

2024/25

環境、社會及管治報告
ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

江南布衣有限公司（股票代碼：03306）
JNBY DESIGN LIMITED (Stock Code: 03306)



江南布衣
JIANGNANBUYI

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關於本報告

About this Report

報告範圍

Report Scope

根據《香港聯合交易所有限公司證券上市規則》附錄C2《環境、社會及管治報告指引》（《ESG報告指引》），本集團編制了本財年的環境、社會及管治報告（《ESG報告》或「本報告」），其時間範圍為二零二四年七月一日至二零二五年六月三十日（「二零二五財年」或「本財年」）。本報告從環境、社會及管治三大範疇闡述本集團的可持續發展與社會責任理念，主要涵蓋本集團總部和附屬公司。此外，參考《溫室氣體核算體系：企業核算與報告標準（2004年）》（「GHG Protocol」），本集團亦將物流中心、區域辦公室、自營專賣店等納入溫室氣體排放披露範圍。

Pursuant to the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, the Group has prepared the Environmental, Social and Governance Report (the "ESG Report") for the period from July 1, 2024 to June 30, 2025 ("Fiscal Year 2025", or "this Fiscal Year"). The ESG Report elaborates our philosophy in sustainable development and social responsibility in respect of environmental, social, and governance matters and covers our headquarters and subsidiaries. Furthermore, in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (published in 2004) ("GHG Protocol"), the Group has also included its logistics centers, regional offices, and self-operated specialty stores in its disclosure of greenhouse gas emissions.

匯報原則

Reporting Principles

本報告遵守《ESG報告指引》的基本匯報原則，在編制環境、社會及管治（ESG）報告的過程中始終運用重要性、量化、平衡、一致性原則釐定、組織及披露重要信息：

The basic reporting principles set out in the ESG Reporting Guide, i.e., "Materiality", "Quantitative", "Balance", and "Consistency", have been followed in the preparation of this ESG Report to identify, sort out and disclose ESG issues:

重要性原則：本集團通過利益相關方參與及重要性評估，確定24個與本集團可持續發展相關的議題進行優次排序，挑選本集團環境及社會事宜重點事項進行重點披露。

Materiality: Through stakeholder engagement and materiality assessment, 24 issues related to the Group's sustainable development were identified and prioritized. Those material environmental and social issues are highlighted in this report.

量化原則：本集團匯報以量化方式披露環境及社會相關的關鍵績效指標，並附帶披露指標的所用標準、方法及排放因子，確保關鍵性指標的準確性及可溯性。

Quantitative: Measurable environmental and social key performance indicators (the "KPIs") are reported by the Group. To ensure the accuracy and traceability of these KPIs, the standards, methodologies and emission factors used for each indicator are also disclosed.

平衡原則：本報告遵循平衡原則，不偏不倚地呈報本集團的ESG表現。

Balance: The ESG Report provides an unbiased picture of the Group's ESG performance following the principle of balance.

一致性原則：除非另有解釋，本集團在過去及未來將保持一致的匯報原則及報告方法，以利益相關方對本集團績效作有效的對比。

Consistency: Unless otherwise explained, the Group adopts consistent reporting principles and methodologies in the past and future to allow for meaningful comparisons of the Group's performance by stakeholders.

董事會聲明

Board Statement

本公司董事會（「董事會」）及全體董事（「董事」）保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，並對董事會的ESG監督及管理工作做出如下聲明：

The Board of Directors of the Company (the “Board”) and all directors of the Company (the “Directors”) warrant that there are no false representations, misleading statements contained in, or material omissions from this report. And the Board makes a statement regarding its oversight and management of ESG issues as follows:

本公司董事會為本公司ESG策略及管理的最高責任機構。本公司ESG管理者代表協助董事會指導及監察ESG工作。ESG工作小組負責落實本公司的ESG策略及相關行動。關於管治框架的詳細信息，請查閱本報告「ESG管治架構」章節。

The Board is the top-level body responsible for the Company's ESG strategy and management. The Company's ESG management representative is responsible for assisting the Board in directing and overseeing relevant ESG efforts. The ESG working group is responsible for implementing the Company's ESG strategy and actions. For details about the governance framework, please refer to the “ESG Governance Framework” section in this report.

本財年，本公司繼續通過多種渠道與各利益相關方進行了廣泛深入地溝通，並開展實質性評估以確認重要ESG議題。針對識別的產品質量與安全、產品研發及設計創新、商業道德與誠信等重點議題，本公司ESG工作小組已開展積極管理，並在本報告內對於上述議題的管理方式進行重點闡述。關於管理方針及策略，請查閱本報告「ESG發展管理」章節。

In this Fiscal Year, the Company continued to carry out extensive and in-depth communication with stakeholders through multiple channels and conducted a materiality assessment to identify material ESG issues. The ESG working group of the Company has taken proactive measures to address identified material issues (including product quality and safety, product development and design innovation, business ethics and integrity). The management approaches to these issues are highlighted in this report. For details about management policy and strategy, please refer to the “ESG Development Management” section in this report.

本公司已訂立了ESG策略及目標來審視和管理本集團對環境、社會及管治的影響，並將可持續發展理念融入相關營運層面。董事會對於ESG策略、目標、進展及完成情況進行定期審視。

The Company has established its ESG strategy and goals to review and manage its impact on the environment, society and governance, and has incorporated the concept of sustainable development into its operations. The Board reviews the ESG strategy, goals, progress, and completion on a regular basis.



董事長寄語

Message from the Chairman

利潤之上的追求，書寫可持續的江南答卷

Pursuits beyond profits: writing the next chapter of JNBY Group

二零二四 / 二五財年，正值江南布衣成立三十周年。這是一個值得紀念的重要節點，也是一次面向未來的重新出發。三十年來，在資源、氣候與消費變革的時代浪潮中，我們始終秉持「藝術探索 美好生活」的企業使命，將可持續發展深植企業基因。通過產品革新、環境友好、人才培育與社區共建四大維度，編織屬於江南布衣的可持續圖景，實現「利潤之上」的追求。

The fiscal year 2024/25 marks the 30th anniversary of JNBY Group. This is not only a memorable milestone but also a fresh start toward the future. Over three decades, amid the tides of resource shifts, climate changes, and evolving consumption patterns, we have steadfastly upheld our corporate mission of "Better Design, Better Life", and embedded sustainability deep within our corporate DNA. Through four pillars of product innovation, environmental stewardship, talent development, and community collaboration, we have woven a sustainable vision uniquely JNBY Group, embodying our "pursuits beyond profits."

我們深信，積極踐行 ESG 不僅是回應監管要求和滿足投資者期望，更是驅動公司創新、提升韌性、創造長期股東價值的必由之路。二零二四 / 二五財年，我們的 ESG 管理體系進一步加強，全球 ESG 評級保持行業前列。我們在晨星 Sustainalytics 評級繼續保持「低風險」，萬得 Wind 評級保持 A。同時也收穫了行業與媒體的認可，榮獲「年度高質量發展品牌」、「2024 年度公益企業」、「ESG 先鋒 60」等多項殊榮。

We firmly believe that active ESG practice is not merely a response to regulatory requirements or investor expectations, but a vital path to driving innovation, enhancing resilience, and creating long-term shareholder value. In fiscal year 2024/25, our ESG management system was further strengthened, with global ESG ratings remaining among the industry's best. We maintained a "Low Risk" rating from Morningstar Sustainalytics and an "A" rating from Wind. These efforts have also earned recognition from the industry and media, including awards such as "High-quality Development Brand of the Year," "2024 Public Welfare Enterprise," and inclusion in the "ESG Pioneer 60."

我們讓產品與可持續交織：本財年可持續原材料採購重量佔比達到30.6%，超預期完成目標。上線「十年維修」項目，倡導長期主義和更負責任的消費方式。可持續生活品牌 RE;RE;RE;LAB 以「再思考、再利用、再創造」為理念，持續探索庫存採樣面料的高價值再生路徑。

We interweave sustainability into our products: In this Fiscal Year, sustainable raw materials accounted for 30.6% of total procurement by weight, exceeding our targets. We launched the "Ten-Year Maintenance" to advocate for long-termism and more responsible consumption. Our sustainable lifestyle brand, RE;RE;RE;LAB, guided by the philosophy of "Re-consider, Re-use, Re-create," continues to explore high-value recycling pathways for leftover sample fabrics.

我們視環境責任為未來競爭力：積極響應國家「雙碳」目標，從天目里辦公園區的節能減排拓展到物流中心、門店的能源優化，從使用環保衣褲架到通過重複循環利用讓廢舊門店道具重生為藝術陳列，循環理念融入品牌血脈。同時我們在本財年首次按照GHG Protocol的要求開展碳盤查並披露公司範圍一 / 範圍二碳排放數據，並著手制定更具體的減排路徑，助力國家碳中和目標的實現。

We view environmental responsibility as a cornerstone of future competitiveness: Actively responding to China's "dual-carbon" goals, we have expanded energy conservation and emission reduction efforts from OōELi to logistics centers and retail stores. From using eco-friendly garment racks to transforming discarded store props into artistic displays through recycling, circularity has become part of our brand's essence. This Fiscal Year also saw our first inventory and disclosure of Scope 1 and Scope 2 carbon emissions data in accordance with GHG Protocol, alongside efforts to develop more concrete emission reduction pathways, supporting the nation's carbon neutrality ambitions.

我們以人才為永續動力：踐行「值得信賴、多元包容、探索創新、有效執行、持續成長」的企業價值觀，為員工構建兼具專業成長與人文溫度的組織生態。通過制度規範、培訓宣貫、活動實踐打造「人人參與 人人創造」的 ESG 文化。

We regard talent as the driving force for enduring growth: Guided by our corporate values—"Be Reliable, Embrace Diversity and Inclusion, Explore and Innovate, Effectively Implement, Keep Growing"—we foster an organizational culture that balances professional development with humanistic care. Through institutional norms, training initiatives, and practical activities, we cultivate an ESG culture where "everyone participates, everyone creates."

我們搭建社區共贏生態圈：「布」一樣的美育課累計近千小時志願服務傳遞美育火種，持續助力鄉村振興。攜手上下游合作夥伴發起「布盡其用-牦牛絨產業振興項目」，發佈全球首部牦牛相關可持續標準，推動產業協同發展。

We build a win-win community ecosystem: Our "Aesthetic Education Class for Fabrics" have delivered nearly 1,000 hours of volunteer service to spread the seeds of aesthetic education, continuously supporting rural revitalization. Partnering with upstream and downstream collaborators, we launched the "Textile Possibility — Yak Wool Industry Revitalisation Project" and released the world's first sustainability standards for yak-related industries, promoting coordinated industrial development.

三十載步履不停，我們以構建「打造江南布衣特色的可持續時尚」為公司可持續發展願景。本集團將持續致力於可持續發展，踐行社會責任，同時為我們的粉絲和股東創造更大的價值。唯有與自然同頻、與社會共進，時尚才能綻放恒久光芒，為美好生活注入江南詩意。

Thirty years of unceasing progress have led us to envision a "Create Sustainable Fashion with JNBY Characteristics" as our sustainability goal. The Group will continue to commit to sustainability, fulfill social responsibilities, and create greater value for our fans and shareholders. Only by staying in harmony with nature and advancing together with society can fashion truly shine with lasting brilliance, bringing the poetic spirit of JNBY Group into a better life.

董事會主席兼執行董事
Chairman of the Board and Executive Director

吳健
Wu Jian

ESG 關鍵績效

ESG Key Performance

環境表現

Environmental performance

可持續原材料採購占比達

30.6%

Sustainable raw materials procurement ratio reached 30.6%

較上一財年增加

8.2%

Increased by 8.2% compared to the previous fiscal year

水資源使用密度

12.3

噸/工位，已提前達成水資源管理目標

Water use intensity of 12.3 tonnes/workstation with water resource management target achieved ahead of schedule

溫室氣體排放密度

1.30

噸二氧化碳當量/百萬元人民幣營收

Greenhouse gas (GHG) emissions intensity of 1.30 tCO₂e/RMB 1,000,000 of revenue

庫存面料回收利用

9.01

萬米

Recycling of 90.1 thousand meters of surplus fabrics

社會表現

Social performance

公益慈善投入約

108.24

萬元

Investment in public welfare of RMB1.0824 million

員工總數

1,719

人

1,719 employees in total

女性高管比例

58%

Females representing 58% of senior management positions

經濟表現

Economic performance

經審計的營業收入

55.48

億元

Audited operating income of RMB 5,548 million



專題：可持續時尚 30 周年

Campaign: 30th Anniversary of Sustainable Fashion

衣以載道，三十載可持續時尚

Wearing our values: three decades of sustainable fashion

1994年，江南布衣在杭州誕生。三十載風華，如一幅緩緩展開的畫卷，沉澱著文化、藝術與自然的印記，詮釋著我們始終堅守的使命——「藝術探索 美好生活Better Design, Better Life」。在時間的流轉中，我們以「值得信賴、多元包容、探索創新、有效執行、持續成長」為價值航標，不斷尋找時尚與自然之間更和諧共生的相處方式，努力將藝術設計與可持續生活理念深度融合。

Founded in Hangzhou in 1994, JNBY Group has spent the past three decades unfolding like a scroll, enriched with the imprints of culture, art, and nature, embodying our unwavering mission: "Better Design, Better Life". Over time, guided by the values of "Be Reliable, Embrace Diversity and Inclusion, Explore and Innovate, Effectively Implement, Keep Growing", we continuously seek more harmonious and symbiotic ways for fashion to coexist with nature. With these efforts, we strive to weave together artistic design with the philosophy of sustainable living.

三十周年的篇章，既是回望亦是啟程。讓我們跟隨時間的腳步，一起見證江南布衣如何揮生活為布，化設計為筆，以衣為媒，織就一卷人與自然的美好生活故事。

Our 30th anniversary is both a moment of reflection and a new beginning. Let us follow the footsteps of time and witness how JNBY Group transforms life into fabric, design into artistic expression, and clothing into a bridge between people and nature – crafting a shared story of beauty and sustainability.



