 Reporting period, frequency and contact point	About The Report
	2-4 Restatements of information	Table of Key Sustainable Development Performance Indicators
	2-5 External assurance	Appendix
	2-6 Activities, value chain and other business relationships	About Vinda
	2-7 Employees	Inclusive Prosperity
	2-8 Workers who are not employees	Inclusive Prosperity
	2-16 Communication of critical concerns	Sustainability Governance
	2-22 Statement on sustainable development strategy	Vinda's Sustainability Vision
	2-29 Approach to stakeholder engagement	Sustainability Governance
	3-1 Process to determine material topics	Sustainability Governance
	3-2 List of material topics	Sustainability Governance
GRI 3: Material Topics	3-3 Management of material topics	Sustainability Governance
GRI 205: Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Governance
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Governance
GRI 302: Energy	302-1 Energy consumption within the organization	Sustainable Ecosystem
	302-3 Energy intensity	Sustainable Ecosystem
	302-4 Reduction of energy consumption	Sustainable Ecosystem
	302-5 Reductions in energy requirements of products and services	Sustainable Ecosystem
GRI 303: Water	303-1 Interactions with water as a shared resource	Sustainable Ecosystem
	303-2 Management of water discharge-related impacts	Sustainable Ecosystem
	303-3 Water withdrawal	Sustainable Ecosystem

Disclosures		Section of The Report
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Sustainable Ecosystem
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainable Ecosystem
	305-5 Reduction of GHG emissions	Sustainable Ecosystem
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainable Ecosystem
GRI 306: Effluents and Waste	306-1 Waste generation and significant waste-related impacts	Sustainable Ecosystem
	306-2 Management of significant waste-related impacts	Sustainable Ecosystem
	306-3 Waste generated	Sustainable Ecosystem
	306-4 Waste diverted from disposal	Sustainable Ecosystem
	306-5 Waste directed to disposal	Sustainable Ecosystem
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	Product for Better Lives
GRI 401: Employment	401-1 New employee hires and employee turnover	Inclusive Prosperity
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Inclusive Prosperity
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	Inclusive Prosperity
	403-2 Hazard identification, risk assessment, and incident investigation	Inclusive Prosperity
	403-4 Worker participation, consultation, and communication on occupational health and safety	Inclusive Prosperity
	403-5 Worker training on occupational health and safety	Inclusive Prosperity
	403-6 Promotion of worker health	Inclusive Prosperity
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Inclusive Prosperity
	403-8 Workers covered by an occupational health and safety management system	Inclusive Prosperity
	403-9 Work-related injuries	Inclusive Prosperity
	403-10 Work-related ill health	Inclusive Prosperity

Disclosures		Section of The Report
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Inclusive Prosperity
	404-2 Programs for upgrading employee skills and transition assistance programs	Inclusive Prosperity
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Inclusive Prosperity
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Inclusive Prosperity
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	Inclusive Prosperity
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Inclusive Prosperity
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Inclusive Prosperity
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Product for Better Lives
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	Product for Better Lives
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	Product for Better Lives
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Product for Better Lives



Independent Assurance Statement

Introduction

TÜV Rheinland (Shanghai) Co., Ltd., a member of TÜV Rheinland Group (hereinafter "TÜV Rheinland" or "We"), was entrusted by Vinda Group (hereinafter "Vinda" or "Company") to conduct an independent third-party assurance of its 2025 Sustainability Report (hereinafter "Report"). The Report disclosed sustainability information of Vinda for the year 2025 (from 1 January 2025 to 31 December 2025).

Responsibilities

Vinda is not only responsible for the preparation of sustainability report and the collection and reporting of sustainability information in accordance with applicable reporting standards but also has the obligation to implement and maintain effective internal control of information and data to support the report compilation process.

TÜV Rheinland implements sustainability information assurance activities under a quality management system that complies with the requirements of the ISO/IEC 17029:2019 Standard and adheres to the TÜV Rheinland Global Code of Ethics and Compliance Program. Our assurance service follows the principles of independence and impartiality and does not participate in the preparation of the Report of Vinda. The assurance project was implemented by a team with expertise and assurance experience in the corresponding sustainability issues. The role of TÜV Rheinland is to carry out independent assurance work in accordance with the assurance agreement and the agreed scope of assurance work, and to make independent and impartial professional judgments on sustainability reporting.

Assurance Standard

TÜV Rheinland undertook assurance work for specified performance indicators (see Appendix in this statement) and non-financial qualitative information (including materiality assessment, stakeholder engagement, topics management related to material impacts, risks and opportunities (IRO), etc.) selected by Vinda in accordance with the AccountAbility AA1000 Assurance Standard 3rd edition (AA1000AS v3) on a Type-2 and Moderate level.

Assurance Objectives

The purpose of the assurance was to provide management of Vinda and its stakeholders concerned with the company's sustainability information and performance with an independent view of the assurance, including that we review and assess the content of the report adherence to the AA1000AP (2018) Assurance Principles (including inclusivity, materiality, responsiveness and impact), and review and evaluate the reliability and quality of specified performance information.

Assurance Criteria

The following assessment criteria (including reporting frameworks or standards) were used in undertaking the work:

- Global Reporting Initiative (GRI) Sustainability Reporting Standards (referred to as the "GRI Standards")
- United Nations Sustainable Development Goals (SDGs)
- Greenhouse Gas Accounting System Enterprise Accounting and Reporting Standards (GHG Protocol)
- Adherence to the AA1000AP AccountAbility Principles, i.e., *Inclusivity, Materiality, Responsiveness, and Impact*

Methodology

Our assurance activities and procedures include:

- Interviewing with management to understand and assess key processes, systems and internal controls for operations and sustainability management.
- Interviewing with key personnel responsible for sustainability execution to understand the non-financial information reporting system, including the collection, integration and reporting of specified performance data and non-financial qualitative information, and to evaluate the data integration process at the group level.