重大事件 Major Events

1994

在中國杭州開始服裝業務
Started its clothing
business in Hangzhou,
China

1999

正式註冊JNBY品牌
The JNBY brand was registered

2003

LESS品牌誕生
(獨立於江南布衣有限公司之外)
LESS brand was established
(managed independently)

2005

發佈男裝品牌速寫
CROQUIS brand was launched
第一家海外店鋪開業
Opened the first overseas store

2011

發佈童裝品牌jnby by JNBY
jnby by JNBY was launched as the
children's clothing brand

2013

LESS品牌併入江南布衣有限公司
LESS brand entered JNBY Group's profile

2015

第一家江南布衣+概念店-官舍開業
The first concept store as
JIANGNANBUYI+ Guanshe was opened

2016

江南布衣服飾有限公司成功在香港交易
所主板上市，股票代號(03306.HK)
JNBY Design Limited was listed on
the Main Board of Hong Kong Stock
Exchange with stock code (03306.HK)

2016

公司旗下品牌總會員數量突破100萬
The registered customers of JNBY Group's
brands exceeded 1 million

發佈家居品牌JNBYHOME
JNBYHOME brand was launched

發佈童裝品牌POMME DE TERRE (蓬馬)
Children's clothing brand POMME DE
TERRE was launched

首家江南布衣+集合店開業
The first JIANGNANBUYI+ multi-brand
collection store was opened

2016

發佈公司願景「BETTER DESIGN, BETTER LIFE」以及公司價值觀
「誠信」「創新」「執行力」
Published the company vision "BETTER DESIGN, BETTER LIFE",
as well as the company values of "Integrity, Innovation, and
Execution"

2019

公司旗下品牌門店覆蓋全球14個國家/地區

The retail business has expanded to 14 countries/regions worldwide

零售數智化-不止盒子上線

"BOX+ Project" was launched as a digital smart retail experience

2022

公司LOGO煥新升級

Company logo was upgraded

2024

發佈可持續生活品牌RE;RE;RE;LAB

RE;RE;RE;LAB was launched as a sustainable lifestyle brand

RE;RE;RE;LAB

江南布衣三十周年

JNBY Group 30th Anniversary



2020

公司總部進駐杭州天目里

Company headquarters moved into Hangzhou OōELi Complex

2021

第一批加入中紡聯「3060碳中和加速計劃」

The first batch to join the "3060 Carbon Neutrality Acceleration Plan" of China National Textile and Apparel Council

2023

公司價值觀煥新「值得信賴」

「多元包容」 「探索創新」

「有效執行」 「持續成長」

Renewal of our corporate values: "Be Reliable, Embrace Diversity and Inclusion, Explore and Innovate, Effectively Implement, Keep Growing"

2017

發佈第一份ESG報告

Released the first ESG report

2018

JNBY紐約大秀

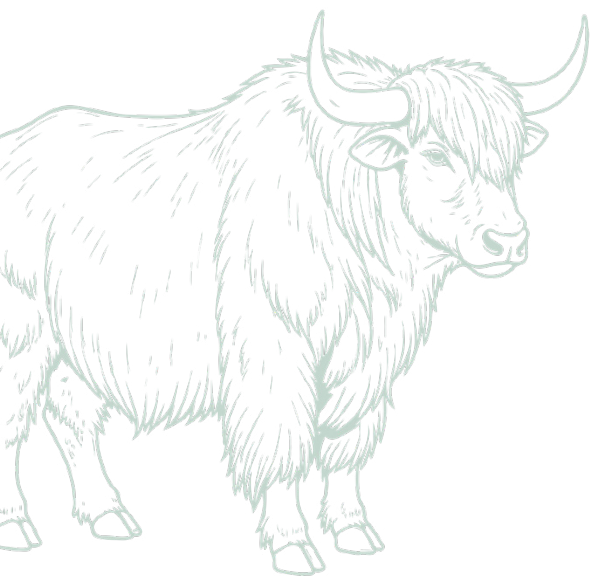
JNBY New York Show

面對全球可持續發展的時代課題，我們始終在思考如何以更溫和的方式與世界對話。從選材到面料，從產品到品牌，從服務到文化，我們不斷構建可持續價值鏈，推動綠色理念落地，攜手員工、設計師、合作夥伴、消費者等利益相關方共同創造可持續生活方式，打造屬於本集團特色的可持續時尚之路。

Facing the global challenge of sustainable development, we are constantly considering how to engage with the world in a gentler manner. From material selection to fabrics, from products to brands, from services to culture, we continue to build a sustainable value chain that brings our green vision to life. Together with employees, designers, partners, consumers, and other stakeholders, we strive to create a sustainable lifestyle and forge a sustainable fashion path with the Group's distinctive character.

可持續原材料 ——藏地牦牛絨

Sustainable Raw Materials – Tibetan Yak Wool



藏地牦牛絨是全球最稀有的天然纖維之一，因為95%以上的牦牛生活在中國境內而被稱為「中國絨」，保暖性較羊毛提升約30%，透氣性比羊絨更佳。每頭牦牛每年只能採集100克絨毛，堪稱「藏地軟黃金」。牦牛絨每年自然脫落，採集過程對動物更加友好，放牧方式亦更加低碳且不破壞草原生態。自2017年起，本集團旗下品牌LESS已率先推出牦牛絨產品。2024年，我們聯合行業夥伴發起「布盡其用-牦牛絨產業振興項目」，涵蓋全球首個牦牛動物福利標準的制定、牧民培訓與認證、草原生態修復及牦牛絨面料研發等，推動原料可持續轉型，助力牧民增收，並為消費者提供生態友好的高品質產品。

Tibetan yak wool is one of the rarest natural fibers in the world, boasting approximately 30% higher thermal properties than wool and greater breathability than cashmere. Tibetan yak wool is called "Chinese Wool" because more than 95% of yak live in China. Each yak can only produce 100 grams of fluff per year, making it also known as the "soft gold of Tibetan." Yak wool sheds naturally annually, making its collection more animal friendly. Its grazing practice is also low-carbon and less damaging to grassland ecosystems. Since 2017, LESS under the Group has pioneered yak wool products. In 2024, we launched the "Textile Possibility - Yak Wool Industry Revitalization Project" with industrial partners, which encompasses the development of the world's first yak welfare standards, herder training, and certification, grassland restoration, and the R&D of yak wool fabrics. This project aims to promote sustainable raw material transformation, increase herder incomes, and provide customers with eco-friendly, high-quality products.



《農場動物福利要求 牦牛》團體標準正式發佈

Group Standard for Farm Animal Welfare Requirements - Yak was officially published

可持續原材料——Spiber Brewed Protein

Sustainable Raw Materials – Spiber Brewed Protein

Spiber Inc. 的核心產品 Brewed Protein™ 被譽為「下一代未來纖維」，通過解析自然界中多種蛋白質纖維的 DNA 結構，提煉其精髓，並借助微生物發酵技術將植物糖源轉化為高性能蛋白質聚合物纖維。這種生產方式完全擺脫石油化學原料，過程清潔、安全、高效，兼具可持續性與科技創新。相較傳統羊絨，其生產過程可減少 79% 溫室氣體排放、97% 水資源消耗、99% 土地使用，且 100% 可生物降解，大幅降低環境負擔。Brewed Protein™ 同時具備羊絨的柔軟保暖性與蜘蛛絲的強韌度。我們作為中國首家應用該材料的時尚公司，結合 17.5 微米 Super 120 精紡羊毛紗線，打造出兼具舒適體驗與可持續理念的釀造蛋白羊毛雙面呢產品。

Brewed Protein™, the flagship product of Spiber Inc., is hailed as the "next generation fiber of the future". By analyzing the DNA structure of various protein fibers found in nature, extracting their essence and using microbial fermentation technology, Spiber Inc. converts plant sugar sources into high-performance protein polymer fibers. This production method completely eliminates the use of petrochemical raw materials and is clean, safe, and efficient, combining sustainability with technological innovation. Compared to traditional cashmere, its production process can reduce GHG emissions by 79%, water consumption by 97%, and land use by 99%. It is also 100% biodegradable, significantly lowering its environmental footprint. Brewed Protein™ offers the softness and warmth of cashmere together with the strength of spider silk. As the first fashion company in China to adopt this material, we have combined 17.5-micron Super 120 worsted wool yarn with Brewed Protein™ to create a double-faced wool fabric that delivers both comfort and sustainability.



研究 Research

分析多種天然蛋白材料的基因組成。

Analyze the genetic composition of various natural protein materials.



DNA基因編程 DNA gene programming

從分子層次設計DNA從而把經過基因編程的DNA鑲嵌入微生物中。

Designing DNA at the molecular level to embed genetically programmed DNA into microorganisms.



發酵 Fermentation

微生物以糖分和其他營養物質為養分發酵出Brewed Protein™聚合物。

Microorganisms ferment Brewed Protein™ polymers using sugars and other nutrients as nutrients.



純化過程 Purification process

提取Brewed Protein™聚合物並乾燥成粉末。

Extract the Brewed Protein™ polymer and dry it into powder.



纖維合成 Fiber synthesis

將Brewed Protein™聚合物溶液紡製成纖維。

Spinning Brewed Protein™ polymer solution into fibers.

Brewed Protein™研发与生产流程

Research and development and production process of Brewed Protein™

使用Brewed Protein™的
速寫「黑支線」大衣

A coat using Brewed Protein™ from the "black line" series of CROQUIS



可持續產品——零浪費再生羊毛大衣

Sustainable Products – Zero Waste Recycled Wool Coat

通過回收羊毛羊絨大衣裁剪過程中的裁片餘料，經回收、分類、開松、紡紗等工序，重塑為可持續原材料——再生羊毛。其生產過程相比原生羊毛節能約70-90%、減排80-95%、節水達95-99%，顯著降低對土地、水源及氣候的環境負擔。我們以高品質再生羊毛面料，推出「零浪費再生羊毛大衣」，本財年共回收近1噸面料，製作2,241件單品，兼顧環保與品質，推動綠色原料開發與循環經濟實踐的同時，倡導綠色消費理念。

Recycled wool is made by recycling offcuts from the tailoring of wool and cashmere coats, which are then recycled, sorted, opened up, and spun into yarn to be remade into sustainable raw materials. Compared to virgin wool, its production saves approximately 70% to 90% of energy, reduces emissions by 80% to 95%, and cuts water consumption by 95% to 99%, significantly easing the environmental burden on land, water, and climate. We have launched our "Zero Waste Recycled Wool Coat", made with high-quality recycled wool. In this Fiscal Year, nearly one tonne of fabric was recycled to produce 2,241 pieces of clothing. This approach balances environmental sustainability with quality, promoting the development of green raw materials and circular economy practices while advocating for sustainable consumption.

零浪費再生羊毛大衣
The Zero Waste Recycled Wool Coat



可持續品牌——RE;RE;RE;LAB

Sustainable Brands – RE;RE;RE;LAB

本集團於2024年創立可持續生活品牌RE;RE;RE;LAB，以「再思考、再利用、再創造」為理念，探索庫存採樣面料的高價值再生路徑。本財年，品牌共消耗約2萬米庫存面料及200千克零布料，打造兼具創意與環保的限量服飾與配飾，踐行Upcycle¹設計實踐。同時，品牌通過全域消費者體驗活動，倡導消費者對可持續時尚的「再思考」。2025年6月，RE;RE;RE;LAB推出線上可持續勳章機制，鼓勵公眾參與可持續行動，共建人人可參與的綠色時尚。

In 2024, the Group founded RE;RE;RE;LAB, a sustainable lifestyle brand based on the philosophy of “Re-consider, Re-use, and Re-create”, with the aim to explore high-value regeneration pathways for surplus sampling fabrics. In this Fiscal Year, the brand repurposed approximately 20 thousand meters of surplus fabric and 200 kilograms of fabric scraps into limited-edition apparel and accessories that are both creative and environmentally friendly, embodying Upcycle¹ design practices. Furthermore, the brand also encourages the public to “re-consider” about sustainable fashion through omnichannel consumer engagement activities. In June 2025, RE;RE;RE;LAB launched an online sustainability reward program to inspire public participation in sustainable actions, fostering a green fashion movement open to all.



消費者「可持續勳章」
“Sustainable Reward” badge for consumers

¹升級重塑，即通過創新設計將庫存材料轉化為更高實用價值或藝術價值的新產品，該概念形成於1990年代，並在時尚、家居設計等領域得到廣泛應用。

¹Upcycle, which involves transforming surplus materials into new products with higher practical or artistic value through innovative design, is a concept first formed in the 1990s and has been widely applied in fields such as fashion and home design

RE;RE;RE;LAB



「十年維修」項目海報
“Ten-Year Maintenance” project poster

可持續服務——「十年維修」項目

Sustainable Services –The “Ten-Year Maintenance” Project

本集團於2024年8月正式上線「十年維修」會員專屬權益，提供破損修補、配件修理與尺寸修改等專業衣物維修服務，鼓勵消費者延長服裝使用週期，減少資源浪費與環境負擔，體現了品牌對產品質量與服務的長期承諾，也是落實ESG理念的重要舉措。截至2025年6月，我們已累計服務超2.5萬名會員，完成了約3萬件衣物維修。在時尚行業快速更迭的背景下，我們倡導從「一次性消費」轉向「長期陪伴」、從「丟棄」轉向「修復」，推動消費者建立可持續消費意識，助力低碳生活方式。

The Group officially launched its “Ten-Year Maintenance” membership benefit in August 2024. This service offers professional clothing maintenance services, including damage mending, accessory replacement, and resizing. This service encourages consumers to extend the lifespan of their clothing, thereby reducing resource waste and environmental impact. This project demonstrates the brand’s long-term commitment to product quality and service excellence, while serving as a key initiative in practicing our ESG principles. As of June 2025, we have served more than 25,000 members and completed approximately 30,000 garment repairs. In an industry defined by rapid turnover, we advocate a shift from “disposable consumption” to “long-term companionship”, and from “discarding” to “repairing”, fostering consumer awareness of sustainable consumption and supporting low-carbon lifestyles.

可持續織物文化——「布盡其用」項目

Sustainable Textile Culture – The “Textile Possibility” Project

本集團於2022年發起「布盡其用」中國傳統手工藝材料研究項目，聚焦傳統織物與非遺技藝的挖掘、保護與創新。我們每年設定主題開展調研，並以現代設計研究方法歸納為年度研究地圖，構建兼具學術性與應用性的知識體系。2024年，我們的研究聚焦「印染」，探討傳統技法與自然色彩的豐富表現，並通過「布盡其用」特別創作展，集中呈現研究成果。截至2025年6月，我們已走訪了13個省市自治區，考察梳理了72種傳統手工藝，推動傳統文化在當代表達中獲得新生命。

In 2022, the Group launched the “Textile Possibility” initiative, a research project on traditional Chinese handicraft materials, focusing on the exploration, preservation, and innovation of traditional textiles and intangible cultural heritage techniques. Each year, we set a theme for in-depth study, using modern design research methodologies to compile our findings into an annual research map and building a knowledge system that is both academic and application-oriented. In 2024, our research focused on “printing and dyeing”, exploring the rich expression of traditional techniques and natural colors. The findings were showcased in the “Textile Possibility” special exhibition. As of June 2025, we have visited 13 provinces, municipalities, and autonomous regions across the country, researched and analyzed 72 traditional handicraft techniques, giving new life to traditional culture in contemporary design.



「布盡其用」特別創作主題特展
The “Textile Possibility” special exhibition

可持續文化——「屋頂茶園」項目

Sustainable Culture – The “Tea Garden on the Rooftop” Project

本集團在總部辦公樓設計之初，即融入綠色環保理念，建立屋頂茶園，在實現辦公樓溫度調節的同時，與園區露台花園、中央廣場樹陣等組成五重生態立面。自2023年以來，茶園在專業的管理團隊養護下，已實現小規模量產並保持增長。我們打造「茶不多」品牌，包裝採用環保紙張與庫存面料，將茶葉用於商務饋贈、員工品嘗等，在減少資源消耗和溫室氣體排放方面邁出了環保與可持續性探索的創新步伐，並以採茶、品茶為媒介，向外界傳遞節能降耗、環保綠色的生活理念。

The Group has incorporated an environmental mindset into the design of its headquarters office building from the outset, establishing a tea garden on the rooftop. The design not only helps to regulate indoor temperature but also forms a five-layered ecological facade together with the campus' terrace gardens and the tree array in the central plaza. Since 2023, under the care of a professional management team, the tea garden has achieved small-scale production with steady growth. We have developed the “Not Much Tea” brand, using environmentally friendly paper and surplus fabric for finished product packaging. The tea is used for corporate gifting and employee tasting, representing an innovative step in exploring environmental and sustainable practices including resource conservation and GHG emissions reduction. Through tea picking and tasting activities, we promote an energy-saving, eco-friendly lifestyle that is open to all.



屋頂茶園與環保包裝

The tea garden on the rooftop and environmentally friendly packaging

江南布衣有限公司
JNBY DESIGN LIMITED

RE-3-ELA3

再思考 再利用 再创造
基于长期主义的信念而
创立的可持续生活品牌
COLLECTION II 高原牧场

關於江南布衣

About JNBY Group



集團簡介

Group Profile

江南布衣有限公司（「本公司」、「公司」或「江南布衣」）及其附屬公司（「本集團」或「我們」）是一家有影響力的設計師品牌時尚集團，創立於1994年，於2016年在香港聯合交易所有限公司（「聯交所」）主板上市（股份代號：03306），總部位於中國杭州。我們的主營業務包括設計、推廣及銷售時尚服裝、鞋類、配飾及家居類產品。

JNBY Design Limited (the "Company" or "JNBY Group") and its subsidiaries (the "Group" or "we") are an influential designer brand fashion group founded in 1994, listed on the Main Board of The Stock Exchange of Hong Kong Limited (the "HKEX") in 2016 (stock code: 03306), and headquartered in Hangzhou, China. Our principal activities include designing, promoting and selling fashion apparel, footwear, accessories, and home products.

我們的文化

Our Culture

秉承「藝術探索 美好生活（Better Design, Better Life）」的企業使命和踐行「值得信賴、多元包容、探索創新、有效執行、持續成長」的企業價值觀，我們致力於構築充滿藝術感的生活氛圍，讓消費者從多元化的藝術設計產品中獲得更多樂趣，體味更美好的藝術生活。

Upholding our corporate mission of "Better Design, Better Life" and embodying our core values of "Be Reliable, Embrace Diversity and Inclusion, Explore and Innovate, Effectively Implement, Keep Growing", we are committed to creating a lifestyle rich in artistic sensibility. We aim to bring more joy to our customers through a diverse range of artistic design products, allowing them to experience a more beautiful artistic life.



我們的品牌 Our Brands

截至二零二五年六月三十日，我們的品牌組合包括JNBY女裝、速寫男裝、jnby by JNBY童裝、LESS女裝、蓬馬（POMME DE TERRE）童裝、JNBYHOME家居、onmygame童裝和可持續生活品牌RE;RE;RE;LAB，以及買手制百貨B10CK。每一個品牌專注於獨特的細分消費者群體，並且擁有各自的獨特設計形象。多元化、細分化的品牌組合，使我們可以為大多數年齡階層的消費者提供產品和服務。同時，我們不斷推出包括「BOX + 不止盒子」及「江南布衣+」多品牌集合店等新興消費場景或產品，力求為消費者提供更多增值服務。

As of June 30, 2025, our portfolio of brands includes JNBY (women's wear), CROQUIS (men's wear), jnby by JNBY (kids' wear), LESS (women's wear), POMME DE TERRE (kids' wear), JNBYHOME (lifestyle), onmygame (kids' wear), RE;RE;RE;LAB (sustainable lifestyle), and B10CK (buyer-driven department store). Each brand focuses on a unique group of consumers and features unique design identities. Our diversified and segmented brand portfolio allows us to offer products and services to consumers across most age groups. Meanwhile, we have continued to launch new consumer scenarios or products, including "BOX+ Project" and "JIANGNANBUYI+" multi-brand collection stores, to provide consumers with more value-added services.

考慮到我們客戶的購買模式及資訊需求，我們已建立主要由實體零售店、線上平台及以微信為主的社交媒體互動營銷服務平台三個部分組成的全渠道互動平台，各平台都是我們與粉絲溝通、將潛在粉絲變成忠實粉絲的重要陣地，我們旨在構建基於相同的生活方式理念而聚集的「江南布衣粉絲經濟」體系。截至二零二五年六月三十日，我們在全球的獨立實體零售店共計2,117家，其中2,099家位於中國內地、中國香港和中國台灣，其餘的分佈在8個國家（日本、馬來西亞、澳大利亞等）。

Taking into account our customers' shopping habits and information needs, we have established an omni-channel interactive platform comprising physical retail stores, online platforms and the WeChat-based social media interactive marketing service platform, with each platform playing a critical role in communicating with fans and transforming our potential fans into loyal fans. We aim to build up a "JNBY Fans Economy" strategy, which is based on the same philosophy of lifestyle. As of June 30, 2025, we had a total of 2,117 standalone retail stores globally, of which 2,099 were located in Mainland China, Hong Kong, China, and Taiwan, China, with the rest in 8 countries (including Japan, Malaysia and Australia).

JNBY

速
寫

jnby
by
JNBY

LESS

POMME DE TERRE
蓬馬

JNBYHOME

onmygame

RE;RE;RE;LAB

B10CK
CONCEPT STORE

我們的榮譽

Our Honors

類別 Category	獎項及榮譽名稱 Awards and Honors	頒獎單位 Awarded by
榮耀時刻 Moments of Glory	年度生態友好項目 布盡其用——公益課堂 Eco-Friendly Project of the Year “Textile Possibility” Project – A Public Welfare Class	南方週末2024築夢公益大會 Southern Weekend 2024 Dream Building Charity Conference
	2024年度綠色發展優秀案例 零浪費再生羊毛大衣 2024 Outstanding Green Development Cases Zero Waste Recycled Wool Coat	新京報 貝殼財經 Beijing News Seashell Finance
	2024責任踐行優秀案例 2024 Excellent Cases of Responsibility Practice	責任中國 澎湃 Responsible China The Paper
	ESG先鋒60 ESG Pioneer 60	界面新聞 Jiemian News
	年度高質量發展品牌 High-quality Development Brand of the Year	鈦媒體集團 消研所 TMTPOST TRENDMAKERS
	2024年度增長企業 2024年度公益企業 2024 Growth Enterprise 2024 Public Welfare Enterprise	節點財經 Jiedian Finance

類別 Category	獎項及榮譽名稱 Awards and Honors	頒獎單位 Awarded by
榮耀時刻 Moments of Glory	2024年中國人力資源「天狼星」獎「最受大學生歡迎僱主品牌」 2024 China Human Resources Sirius Award “Most Popular Employer Brand among University Students”	Moka
ESG評級 ESG Ratings	BBB	MSCI
	低風險 Low risk	晨星 Morningstar
	A	Wind
行業協會 Industry Associations	全國產品及服務質量誠信承諾企業 National Product and Service Quality Integrity Commitment Enterprise	中國質量檢驗協會 China Association for Quality Inspection
	2024標準先進單位 2024 Standard Advanced Unit	全國服裝標準化技術委員會 National Technical Committee on Clothing Standardization
	2024標準先進單位 2024 Standard Advanced Unit	國家紡織品標準化技術委員會針織品委員會 National Technical Committee for Textile Standardization Knitwear Committee
	JNBY AAA知名商標品牌 JNBY AAA well-known trademark brand	中華商標協會、標品（北京）認證有限公司 China Trademark Association, Standard Product (Beijing) Certification Co., Ltd.
	LESS AAA知名商標品牌 LESS AAA well-known trademark brand	中華商標協會、標品（北京）認證有限公司 China Trademark Association, Standard Product (Beijing) Certification Co., Ltd.

響應聯合國可持續發展目標

Responding to the United Nations Sustainable Development Goals

本集團積極響應聯合國可持續發展目標（UN SDGs），從環境和社會方面不斷完善可持續發展管理工作，助力實現全球可持續發展的藍圖。

The Group actively responds to the United Nations Sustainable Development Goals (UN SDGs), continuously improving our sustainable development management from environmental and social aspects, so as to contribute to global sustainable development.



踐行社會責任

Fulfilling Social Responsibility

深入推進東西部協作工作，與四川省廣元市青川縣簽署結對幫扶框架協議書。通過物資捐贈、鄉村美育項目持續助力鄉村振興

Further advance east-west collaboration, sign a paired assistance framework agreement with Qingchuan County, Guangyuan City, Sichuan Province, and continue to support rural revitalization through material donations and rural aesthetic education projects

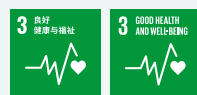


助力員工成長

Supporting Employees Development

以領導力、通用線、專業線和平台線四大培訓條線為依託，為員工提供多層次、多渠道的學習和發展機會

Based on the four major training streams of leadership, general skills, professional expertise, and platform-based programs, provide employees with multi-level and multi-channel learning and development opportunities



創建幸福職場

Creating a Happy Workplace

打造員工福利金字塔，涵蓋異地福利、文娛活動、生活福利、安康保障及法定保障五個層級

Create an employee welfare pyramid covering five levels: off-site benefits, entertainment activities, lifestyle benefits, health protection, and statutory benefits



助力員工成長

Supporting Employees Development

將性別平等視為企業多元包容與平等文化的重要組成部分，全面落實女性員工保護措施

Consider gender equality as an important part of the Company's diversity, inclusion and equality culture, and fully implement protection measures for female employees



資源管理

Resources Management

通過張貼節水標語、安裝感應式龍頭、調節出水量等措施，不斷提升用水效率

Continuously improve water use efficiency by posting water-saving slogans, installing sensor faucets, and adjusting water flow



助力員工成長

Supporting Employees Development

構建清晰、公平、多元的職業發展體系，為員工提供專業通道和管理通道雙通道發展機會

Build a clear, fair, and diverse career development system to provide employees with dual career development opportunities of professional and management channels



助力員工成長

Supporting Employees Development

致力於創造一個多元、平等和包容的工作環境，確保每一位員工在招聘、晉升、福利待遇等方面享有公平待遇

Create a diverse, equal and inclusive work environment, ensuring that every employee enjoys fair treatment in recruitment, promotion, benefits, and other aspects



資源管理

Resources Management

設立量化的節能目標，物流中心LED燈覆蓋率100%，採購新能源公務車

Set quantitative energy-saving targets, achieve 100% LED lighting coverage in the logistics centers, and purchase new energy company cars



先進產品研發

Advanced Product R&D

數智化能力赋能產品研發與運營提效；積極探索時尚與可持續的融合，引入了微生物染色、數碼直噴印花、鐳射工藝等前沿工藝技術

Empower product R&D and improve operational efficiency with digital capabilities; actively explore the integration of fashion and sustainability and introduce cutting-edge process technologies such as microbial dyeing, digital direct printing, and laser technology



踐行社會責任

Fulfilling Social Responsibility

開展「布」一樣的美育課公益項目，支持鄉村兒童、孤獨症兒童及青年發展，助力社區發展和鄉村振興

Launch the public welfare project of "Aesthetic Education Class for Fabrics", support the development of rural children, autistic children and young people, and contribute to community development and rural revitalization



可持續原材料、可持續產品設計

Sustainable Raw Materials, Sustainable Product Design

可持續原材料採購佔比達到30.6%，多款產品或原材料已取得可持續相關認證；推進芝麻實驗室與 RE;RE;RE;LAB 的創作實踐，將可持續理念融入產品設計

Sustainable raw material procurement accounts for 30.6% of all raw materials and many products or raw materials have obtained sustainability certifications; promote the creative practices of Sesame Lab and RE;RE;RE;LAB, integrating sustainable mindsets into product design