- Applying analytical procedures to review the reasonableness of the data.
- Testing the source of information based on the sampling principle to check the accuracy of the data.
- Based on sampling principles, conduct on-site observation and inspection of the company's production base located in Guangdong, China, and the management process of sustainable development performance information and data.
- Reviewing the consistency and reliability of specified performance indicators and quantitative and qualitative information within assurance scope.
- Collecting and inspecting supporting evidence to assess the extent to which relevant disclosures within the scope of the assurance engagement and sustainability reporting support and adherence to AA1000AP assurance principles.
- Reporting assurance observations or recommendations to give the company's management an opportunity to correct errors before the assurance process is completed.

Limitations

TÜV Rheinland planned and executed the verification in accordance with the scope of the assurance agreed upon and obtained evidence information and necessary explanations to provide the basis for the conclusion of the assurance in accordance with the moderate level of AA1000AS v3. The nature and extent (scope) of the procedures involved in moderate level assurance engagement are lower than those required to obtain high level assurance.

Forward-looking information relates to events and actions that have not yet occurred and may never occur. Actual results are likely to be different because expected events often do not occur as expected. We did not guarantee the availability of forward-looking information.

The information and performance relating to the assurance is limited to the disclosure of the contents of this Report. Our assurance did neither cover annual financial reports and financial data and nor cover other topics or matters that are not related to sustainability topics beyond the scope of this assurance.

Conclusions

Based on the above assurance procedures implemented and the evidence obtained, we believe that:

- 2025 Sustainability Report of Vinda adhered to the AA1000AP AccountAbility Principles.
- Sustainability information was prepared in accordance with the GRI Standards.
- Specified performance indicators (see Appendix) and non-financial qualitative information (including the assessment of material issues) within the scope of the assurance were evaluated and there were no material misstatements.

TÜV Rheinland shall not bear any liability or responsibility to a third party for perception and decision on Vinda based on this Assurance Statement.

Adherence to the AA1000AP AccountAbility Principles

Inclusivity

The key stakeholders identified by Vinda included customers and consumers, employees, regulators, suppliers, and local communities. During business activities, the Company communicated with various stakeholders on key sustainability topics. We recommend that Vinda establish a stakeholder engagement mechanism and disclose how stakeholder feedback affects the optimization or adjustment of the company's sustainability strategy.

Materiality

In 2025, Vinda implemented a dynamic review mechanism for material issues, continuing to adopt the 2024 analysis results based on the "double materiality" assessment framework. The materiality of topic matrix included but is not limited to product safety and quality, response to climate change, water resources, supply chain management, occupational health and safety, and aligned well with the characteristics and strategic direction of the industry.

Responsiveness

Vinda communicated with its stakeholders through diverse channels, including consumer satisfaction surveys, employee safety training, supplier audits, complaints, and reports. The Company has established a series of sustainability policies and implemented relevant systems to address key issues and ESG management priorities. In



2025, the Company has joined the United Nations Global Compact (UNGC). This report disclosed the goals, progress of targets, and related actions on key issues, as well as historical data on key performance indicators (such as energy use and greenhouse gas emissions, water resources, emissions and waste, employment management (such as turnover rates, workplace injuries), etc.), to give timely and appropriately response to major concerns of stakeholders.

Impact

Vinda placed great importance on the environmental and social impact of its business operations, integrating operational management, risk management, and internal control systems to manage major risks in the ESG field. ESG key performance indicators (especially those focused on environmental topics) provided information support for the company's environmental impact management. We recommend that Vinda systematically conduct impact analyses on sustainable development topics (including climate change response) in the future, as well as identify and assess risks and opportunities.

Disclosure of Specified Performance Information

TÜV Rheinland reached conclusions on the verification of reliability and quality of specified performance information (see Appendix) based on Type-2 and Moderate level assurance engagement:

- TÜV Rheinland observed that Vinda has implemented relevant internal control systems and processes, and appropriate measures to collect and aggregate reliable source data related to selected specific performance indicators for verification.
- During the verification process, all minor errors identified have been corrected. We believe that the data finally presented within the scope of the assurance is accurate. We recommend that Vinda continue to improve the level of data governance (including data calculation and aggregation) at the group and operational levels.

A full management report was submitted to management of Vinda for consideration, detailing the findings and recommendations for continuous improvement of the sustainability report.

Daniel Pan
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TÜV Rheinland (Shanghai) Co., Ltd
Shanghai, China, 24 June 2026



Appendix:

Selected specific performance indicators in the table as follows:

Indicator (s)	Unit
<i>Environment</i>	
Scope 1 GHG emission	tCO _{2e}
Scope 2 GHG emission (location based)	tCO _{2e}
Scope 2 GHG cmission (market based)	tCO _{2e}
Carbon emission intensity for tissue production	tCO _{2e} /ton of tissue output
NOx & SO ₂ emission	t
Municipal electricity	kWh
Coal	tonne
Natural gas	m ³
Purchased steam	tonne
Water withdrawal	m ³
Water withdrawal intensity for tissue production	tons/ton of tissue output
<i>Social</i>	
Number of work-related fatalities	Person
LTI _{FR} (per million hours worked)	/
Percentage of women in leadership position	%
Percentage of pulp sourced from responsibly managed forest	%
Cumulative number of trademarks	Number
Cumulative number of patents	Number