可持續產品設計

Sustainable Product Design

蓬馬於2025春夏推出首個環保系列，並配合「海洋守護者」主題，開展阿那亞淨灘行動、快閃、塑料再生工坊等系列活動

With the first environmentally friendly collection launched by POMME DE TERRE in the spring and summer of 2025, and in line with the theme of "Ocean Shepherd", carry out a series of activities such as the Aranya Beach Cleanup Action, flash mobs, and plastic recycling workshops

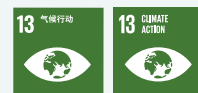


公司治理

Corporate Governance

不斷完善公司治理體系，建立風險管理三道防線，強化商業道德和反腐敗管理，將消費者隱私保護作為信息安全管理重點

Continuously improve the corporate governance system, establish three lines of defense for risk management, strengthen business ethics and anti-corruption management, and make consumer privacy protection a key focus of information security management



應對氣候變化

Response to Climate Change

按照管治、策略、風險管理、指標和目標四大支柱披露氣候相關信息

Disclose climate-related information in accordance with the four pillars of governance, strategy, risk management, metrics and targets



可持續原材料

Sustainable Raw Materials

重視動物福利，引入負責任羊毛標準（RWS）認證羊毛並持續提升其佔比，強化原材料端的可持續管理

Place emphasis on animal welfare, the introduction of Responsible Wool Standard (RWS) certified wool and its continuous increase in proportion to strengthen the sustainable management of raw materials



可持續供應鏈

Sustainable Supply Chain

持續向供應商傳達可持續發展理念，在供應商准入階段實施嚴格的審核和管理機制，推進供應鏈環境與社會風險管理

Continue to cultivate a sustainable mindset among suppliers, implement strict audit and management mechanisms at the supplier admission stage, and promote environmental and social risk management in the supply chain

江南布衣有限公司
JNBY DESIGN LIMITED

公司治理 Corporate Governance

我們深信企業治理不僅是規範的遵循，更是智慧與責任的體現。我們致力於打造權責明晰、高效運轉、清廉正直的企業管理架構，建設完善的風險管理體系，保障信息安全及客戶隱私，加強知識產權保護，助力企業可持續高質量發展。

We are convinced that corporate governance not only reflects our conformity to norms, but also our wisdom and responsibility. We are bent on building a corporate management structure featuring a clear division of authority and responsibilities, efficient operations, and integrity and honesty. We have also established a comprehensive risk management system along with our efforts to safeguard information security and customer privacy, and strengthen intellectual property protection, so as to contribute to our sustainable and high-quality development.



公司治理體系

Corporate Governance System

本集團不斷強化公司治理能力，搭建了權責分明的治理架構，通過高標準的企業治理規範，充分保障本集團和利益相關方的合法權益，提升運行效能。董事會下設審核委員會、薪酬委員會和提名委員會，以確保公司治理的有效性和規範性。委員會具體職權範圍、構成以及成員背景請詳見本集團二零二五財年年報。

The Group continues to strengthen its corporate governance capabilities and has established a governance structure with clear division of responsibilities. Through high-standard corporate governance practices, we fully safeguard the legitimate rights and interests of the Group and our stakeholders and enhance operational efficiency. The Board of Directors has established an Audit Committee, a Remuneration Committee, and a Nomination Committee to ensure effective and standardized corporate governance. For details of the committees' specific roles and responsibilities, composition, and backgrounds of their members, please refer to the Group's Annual Report for Fiscal Year 2025.

本集團重視董事會的多元化和獨立性，已制定董事會多元化政策，以確保董事會成員在技能、經驗以及視角的多元化方面達到適當的平衡。本集團董事會成員在時裝、金融、會計及信息科技等方面均有相關專業背景及豐富的管理經驗。提名委員會每年針對董事會的架構、人數與構成進行研討，力爭提高董事會各個層面的多元化程度，包括但不限於性別、年齡、種族、語言、文化背景、教育背景、行業經驗和專業經驗等。

The Group values the diversity and independence of the Board of Directors and has established a Board Diversity Policy to ensure an appropriate balance of skills, experience, and perspectives among Board members. Board members possess relevant professional backgrounds and extensive management experience in fashion, finance, accounting, and information technology. The Nomination Committee reviews the structure, size, and composition of the Board on an annual basis, striving to enhance diversity at all levels of the Board, including but not limited to gender, age, ethnicity, language, cultural background, educational background, industry experience, and professional experience.

本集團董事會由

8名成員組成

The Group's Board of Directors consists of 8 members

其中包括女性董事

3名

including 3 female directors

獨立非執行董事

4名

4 independent non-executive directors

風險管理

Risk Management

風險管理體系

Risk management system

本集團持續優化風險管理體系，強化風險管理能力建設，不斷提升風險管理效能。我們已制定《生產安全事故應急預案》《公關危機管理辦法》等制度。本財年，我們新制定《全面風險管理制度》，詳細規定了風險管理的目標、原則、職責、流程、標準等關鍵內容。董事會是公司風險管理體系的最高決策機構，負責評估及決定公司整體風險管理的戰略與政策；高級管理層承擔落實風險管理政策、督促建立全面風險管理機制等職責；風險管理部是公司風險歸口管理的執行部門，負責全面風險管理的體系建設和整體運轉。

The Group continues to optimize its risk management system, strengthen risk management capabilities, and continuously enhance risk management effectiveness. We have established systems such as the Contingency Plans for Work Safety Accidents and the Public Relations Crisis Management Measures. In this Fiscal Year, we also developed a new Comprehensive Risk Management Policy, which details key elements of risk management, including objectives, principles, responsibilities, processes, and standards. The Board of Directors is the highest decision-making body within the Company's risk management system and is responsible for evaluating and determining the Company's overall risk management strategy and policies. Senior management is responsible for implementing risk management policies and overseeing the establishment of a comprehensive risk management mechanism. The Risk Management Department is the executive arm of the Company's centralized risk management system and is responsible for the development and overall operation of the comprehensive risk management system.

本集團風險管理體系框架

The Group's risk management system framework



本集團風險管理三道防線體系

The Group's three-line risk management system

1 第一道防線 First line of defense

各業務部門實施自我控制：發現、報告、應對、治理風險

Each business department implements internal control measures to discover, report, respond to, and manage risks

2 第二道防線 Second line of defense

風險管理部及其他職能部門支持、協調、協助實施風險應對和治理

The Risk Management Department and other functional departments support, coordinate and assist in the implementation of risk response and governance

3 第三道防線 Third line of defense

內審部實施風險審查和評價

Internal Audit Department conducts risk review and assessment

風險管理舉措

Risk Management Measures

在制度和組織雙重保障基礎上，本集團已建立清晰的風險管理流程，明確風險識別與評估、監控與應對、報告與決策等各環節的管理措施，實現對各項風險及時應對和有效管控。本財年，我們還更新風險評價標準，從風險發生影響水平和發生概率兩個維度對風險進行評估，進一步提升風險評估的系統性和科學性。

With both institutional and organizational safeguards in place, the Group has established a clear risk management process that clearly defines management measures across all stages of risk identification and assessment, monitoring and response, reporting, and decision-making. These efforts enable timely response and effective control of various risks. This Fiscal Year, we also updated our risk assessment standards, evaluating risks from both the impact level and probability of occurrence, further enhancing the systematization and methodological soundness of our risk assessments.

二零二五財年，我們持續推進風險數據庫建設，形成基礎風險數據庫、核心風險庫和重大風險清單三層風險數據庫體系。基於風險數據庫，我們繪制風險熱力圖、編制風險清單和風險應對策略，進一步明確風險類別和風險程度，並針對高風險事項採取有效應對措施。

In Fiscal Year 2025, we continued to advance the development of our risk database, establishing a three-tiered risk database system consisting of a basic risk database, a core risk database, and a major risk list. Based on this database, we developed risk heat maps, compiled risk lists, developed risk response strategies to further clarify risk categories and levels, and implemented effective response measures for high-risk events.

我們亦高度重視風險文化建設，倡導將風險管理意識轉化為員工的共同認識和自覺行動。本財年，我們主要通過釘釘公告、江南FM學習平台等形式進行全體員工風險文化宣貫及考核，提升員工風險識別的應對能力。

We also prioritize the development of a risk culture, advocating for transforming risk management awareness into shared understanding and conscious action among employees. In this Fiscal Year, we mainly conducted the publicity, implementation and assessment of risk culture for all employees through forms such as DingTalk announcements and the JIANGNAN FM learning platform, so as to improve employees' ability to identify and respond to risks.

商業道德與反貪腐

Business Ethics and Anti-Corruption

本集團致力於將嚴格的商業道德標準根植於公司的運營之中，完善反舞弊體系，培養誠信廉潔的企業文化。作為反舞弊聯盟會員，我們嚴格遵守《中華人民共和國公司法》《中華人民共和國反貪污賄賂法》《中華人民共和國反不正當競爭法》《關於禁止商業賄賂行為的暫行規定》等商業道德相關法律法規，制定了《誠信與廉潔制度》《員工行為準則》及《員工獎懲制度》等相關規定，並於本財年進一步修訂《內部審計制度》《誠信與廉潔制度》，補充獨立性、權利保障等相關條款，不斷健全商業道德監督管理機制及相關制度規範。同時，我們與總部全體員工、客戶、供應商、經銷商等簽訂《誠信承諾書》，持續加強本集團廉潔誠信管理，杜絕賄賂、勒索、欺詐、洗錢等不法行為的發生。

The Group is committed to embedding strict business ethics standards in its operations, improving its anti-fraud system, and fostering a corporate culture of integrity and honesty. As a member of the Enterprise Anti-Fraud Alliance, we strictly abide by relevant laws and regulations on business ethics, including the Company Law of the People's Republic of China, the Law of the People's Republic of China Against Corruption and Bribery, the Law of the People's Republic of China Against Unfair Competition, and the Interim Provisions on Banning Commercial Bribery. We have established relevant regulations, including the Integrity and Probity Policy, the Code of Conduct for Employees, and the Employees' Reward and Punishment Policy. In this Fiscal Year, we further revised our Internal Audit Policy and Integrity and Probity Policy, adding provisions regarding independence and rights protection to continuously improve our business ethics supervision and management mechanisms and relevant policies. Furthermore, we have signed an Integrity Commitment Letter with all headquarters employees, customers, suppliers, and distributors to continuously strengthen the Group's integrity management and prevent illegal activities such as bribery, extortion, fraud, and money laundering.



反舞弊聯盟會員單位
Member of the Enterprise Anti-Fraud Alliance



2024年度西湖區清廉民營企業建設典型
Model of Clean Private Enterprise
Construction in Xihu District in 2024

本集團對任何腐敗行為持有零容忍態度，明確杜絕員工弄虛作假、不當獲利、行為舞弊、洩露機密等行為。我們定期開展計劃審計和專項審計，評估和更新集團內部控制，並實施必要的整改措施。本財年，我們還對13個城市的35家經銷商開展走訪，以了解其真實庫存情況，杜絕違規銷售等貪腐行為發生。

The Group maintains a zero-tolerance policy against any form of corruption and explicitly prohibits fraud, improper profiteering, fraudulent practices, and the leakage of confidential information among all employees. We regularly conduct planned and special audits to assess and update the Group's internal controls and implement necessary corrective measures. In this Fiscal Year, we also visited 35 distributors in 13 cities to verify their actual inventory levels and prevent corruption-related practices such as unauthorized sales.

我們已設立完善的舉報渠道及處理流程，員工及外部相關人員可通過舉報電郵、電話、微信公眾號等途徑舉報違反職業道德的行為或相關事件。本集團內審部門負責接收和評估舉報案件，並根據案件的具體情況，進行核查、轉辦、交辦或督辦。對證實有舞弊行為的員工，我們按相關規定予以相應處分；行為觸犯法律的，交由司法機關依法處理。對於實名投訴和舉報，我們將確保受理人員對投訴人和舉報人信息保密，保護其合法權益，並確保其不會因舉報行為而遭受不公平對待。

We have established a comprehensive reporting channel and processing procedure, through which employees and external stakeholders can report violations of professional ethics or related incidents via whistleblower email, telephone, WeChat official accounts, and other means. The Group's Internal Audit Department is responsible for accepting and evaluating all kinds of complaints, and verifying, assigning or supervising these cases according to the actual situations. Employees who are proved to have committed fraud will be punished in accordance with relevant regulations; if any law is violated, the case will be referred to the judicial organ. For real-name complaints and reports, we will ensure that the information of the complainants and reporters remains confidential. The legitimate rights of reporters are protected, and it is ensured that they will not suffer unfair treatment due to reporting.

舉報通道

Reporting channel



廉政信箱：LZ@jnby.com

Integrity mailbox: LZ@jnby.com



7*24小時舉報電話：0571-88496199

24/7 reporting hotline: 0571-88496199



釘釘舉報：江南布衣->員工反饋->我要舉報

DingTalk reporting: JNBY Group->Employee Feedback->I want to report



公司官網：<http://www.jiangnanbuyigroup.com.cn> 公司簡介-
> 聯繫我們-> 廉政熱線

Company website: <http://www.jiangnanbuyigroup.com.cn> About us- > Contact us- > Red Flag Hotline



微信公眾號：江南布衣->探索江南->走進江南->聯繫我們-> 廉潔舉報

WeChat Official Account: JNBY Group- > Explore JNBY Group- > Into JNBY Group- > Contact Us- > Integrity Report



信函通訊地址：浙江省杭州市西湖區天目山路398號天目里2號樓
3樓江南布衣內審部（收）

Mailing address: Internal Audit Department, JNBY Group, Floor 3, Building 2, OōELi, No. 398, Tianmushan Road, Xihu District, Hangzhou, Zhejiang Province

我們致力於深化反腐倡廉理念，通過定期對員工和董事會進行合規培訓，提升公司整體的廉潔合規意識。本財年，我們共開展重點部門廉潔培訓6次，釘釘宣導2次，以及廉潔宣貫互動遊戲1次。本集團亦對人才選拔和晉升流程實行了嚴格的誠信審查制度，人力資源中心在聘用或晉升階段，將對候選人開展包括教育背景、工作經歷、誠信和行為記錄等方面的調查，對任何有舞弊行為記錄的個人，均不會錄用或晉升至重要職位。

We continue to advocate the concept of anti-corruption and integrity, and enhance the overall awareness of integrity and compliance across the Company through regular compliance training for employees and the Board. In this Fiscal Year, we conducted six integrity training sessions for key departments, two DingTalk campaigns, and one interactive game promoting integrity. The Group has also implemented a strict integrity review system for talent selection and promotion processes. The Human Resources Center conducts investigations on candidates during the hiring or promotion phase, including aspects such as educational background, work experience, integrity, and conduct records. Individuals with a record of fraudulent behavior will not be hired or promoted to key positions.

截至本財年底，本集團未發生貪污訴訟案件。

By the end of this Fiscal Year, there was no legal cases regarding corruption in the Group.

春節廉潔宣貫

Our spring festival integrity campaign



多樣化的廉潔宣貫

Diversified publicity and implementation of integrity

二零二五財年，在公司年會上，我們創新性引入互動遊戲形式，組織開展「廉潔投手」遊戲。員工每人領取一個小球，隨機回答一道廉潔問題，並把小球扔進正確答案的框中。寓教於樂，加深員工對廉潔知識的理解，並鼓勵員工在日常工作中恪守商業道德。

In Fiscal Year 2025, at our annual meeting, we innovatively introduced an interactive game format with the "Integrity Pitcher" game. Each employee received a small ball, answered a random question about integrity, and then tossed the ball into a box indicating the correct answer. This game deepened employees' understanding of integrity and encouraged them to uphold business ethics in their daily work.

「廉潔投手」遊戲

The "Integrity Pitcher" game



信息安全與 隱私保護

Information Security and Privacy Protection

信息安全管理體系

Information Security Management System

本集團以「預防為主、風險管理、全員參與、合作與共享、持續改進」的方針為指導，嚴格遵守《中華人民共和國網絡安全法》《中華人民共和國個人信息保護法》《中華人民共和國數據安全法》等法律法規，並通過《信息安全和隱私管理手冊》《信息安全管理辦法》等制度，構建完善的信息安全管理體系。

The Group is guided by the principles of "prevention first, risk management, full participation, cooperation and sharing, and continuous improvement". We strictly abide by laws and regulations such as the Cybersecurity Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, and the Data Security Law of the People's Republic of China. The Company has also established a comprehensive information security management system through policies such as the Information Security and Privacy Management Manual and the Information Security Management Measures.

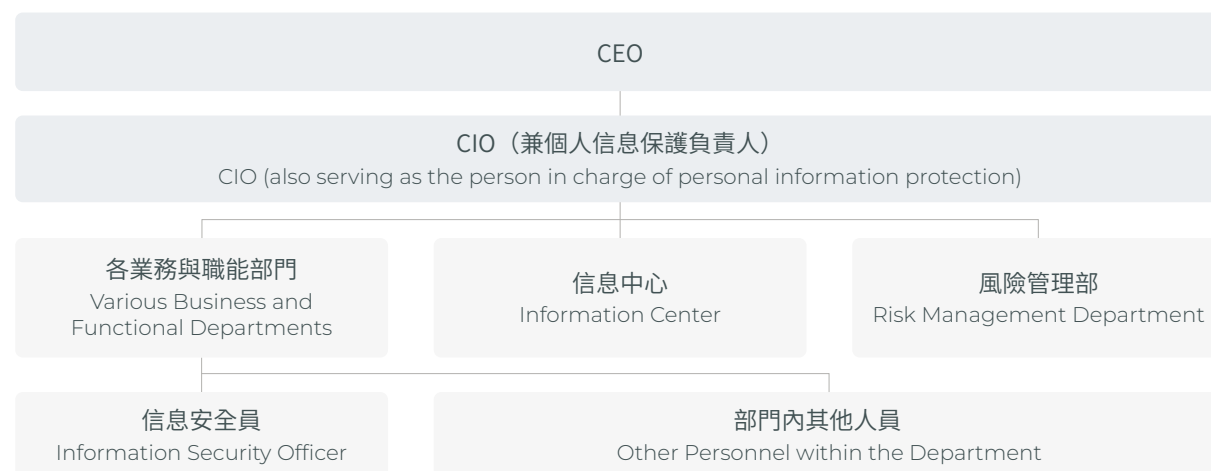


為確保信息安全管理體系的有效執行，我們已成立由CEO為最高管理者，下屬CIO（兼個人信息保護負責人）、風險管理部、信息中心和各部門信息安全員組成的信息安全組織架構。其中，CEO是公司信息安全管理體系的最高決策人，負責公司信息安全的管理範圍、方針、目標及相關制度的審批和發布，對信息安全進行管理者評審，支持和推動信息安全的工作實施，並提供必要的管理支持。CIO負責全面統籌公司的信息安全工作，組織建立、實施、保持和改進信息安全管理體系。信息中心、風險管理部和各部門負責人分別按照各自職責範圍開展信息安全管理工作。

To ensure the effective implementation of the information security management system, we have established an information security organizational structure with the CEO as the top manager, consisting of the subordinate CIO (also serving as the person in charge of personal information protection), Risk Management Department, Information Center, and information security officers from various departments. Among them, the CEO is the top decision-maker of the Company's information security management system, responsible for approving and issuing the management scope, policies, objectives and relevant systems of the Company's information security, conducting management reviews on information security, supporting and promoting the implementation of information security work, and providing necessary management support. The CIO is responsible for overall coordination of the company's information security work, and organizing the establishment, implementation, maintenance and improvement of the information security management system. The Information Center, Risk Management Department and heads of various departments carry out information security management work in accordance with their respective scope of responsibilities.

本集團信息安全組織架構

The Group's information security organizational structure



本財年，我們已順利通過「ISO/IEC 27001 信息安全管理體系」和「ISO/IEC 27701 隱私信息管理體系」外部審核和認證。此外，我們每年針對信息安全風險開展內部交叉審計，並對發現的風險進行及時處置。

In this Fiscal Year, we successfully passed external audits and obtained certifications for the "ISO/IEC 27001 Information Security Management System" and the "ISO/IEC 27701 Privacy Information Management System". Additionally, we conduct annual internal cross-audits targeting information security-related risks and promptly address any identified risks.



江南布衣ISO 27001和ISO 27701證書
JNBY Group's ISO 27001 and ISO 27701 certificates

信息安全管理舉措

Information Security Management Measures

在員工信息安全管理方面，我們已制定嚴格的管理機制。所有員工在入職前需簽署《誠信承諾書》，其中包含員工對信息安全的承諾和責任。如果員工出現任何信息安全方面的違規違紀行為，我們將按照《員工獎懲制度》予以相應處罰。對於客服人員，我們依據《在線客戶規範》，要求所有服務人員嚴格保護客戶隱私，不得洩露公司商業機密及客戶信息數據。

We have established a strict management mechanism for employee information security. All employees are required to sign the Integrity Undertakings before induction, which outlines their commitment and responsibility for information security. Any violations of information security regulations will be punished in accordance with the Employees' Reward and Punishment Policy. For customer service personnel, we require them to strictly protect customer privacy and refrain from disclosing the Company's trade secrets or customer information data in accordance with the Online Customer Regulations.

我們致力於保障會員在信息安全方面的權益。在註冊會員環節，我們主動提示客戶簽署相關使用協議和訂閱說明。會員也可以在賬戶內查看隱私協議和用戶協議。我們依據公平、合法和必要的原則，在會員信息相關系統中設置嚴格的賬號權限，避免信息被不當使用。針對第三方數據管理，我們規定任何人不得未經授權或意外使用、消除、洩露或轉移相關信息至第三方，否則將依規嚴肅處理。

We are committed to protecting the information security rights of our members. During the membership registration process, we proactively prompt customers to sign the user agreement and the subscription agreement. Members can also view the privacy agreement and user agreement within their account. We set strict account permissions in member information systems based on the principles of fairness, legality, and necessity to prevent improper use of information. For third-party data management, we prohibit anyone from unauthorized or accidental use, deletion, disclosure, or transfer of relevant information to third parties. Failure to do so will result in serious legal action.

為應對數據洩露、洪水火災等極端事件，我們制定了《個人信息安全應急預案》《業務連續性計劃》等相關制度，並針對核心業務系統開展多場景故障恢復演練，確保公司的數據安全和穩定運行。

To respond to extreme events such as data leaks, floods, and fires, we have formulated relevant systems such as the Personal Information Security Emergency Plan and the Business Continuity Plan, and conducted multi-scenario fault recovery drills for core business systems to ensure the Company's data security and stable operation.

我們致力於不斷提升員工信息安全和隱私保護意識，通過新員工培訓、部門信息安全員培訓、「風信子」信息安全專欄、考試等多種形式，開展信息安全宣貫。培訓內容涉及方針目標、信息安全管理體系、保密信息界定、防範釣魚攻擊、安全事件上報等多個方面。二零二五年財年，本集團信息安全培訓覆蓋率達100%，並全員通過了《信息安全與隱私保護知識問答》。

We are committed to continuously enhancing employee awareness of information security and privacy protection. We promote information security awareness through various channels, including new employee training, departmental information security officer training, the "Hyacinth" information security column, and exams. Training covers policy objectives, our information security management framework, the definition of confidential information, prevention of phishing attacks, and security incident reporting. In Fiscal Year 2025, the Group achieved 100% coverage of information security training, and all employees passed the Knowledge Q&A on Information Security and Privacy Protection.

過往三年內，本集團未發生任何與隱私洩露相關的事件。

In the past three years, no events related to privacy leakage occurred in the Group.

「防範釣魚攻擊」信息安全專項培訓

Special training session on information security for preventing phishing attacks

知識產權保護

Protecting Intellectual Property Rights

本集團高度重視知識產權的保護工作，嚴格遵守《中華人民共和國商標法》《中華人民共和國專利法》《中華人民共和國著作權法》等相關法律法規，制定《知識產權相關工作指引》。我們與所有員工均簽署《誠信承諾書》，與設計及相關崗位員工簽署《原創聲明》，通過規範化管理，確保知識產權在本集團的有效保護和合理運用。在銷售端，我們在經銷協議中明確規定，經銷商在任何情況下不得侵犯本集團的商業秘密及知識產權，包括專利、商標和著作權等。我們還致力於提升員工的知識產權保護意識，開展面向所有員工的知識產權保護相關培訓，並對電商、數智零售等部門開展3場含知識產權內容的培訓。

The Group attaches great importance to the protection of intellectual property rights and strictly abides by relevant laws and regulations, including the Trademark Law of the People's Republic of China, the Patent Law of the People's Republic of China, and the Copyright Law of the People's Republic of China. We have also formulated the Guidelines on Work Related to Intellectual Property Rights (IPR). We have all employees sign the Integrity Undertakings and specially require in-house designers and related staff to sign the Declaration of Originality. In this way, we strive to ensure the effective protection and appropriate use of intellectual property rights in the Group through standardized management. On the sales side, we have clarified in the distribution agreement that distributors shall not, under any circumstances, infringe upon the Group's trade secrets and intellectual property rights, including patents, trademarks and copyrights. We are also committed to raising employee awareness of intellectual property protection by conducting training programs on intellectual property protection for all employees and carrying out three specialized training sessions for key departments, such as the E-commerce Operations Center and the Digital Intelligence Retail Customer Service Centre.

此外，本集團採取嚴格的措施避免侵犯他人知識產權。我們已制定了嚴格的審核流程，對設計圖、品宣素材進行提前審核，規避侵權風險。我們還制定品牌主視覺圖拍攝方案預審核機制，避免宣傳材料侵權風險。

Furthermore, the Group takes strict measures to avoid infringement of others' intellectual property rights. We have established a rigorous review process to pre-screen design drafts and promotional materials to mitigate infringement risks. We also have a pre-review mechanism for brand key visual shoots to mitigate the risk of infringement in promotional materials.

本集團在知識產權方面已取得豐碩成果。

The Group has achieved fruitful results in intellectual property.

截至本財年底，本集團累計擁有商標

986 件

By the end of this Fiscal Year, the Group holds a total of 986 trademarks

專利（包括外觀專利、發明專利和實用新型專利）

113 件

113 patents (including design patents, invention patents, and utility model patents)

版權及著作權

643 件

643 copyrights

ESG 發展管理

ESG Development Management

本集團深刻認識到，ESG不僅是企業履行社會責任的體現，更是識別和管理非財務風險、提升長期穩健價值的重要工具。因此，我們建立了完善的ESG管治架構，定期開展實質性議題評估，並與利益相關方積極溝通，圍繞ESG願景四大支柱，跟蹤各項可持續目標進展，努力成為時尚行業可持續發展領導者。

The Group is acutely aware that ESG is not only a reflection of corporates' performance in social responsibility but also a crucial tool for identifying and managing non-financial risks and enhancing long-term, robust value. Therefore, we have established a comprehensive ESG governance framework with regular assessments on material issues and active engagement with stakeholders. Focusing on the four pillars of our ESG vision, we track progress on various sustainability goals and strive to become a frontrunner in sustainable development within the fashion industry.



ESG 管治架構

ESG Governance Framework

為實現本集團的可持續發展願景，我們將ESG因素納入經營戰略當中，建立了以董事會為最高決策機構的ESG管治架構，通過自上而下的管理方式，落實可持續發展戰略。

To realize our vision of sustainable development, we have included ESG factors into our business strategy and built an ESG governance framework with the Board as the top-level decision-making body. The Group's sustainable development strategy is implemented in a top-down manner.



利益相關方參與

Stakeholder Engagement

本集團高度重視利益相關方的期望與訴求，建立常態化溝通機制，積極主動開展利益相關方溝通，充分了解各方的訴求與提議，確保利益相關方的知情權、參與權、表達權和監督權，與利益相關方共享可持續發展機遇，共同推動行業可持續發展。

The Group attaches great importance to the expectations and concerns of all stakeholders. We have established a regular communication mechanism that enables proactive communication, so as to ensure that we can fully understand the demands and proposals of all parties. In doing so, we safeguard stakeholders' right to know, to participate, to express, and to supervise. We share the opportunities of sustainable development with stakeholders and work hand-in-hand with them to promote the sustainable development of the industry.

利益相關方 Stakeholders	溝通渠道 Communication channels		關注議題 Concerned ESG issues	本集團行動 Actions taken by the Group	
政府及監管部門 Government and regulatory authorities	政策指引 Policy guidelines	現場檢查 On-site inspection	產品質量與安全 Product quality and safety	落實監管政策 Implement regulatory policies	實行綠色運營 Carry out green operations
	規範性文件 Regulatory documents	非現場監管 Off-site supervision	合規經營 Compliance operation	接受監督考核 Take supervisory assessments	完善公司治理 Improve corporate governance
	行業會議 Industry meetings		落實政策 Policy implementation		
股東及投資人 Shareholders and investors	信息披露 Information disclosure	路演 Roadshows	產品質量與安全 Product quality and safety	保持品牌價值 Maintain brand value	開展非交易路演 Conduct non-trading roadshows
	股東大會 General meetings	業績公告 Results announcements	經營策略 Business strategy	發佈業績公告 Publish results announcements	推動風控管理 Promote risk control management
			投資回報 Investment returns	舉辦業績發佈會 Organize results release	
			研發創新 R&D and innovation		

利益相關方 Stakeholders	溝通渠道 Communication channels		關注議題 Concerned ESG issues	本集團行動 Actions taken by the Group	
員工 Employees	工會組織 Labor union 職工代表大會 Workers' congress	內網郵箱 Intranet mailbox 公司活動 Corporate events	僱傭與員工福利 Employment and employee welfare 員工健康與安全 Employee health and safety 員工培訓及發展 Employee training and development 商業道德與誠信 Business ethics and integrity 多元化與平等機會 Diversity and equal opportunities	發揮工會作用 Utilize the functions of labor union 豐富員工生活 Enrich employees' lives	建立學習平台 Establish learning platforms 保護員工權益 Protect employees' rights and interests
經銷商及供應商 Distributors and suppliers	定期溝通會 Regular meetings 日常交流互訪 Daily interactions and visits	合作協議 Partnering agreements 戰略談判 Strategic negotiations	供應商管理 Supplier management 可持續原材料與包裝物採購 Procurement of sustainable raw materials and packaging materials	舉辦定貨會 Hold promotional meetings 增強環境及社會風險意識 Increase awareness on environmental and social risks	制定透明公平的採購制度 Establish a transparent and fair procurement system 建立良好的業務合作關係 Build positive business cooperative relationships
媒體 Media	新聞發佈 News release 媒體平台 Media platforms	現場拜訪 On-site visits	品牌力建設，品牌推廣與營銷管理 Brand power building, brand promotion, and marketing management 廣告投放 Advertising 透明披露 Transparent disclosures	定期舉辦媒體開放日 Organize open days for media agencies on a regular basis 實時發佈新聞動態 Publish news in a real-time manner	及時客觀披露信息 Disclose information timely and objectively

利益相關方 Stakeholders	溝通渠道 Communication channels		關注議題 Concerned ESG issues	本集團行動 Actions taken by the Group	
消費者 Consumers	客服熱線 Customer service hotline 滿意度調查 Satisfaction survey	營銷活動 Marketing events 官方網站 Official websites	全域粉絲/消費者服務及滿意度 All-domain fans/consumer services and satisfaction 產品質量與安全 Product quality and safety 隱私保護 Privacy protection	建立完善質量管控體系 Establish a comprehensive quality control system 提升服務質量 Enhance service quality	保護消費者權益 Protecting consumers' rights
社區及公眾 Community and the public	公益活動 Charity activities 志願者行動 Volunteer activities	社區活動 Community events	社區責任與公益 Community and charity 環境保護 Environmental protection	參與公益與慈善捐贈 Participate in public welfare and charitable donations 定期開展志願者活動 Organize volunteer activities on a regular basis	普及文化知識 Promote cultural knowledge
藝術家及時尚行業 Artists and the fashion industry	贊助活動 Sponsored events	交流活動 Communication activities	時尚趨勢 Fashion trends 藝術傳播 Artistic communication 藝術交流 Artistic exchanges 知識產權保護 Protection of intellectual properties	設計師聯名合作 Collaboration with designers	資助藝術項目 Patronage of art exhibitions

實質性議題評估 Materiality Assessment

本財年，本集團已委託第三方專業機構開展實質性ESG議題評估，在滿足《ESG報告指引》要求的同時，與行業內的最佳實踐及發展趨勢相匹配。各 ESG 議題對於本集團業務發展以及各利益相關方的重要程度，已由集團 ESG 管理層代表予以確認。該評估結果將成為集團制定 ESG 管理戰略與編制 ESG 報告時的重要參考。以下為實質性評估的具體步驟及結果：

In this Fiscal Year, the Group appointed third-party specialized agencies to conduct a material ESG assessment, with a view to ensuring compliance with relevant requirements of the ESG Reporting Guide while aligning with the best industry practices and trends. Representatives of the Group's ESG management team have confirmed the significance of each ESG issue to the Group's business development and to all stakeholders. The assessment results will serve as an important basis to develop ESG management strategy and to prepare the ESG report. The specific steps and results of the materiality assessment are as follows:

實質性評估步驟

Materiality assessment steps

1 步驟一：對標與分析 Step 1: benchmarking and analysis

我們依據《ESG報告指引》，結合公司現狀對24項ESG議題進行重新評估，並通過ESG管理層代表的審議。

In accordance with the ESG Reporting Guide, 24 ESG issues were reassessed by taking into consideration of the current status of the Company, and were reviewed and approved by the ESG management representatives.

2 步驟二：分析及排列 Step 2: analysis and prioritization

我們對標行業最佳實踐，結合市場同業案例，從「對江南布衣發展的重要性」和「對利益相關方的重要性」兩個角度對各項議題的重要程度進行重新評估，生成初步矩陣。

We benchmarked against the best practices in the industry and integrated case studies from market peers to reassess each issue based on "importance to the development of JNBY Group" and "importance to stakeholders", and a preliminary matrix was produced.

3 步驟三：驗證評估結果 Step 3: assessment results validation

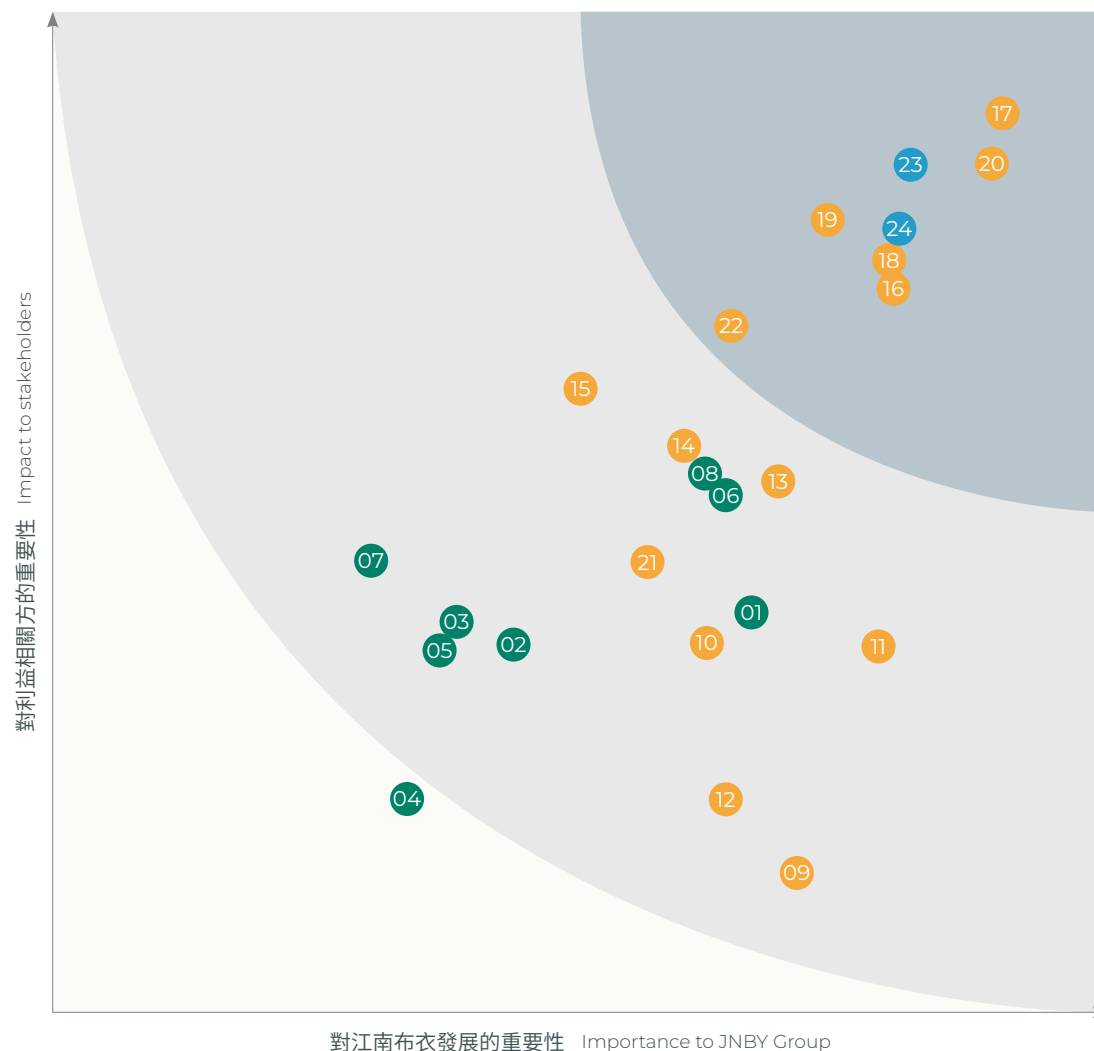
本集團ESG管理層代表及工作組審閱並確認評估結果，並於以下重要性矩陣中列示。

The assessment results were reviewed and confirmed by the ESG management representatives and the working group of the Group. The final results are shown in the following materiality matrix.

- | | |
|---|--|
| 01 溫室氣體排放
Greenhouse gas emissions | 13 禁止僱傭童工及強制勞工
Prohibit child labour and forced labour |
| 02 廢棄物管理
Waste management | 14 可持續供應鏈
Sustainable supply chain |
| 03 廢氣及廢水排放
Waste gas emission and wastewater discharge | 15 供應商管理
Supplier management |
| 04 能源使用
Use of energy | 16 資料安全和隱私保護
Data security and privacy protection |
| 05 水資源使用
Use of water | 17 產品品質與安全
Product quality and safety |
| 06 材料使用及物料循環
Material usage and reuse | 18 全域粉絲/消費者服務及滿意度
All-domain fans/customer services and satisfaction |
| 07 氣候變化風險應對
Responses to climate change | 19 品牌力建設，品牌推廣與營銷管理
Brand power building, brand promotion and marketing management |
| 08 可持續原材料及包裝物採購
Purchase of sustainable raw material and packaging materials | 20 產品研發與設計創新
Product development and design innovation |
| 09 僱傭與員工福利
Employment and employee welfare | 21 公共衛生事件防範及應對
Prevention for and response to public health incidents |
| 10 多元化與平等機會
Diversity and equal opportunities | 22 社會責任與公益
Community responsibility and public welfare |
| 11 員工健康與安全
Employee health and safety | 23 商業道德與誠信
Business ethics and integrity |
| 12 員工培訓及發展
Employee training and development | 24 知識產權保護
Protection of intellectual properties |

● 環境類議題 Environmental issues ● 社會類議題 Social issues ● 管治類議題 Governance issues

實質性議題矩陣
Materiality assessment matrix



ESG 戰略

ESG strategy

可持續發展願景 Sustainability Vision

「以人為本，以自然為先」是我們一以貫之的可持續發展理念。作為中國具有影響力的設計師品牌時尚集團，我們將「打造江南布衣特色的可持續時尚」確立為集團可持續發展的願景，並圍繞產品可持續、環境可持續、人才可持續和社區可持續四大支柱，系統開展 ESG 治理工作。

“People-oriented and nature-first” has always been our guiding philosophy for sustainable development. As an influential fashion group of designer brands in China, we take “Create Sustainable Fashion with JNBY Characteristics” as our sustainability vision and advance our ESG governance efforts around four pillars, i.e., product sustainability, environmental sustainability, talent sustainability, and community sustainability.

在具體實踐中，我們高度關注環境的可持續發展，將可持續理念貫穿於從產品設計到客戶體驗的全鏈路；同時，積極助力員工職業成長，重視人類非物質文化遺產的傳承，以多元可持續行動，持續為本集團注入蓬勃生命力。

In practice, we pay great attention to the sustainable development of the environment and practice the sustainability concept throughout the entire chain from product design to customer experience. Additionally, we actively assist employees in their career growth and value the inheritance of intangible cultural heritage of humanity. Through diversified sustainable development initiatives, we continue to inject vigorous vitality into the Group.

願景：打造江南布衣特色的可持續時尚

Vision: Create Sustainable Fashion with JNBY Characteristics

產品可持續

Product sustainability

可持續材料

Sustainable materials

產品質量與安全

Product quality and safety

研發與創新

R&D and innovation

品牌建設力

Brand power building

全域粉絲關係

All-domain fan relationship

非遺技藝傳承創新

Inheritance and innovation of non-heritage skills

環境可持續

Environmental sustainability

資源循環利用

Resource recycling

節能減排

Energy saving and emission reduction

人才可持續

Talent sustainability

人才招聘與發展

Talent engagement and development

員工健康與安全

Employee health and safety

社區可持續

Community sustainability

可持續供應鏈

Sustainable supply chain

助力當地發展

Contribution to local development

行業協同發展

Coordinated development within industries

可持續目標及進展

Sustainable Development Goals and Progress

可持續目標

Sustainable Development Goals

到二零二五財年末，本集團可持續原材料佔原材料採購總重量比率達到30%（含）以上

By the end of Fiscal Year 2025, the Group's sustainable raw materials will account for over 30% (inclusive) of the total weight of procured raw materials

最大程度提高面料利用率，減少各類資源浪費

Maximize the utilization rate of fabrics and reduce the waste of various resources

二零二五財年進展

Progress in Fiscal Year 2025

2025

– 可持續原材料採購佔比達到30.6%

Sustainable raw materials procurement accounted for 30.6 %

– 庫存面料回收利用9.01萬米

Recycling and utilization of stock fabrics: 90,100 meters

– 芝麻實驗室利用庫存零散面料實現創意設計

Used fabric remnants in Sesame Lab for creative designs

– 持續打造RE;RE;RE;LAB可持續生活品牌，探索庫存面料多種利用形式

Continued to build the sustainable lifestyle brand of RE;RE;RE;LAB and explore various uses for stock fabrics

– 推出包括再生牛仔與再生羊毛大衣在內的多個再生系列產品

Launched a range of recycled products, including recycled denim and recycled wool coats

– 門店裝修使用廢舊材料製作陳列裝置，提升材料循環利用率

Used recycled materials for store decoration, i.e., making display devices to improve material recyclability

可持續目標

Sustainable Development Goals

到二零二七財年末，本集團杭州天目里總部每工位全年用電量下降10%，每工位全年用水量下降10%（以二零二二財年為基準年）

By the end of Fiscal Year 2027, the annual electricity consumption per workstation and the annual water consumption per workstation of the headquarters of the Group in OōELi, Hangzhou, will have decreased by 10% respectively (based on Fiscal Year 2022)

打造「人人參與 人人創造」的ESG文化

Develop an ESG culture of “everyone participates and everyone creates”

二零二五財年進展

Progress in Fiscal Year 2025

2025

- 開展系列節水舉措，提升用水效率，每工位全年用水量較二零二二財年下降22.6%
Implemented a series of water-saving measures to improve water use efficiency, resulting in a 22.6% decrease in annual water consumption per workstation compared to Fiscal Year 2022
- 天目里總部開展「GO！J-walk一起去爬梯——三層樓內不坐電梯」活動，項目期間減少碳排放6,605千克二氧化碳當量
The headquarters at OōELi launched the "GO! J-Walk - Climb the Stairs below Three Floors" activity, reducing carbon emissions by 6,605 kgCO₂e during the project period.
- 持續優化能源使用，物流中心LED節能燈覆蓋率100%
Continuously optimized energy use, with 100% LED energy-saving lamp coverage in the logistics center
- 持續開展「布盡其用」項目，傳承並創新非遺技藝
Continued the “Textile Possibility” project to pass on and innovate intangible cultural heritage techniques
- 持續開展「布」一樣的美育課公益活動，鼓勵員工、會員、媒體等共同參與，賦能社區與鄉村美育教育發展
Continued to carry out the “Aesthetic Education Class for Fabrics” welfare program to encourage participation by employees, members and media, so as to empower aesthetic education in both communities and rural areas
- 將ESG理念融入供應鏈准入與考核環節，將供應商環境及社會風險納入管理範疇
Integrated ESG concepts into supply chain admission and assessment and included environmental and social risks of suppliers in management scope
- 在各項員工活動中融入ESG理念，鼓勵員工節能降碳，資源循環利用
Incorporated ESG concepts into all employee activities, and encouraged employees to save energy, reduce carbon emissions, and recycle resources
- 參與行業可持續論壇，共同探索可持續創新實踐
Participated in industry sustainability forums to explore sustainable innovation practices

產品可持續

Product Sustainability

在「以人為本，以自然為先」的可持續發展理念下，我們從產品全生命週期的角度出發，通過優選可持續原材料，優化產品可持續設計，推動資源循環利用，減輕對自然資源的依賴與壓力。我們的產品不僅承載藝術與美感，更體現對生態環境的尊重與責任。在此基礎上，我們持續提升產品質量管理，優化客戶服務體驗，致力於實現產品的可持續。

Guided by the sustainability concept of "people-oriented and nature-first", we prioritize sustainable raw materials, optimize sustainable product design, and promote resource recycling from the perspective of the entire product lifecycle, aiming to reduce our dependence and pressure on natural resources. In addition to integrating arts and aesthetics, our products also embody respect and responsibility for the ecological environment. On this basis, we continuously improve product quality management and customer service experience, striving to achieve product sustainability.



可持續原材料

Sustainable Raw Materials

我們深知原材料的選擇不僅關乎產品品質，更直接影響生態環境保護、生物多樣性與社會責任的履行。因此，本集團在產品全生命週期中高度重視材料的可持續性，持續拓展可持續原材料的使用範圍，優先選用具有認證資質、可追溯來源的原材料，確保其在產地、生產和使用各環節均符合可持續發展的標準。

We are fully aware that the selection of raw materials not only affects product quality but also have direct impacts on ecological and environmental protection, biodiversity, and the fulfillment of social responsibility. Therefore, the Group places a high priority on raw material sustainability throughout the entire product lifecycle, continuously expanding the use of sustainable raw materials and prioritizing certified, traceable raw materials to ensure their origin, production, and use meet the standards of sustainable development.

可持續原材料的應用目標

Sustainable raw materials application goals

到二零二五財年末，本集團可持續原材料占原材料採購總重量比率達到

30% (含) 以上

By the end of Fiscal Year 2025, the Group's sustainable raw materials account for 30% (inclusive) of the total weight of procured raw materials

最大程度提高面料利用率，減少各類資源浪費

Maximize the utilization rate of fabrics and reduce the waste of various resources



我們已明確可持續原材料採購比例目標，並積極探索可持續棉類、可持續纖維素纖維、生物基化纖、牦牛絨等可持續原材料的應用，不斷提升可持續原材料的採購和使用比例。

We have established a clear target for the proportion of sustainable raw materials in our procurement and have been actively exploring the use of sustainable raw materials, such as sustainable cotton, sustainable cellulose fiber, bio-based chemical fiber, and yak wool. With these efforts, we aim to continuously increase the proportion of sustainable raw materials purchased and used.

截至本財年底，我們的可持續原材料採購佔比達到

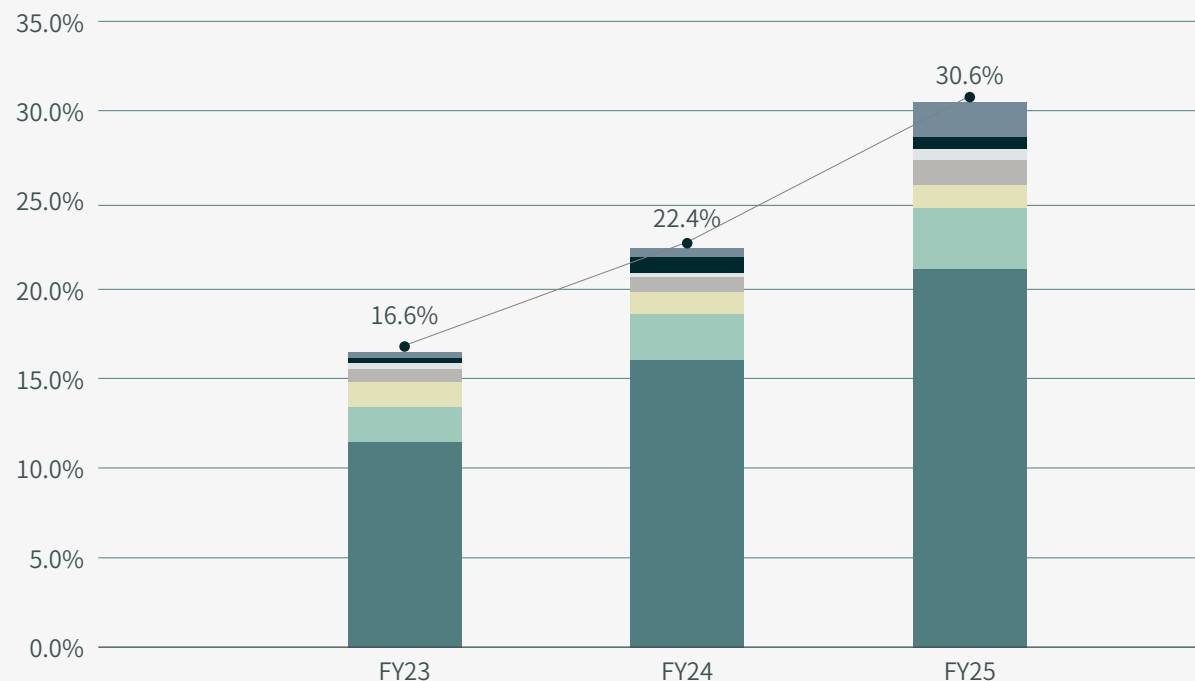
30.6%

By the end of this Fiscal Year, our sustainable raw material procurement reached 30.6%.



二零二三至二零二五財年可持續原材料採購比例

Proportion of Sustainable Raw Materials Procurement from fiscal years 2023 to 2025



本集團致力於為消費者提供環境生態友好、透明可信、可追溯的產品，二零二五財年，我們的多款產品已取得責任羽絨標準（RDS）、回收聲明標準（RCS）、全球回收標準（GRS）、負責任羊毛標準（RWS）以及OEKO-TEX® Standard 100認證。

The Group is committed to providing consumers with eco-friendly, transparent, trustworthy and traceable products. In Fiscal Year 2025, many of our products have obtained the certifications of Responsible Down Standard (RDS), Recycled Claim Standard (RCS), Global Recycled Standard (GRS), Responsible Wool Standard (RWS) and OEKO-TEX® Standard 100.

認證名稱 Certification name	認證產品數量 Number of certified products
責任羽絨標準（RDS） Responsible Down Standard (RDS)	6
回收聲明標準（RCS） Recycling Claim Standard (RCS)	4
全球回收標準（GRS） Global Recycled Standard (GRS)	8
負責任羊毛標準（RWS） Responsible Wool Standard (RWS)	4
OEKO-TEX® Standard 100	13



為保證有機紡織品的可追溯性和規範性，我們優先採購經認證和可追溯的原材料。本財年，獲得各類可持續原材料認證的供應商數量如下：

To ensure the traceability and compliance of organic textiles, we prefer purchasing certified and traceable raw materials. In this Fiscal Year, the number of suppliers that have obtained various sustainable raw materials certifications is as follows:

可持續原材料認證 Sustainable raw materials certification	獲得認證供應商數量 Number of certified suppliers
有機含量標準 (OCS) Organic Content Standard (OCS) 	85
再生農業認證 (regenagri) Global Recycled Standard (regenagri) 	14
全球回收標準 (GRS) Global Recycled Standard (GRS) 	137
回收聲明標準 (RCS) Recycled Claim Standard (RCS) 	61
歐洲亞麻認證 European Flax Certification 	24
責任羊毛標準 (RWS) Responsible Wool Standard (RWS) 	71

可持續原材料認證 Sustainable raw materials certification	獲得認證供應商數量 Number of certified suppliers
責任馬海毛標準 (RMS) Responsible Mohair Standard (RMS) 	25
責任羊駝毛標準 (RAS) Responsible Alpaca Standard (RAS) 	28
藍標 bluesign 	25
STeP by OEKO-TEX 	27
STANDARD 100 by OEKO-TEX 	107
森林管理委員會 (FSC) Forest Stewardship Council (FSC) 	27

可持續的原材料——再生農業棉

Sustainable raw materials - Regenerative agricultural cotton

在可持續面料的探索中，我們引入了再生農業棉，並已應用於多款產品。不同於傳統有機棉，再生農業棉不僅注重修復與改善環境影響，更通過在種植過程中採用多樣化輪作、覆蓋作物、免耕及精準灌溉、持續監測生態指標等農業實踐，旨在修復土壤健康、提升生物多樣性並增強碳匯能力。我們選用的再生農業棉通過regenagri®認證體系實現全鏈路的種植管理、成分溯源與碳效益量化。數據顯示，regenagri®認證農場每公頃每年可固存約7.8噸二氧化碳當量，平均每噸棉花生產過程減少2.09噸碳排放，同時顯著節水。這種「固碳+減排+節水」的多重生態效益，使再生農業棉成為我們在原材料端推動氣候與自然正效應的重要實踐。

In its exploration of sustainable fabrics, we have introduced regenerative agricultural cotton, which has been applied to a variety of products. Unlike traditional organic cotton, regenerative agricultural cotton not only contributes to repair environment and reduce environmental impacts, but also helps remedy the soil, enhance biodiversity, and strengthen carbon sequestration capacity with techniques like diversified crop rotation, cover crops, no-tillage, precision irrigation, and continuous monitoring of ecological indicators during the planting process. The regenerative agricultural cotton we select has been certified by regenagri®, allowing for full-chain planting management, ingredient traceability, and carbon benefit quantification. Data shows that regenagri®-certified farms can sequester approximately 7.8 tonnes of carbon dioxide equivalent per hectare per year, reducing carbon emissions by 2.09 tonnes per tonne of cotton produced, while significantly saving water. This multiple ecological benefit of "carbon sequestration + emission reduction + water conservation" makes using regenerative agricultural cotton an important practice to realize positive climate and nature effects on the raw material side.

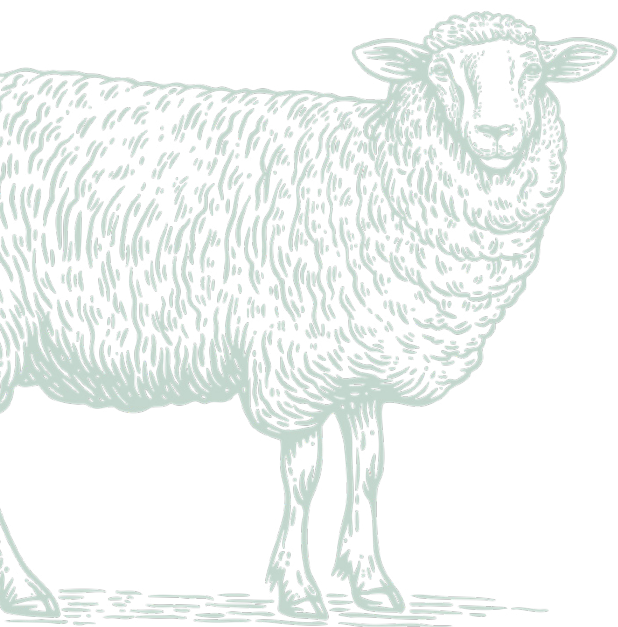
Carbon Sequestration
Emission Reduction
Water Conservation

速寫再生農業棉黑色牛仔背心
Black denim vest by CROQUIS made
from regenerative agriculture cotton



可持續的原材料——
負責任羊毛標準（RWS）認證羊毛

Sustainable raw materials - Responsible
Wool Standard (RWS) -certified wool



我們積極引入負責任羊毛標準（RWS）認證羊毛並持續提升其佔比，強化原材料端的可持續管理。RWS標準將牧場生態保護與動物福利並列為核心要素，在環境方面對放牧密度、水土保持、生物多樣性與化學投入設定明確門檻，推動牧場建立侵蝕監測與生態恢復機制。相較傳統羊毛，RWS羊毛在生命週期內溫室氣體排放更低。同時，RWS體系通過含量聲明標準（CCS）機制實現全鏈路可追溯，確保羊毛在紗線、面料到成衣各階段的物理隔離與批次管理，為企業提供可審核的環境數據鏈。在社會責任方面，RWS強調「動物五大自由」，明確禁止割尾、強止痛等殘忍操作，並要求牧場落實員工健康、安全與薪酬保障條款，回應市場對「人道與道德採購」的高度關注。在治理層面，RWS採用第三方年度監督與審核風險分級抽檢機制，滿足OECD《負責任商業行為盡職調查指南》的合規要求，顯著降低聲譽和法規風險。

We actively introduce Responsible Wool Standard (RWS)-certified wool and continuously increasing its proportion to strengthen sustainable raw material management. The RWS standard prioritizes pasture ecological protection and animal welfare as core elements. It sets clear environmental thresholds for grazing density, soil and water conservation, biodiversity, and chemical inputs, encouraging pastures to establish erosion monitoring and ecological restoration mechanisms. Compared to conventional wool, RWS wool emits less greenhouse gases throughout its lifecycle. Furthermore, the RWS system achieves full-chain traceability with the Content Claim Standard (CCS) mechanism, which can ensure physical isolation and batch management of wool from yarn, fabric, to garment, thereby providing companies with an auditable environmental data chain. Regarding social responsibility, RWS emphasizes the "five freedoms of animals", explicitly prohibiting cruel practices such as tail docking and forced analgesia. Besides, it requires pastures to implement employee health, safety, and compensation protection clauses, so as to address the market's growing focus on "humane and ethical sourcing". At the governance level, RWS adopts a risk-based sampling mechanism with annual third-party oversight and audits to meet the compliance requirements of the OECD's Due Diligence Guidance for Responsible Business Conduct, significantly reducing reputational and regulatory risks.

閉環再生牛仔

Closed-loop recycled denim

在可持續理念的指引下，本集團持續拓展材料循環利用的邊界，推動「再生」成為長效設計的重要方向。JNBY回收上一季品牌大貨生產過程中遺留下的大量牛仔裁片邊角料，通過將這些消費前裁片進行收集、拆解、清洗、開花和紡紗等多重流程處理，最終織造成含30%再生棉的環保牛仔面料。整個過程無需染色，從而減少化學品使用，織出來的布面最大程度地保留了最原始的靛藍雜色效果。再生牛仔構建起從原料回收到面料再造的閉環體系，實現資源的再利用與價值的重塑，展現了當代環保時尚的美學理念。

Guided by the sustainability concept, the Group continues to expand the boundaries of material recycling, promoting "regeneration" as a major trend in long-lasting design. JNBY recycles a large amount of leftover denim scraps from mass-produced collections of the previous season. These pre-consumer pieces undergo a multi-step process, including collection, disassembly, cleaning, spinning, and ultimately weaving into eco-friendly denim fabric containing 30% recycled cotton. Since dyeing is not necessary for the entire process, less chemical is used and the natural indigo hue is preserved to the greatest extent possible. Recycled denim gives rise to a closed-loop system from raw material recovery to fabric re-creation, which enables resource reuse and value restoration and embodies the aesthetic principles of contemporary eco-friendly fashion.

30%
recycled cotton

JNBY閉環再生牛仔褲
Closed-loop recycled jeans by JNBY





先進產品研發

Advanced Product R&D

本集團持續推進產品研發的現代化與專業化進程。一方面，我們不斷完善數智化研發體系，通過積極運用現代科技手段，優化研發流程，提高研發效率。另一方面，我們引入前沿工藝技術，減少了資源消耗與環境負擔，同時進一步增強了品牌的產品競爭力與可持續屬性，滿足消費者對品質、設計與責任並重的審美訴求。

The Group continues to modernize and professionalize its product R&D. On one hand, we continuously refine our digital and intelligent R&D system, actively utilizing modern technology to optimize the R&D process and improve efficiency. On the other hand, we introduce cutting-edge processes and technologies to reduce resource consumption and environmental impact, all the while enhancing the brand's product competitiveness and sustainability. We hope these efforts can satisfy consumers' aesthetic demands for quality, design, and responsibility.

數智化研發

Digital and Intelligent R&D

本集團持續以數智化能力賦能產品研發與運營提效。我們將設計看板系統與智慧工作平台深度融合，實現了產品擴色與備料流程的線上化管理，顯著簡化了設計到生產的轉化路徑。同時，我們借助3D技術提升了商品呈現的視覺體驗，並通過「微定制」功能，滿足消費者依據自身喜好進行款式細節個性化調整的需求。在終端管理方面，我們進一步強化商品信息化管理，實現線上線下賣點的精准協同與即時觸達，全面提升市場反應速度與消費者購物體驗。

The Group keeps utilizing digital and intelligent capabilities to enhance product development and operational efficiency. We have deeply integrated our design dashboard system with our smart working platform, enabling online management of product color expansion and material preparation processes. This significantly streamlines the transition from design to production. We've also leveraged 3D technology to enhance the visual experience of our products, and through "micro-customization", we have been able to accommodate consumers' request for personalized adjustments to style details based on their preferences. Regarding terminal management, we have further strengthened product information management to achieve precise coordination and instant access to online and offline selling points, comprehensively enhancing the market response and consumers' purchasing experience.

前沿工藝技術

Cutting-Edge Process Technologies

本集團積極探索時尚與可持續的融合，我們引入了微生物染色、數碼直噴印花、鐳射工藝等前沿工藝技術，進一步降低傳統工藝對環境的影響，探索綠色製造新路徑。這些先進工藝不僅豐富了產品表達的可能性，同時提升了產品的可持續潛力，回應了消費者對高品質、個性化與環保價值的多重期待。

The Group actively explores the fusion of fashion and sustainability. We have introduced cutting-edge technologies such as microbial dyeing, digital direct-to-garment printing, and laser processing to further reduce the environmental impact caused by traditional processes and explore new paths for green manufacturing. These advanced processes not only expand the ranges of our products but also unlock greater sustainable potential, addressing consumers' diverse expectations for high quality, personalization, and environmental value.

前沿工藝技術——微生物染色

Cutting-edge process technology - microbial dyeing

我們引入以自然生態為靈感的前沿染色技術，在產品中首次使用微生物染色工藝。該技術通過篩選特定微生物，採用精准可控的生物發酵方式合成天然色素，再以前沿生物技術進行提取與調色，精細調控分子結構，最終應用於成衣染色環節，使色素與纖維自然結合，呈現出獨特、溫潤且富有生命力的天然色澤。

We have introduced cutting-edge dyeing technology inspired by nature, utilizing a microbial dyeing process in its products for the first time. This technology involves screening specific microorganisms and using a precisely controlled bio-fermentation process to synthesize natural pigments. This process is then extracted and color-adjusted using cutting-edge biotechnology, meticulously controlling the molecular structure. Ultimately, this process is applied to the garment dyeing process, allowing the pigment to naturally bond with the fiber, resulting in a unique, warm, and vibrant natural color.

微生物染色在實現個性化視覺效果的同時，大幅減少傳統染色中對水資源與化學品的依賴，降低環境負擔。同時，其所呈現的柔和色調不含有害化學物質，對肌膚更加友好，兼具藝術性與環保性，代表了本集團在綠色工藝創新上的新方向。

While achieving personalized visual effects, microbial dyeing significantly reduces the reliance on water and chemicals used in traditional dyeing, thus lowering the environmental burden. Furthermore, the soft hues it produces are free of harmful chemicals, making them more skin-friendly. Combining artistic quality with environmental considerations, it represents a new direction for the Group in green process innovation.

使用微生物染色的產品

The product with microbial dyeing technology





前沿工藝技術——數碼直噴工藝與鐳射工藝

Cutting-edge process technologies - digital direct-to-garment printing and laser processing

數碼直噴（DTG）是一種無需製版的數字化印花技術，通過計算機精準控制，將環保水性墨水直接噴印於織物表面，支持高精度圖案和個性化定制。鐳射工藝利用高能激光束照射服裝面料表面，通過計算機控制激光路徑，在不使用水和化學藥劑的前提下，實現圖案雕刻、褪色仿舊、精密鏤空等效果。

Digital direct-to-garment (DTG) printing is a digital printing technology that eliminates the need for platemaking. Through precise computer control, eco-friendly water-based ink is applied directly to fabric surfaces, enabling high-precision patterns and personalized customization. Laser processing utilizes high-energy laser beams to irradiate the surface of garment fabrics. Computer-controlled laser path allows for the creation of effects such as pattern engraving, faded and distressed effects, and precise hollowing, all without the use of water or chemicals.

相較傳統絲網印花，這兩種工藝無需多次水洗，在節水和減少廢水排放的同時，免去了高溫蒸煮環節，有效減少能源消耗和碳排放。

Compared to traditional screen printing, the two processes require no multiple washes, saving water and reducing wastewater emissions. Energy consumption and carbon emissions are also effectively reduced through eliminating high-temperature steaming steps.

鐳射工藝牛仔夾克

Laser processing denim jacket

可持續產品設計

Sustainable Product Design

本集團始終堅持以可持續理念驅動產品設計，我們相信，所謂過時、無用的材料，只是暫時被放錯了位置的資源。我們通過再思考，致力於實現材料的再利用與再創造。在這一理念指導下，我們持續推進芝麻實驗室與 RE;RE;RE;LAB 的創作實踐，將「被閒置的面料」轉化為獨具美感與意義的產品。

The Group has always adhered to a sustainable philosophy in product design. We believe that so-called obsolete and useless materials are resources that are only temporarily misplaced. Guided by this conviction, we are committed to achieving the reuse and recreate of materials through reconsider. Under this philosophy, we continue to advance the creative practices of Sesame Lab and RE;RE;RE;LAB, transforming "unused fabrics" into a uniquely beautiful and meaningful product.

RE;RE;RE;LAB



芝麻實驗室 Sesame Lab

為了探索更多服飾面料與設計之間的可能性，同時有效提高面料利用率，減少面料浪費，我們創立了芝麻實驗室，在提升本集團前瞻設計及研發能力的同時，打造屬於我們的特色可持續時尚之路。芝麻實驗室利用服裝研發過程中剩餘的零布料設計創作玩偶、擺件、配飾、包袋等生活藝術品，讓每一塊閒置面料實現再創造和價值最大化。

To explore the possibilities between clothing fabrics and design, while effectively improving fabric utilization and reducing waste, we established the Sesame Lab. This initiative aims to enhance the Group's forward-thinking design and R&D capabilities while forging a distinctive sustainable fashion path tailored to us. The Sesame Lab repurposes leftover fabric scraps from the clothing R&D process to create lifestyle art pieces such as dolls, decorative items, accessories, and bags, ensuring that every piece of idle fabric is recreated and maximizes its value.

「布」一樣的美育課——拼貼書衣策劃

Aesthetic Education Class for Fabrics - collage book cover project

本集團於2023年推出「布」一樣的美育課公益課程活動。本財年，我們繼續以美育教育為出發點，利用芝麻實驗室提供的733條布書皮和118袋裁剪剩餘零料，開展以「布貼畫」為形式的創意課程。書籍由參與活動的兒童自願捐贈，因尺寸不一，書衣採用長條面料搭配織帶設計，體現「禮物包裹」般的巧思。課程中，孩子們在老師的指導下自由拼貼創作，不僅賦予布料新生命，也激發了他們的想像力與創造力，彰顯了可持續理念與美育實踐的融合價值。

The Group launched a public welfare program called "Aesthetic Education Class for Fabrics" in 2023. In this Fiscal Year, based on efforts on aesthetic education, we utilize 733 cloth book covers and 118 bags of leftover fabric scraps provided by Sesame Lab to create a creative "patchwork art" course. Books were donated voluntarily by participating children. Due to varying sizes, the book covers were made of long strips of fabric and ribbons, creating a "gift-wrapped" aesthetic. During the course, under the guidance of teachers, children freely created collages, giving new life to the fabric and inspiring their imagination and creativity. This highlighted the value of integrating sustainability concepts with aesthetic education practices.



「布」一樣的美術課
Aesthetic Education Class for Fabrics

設計系列

Design series



「樂高包帶」小包系列
“LEGO Bag Strap” mini-bag series

「樂高包帶」小包系列產品從多樣性的庫存織帶中汲取靈感，將色彩、質感、寬度各異的織帶與多款小包靈活組合，包身與包帶可自由搭配，打造專屬風格。這一設計不僅提升了產品的趣味性與個性表達，也有效利用了庫存材料，實現創意與可持續的融合。

The “LEGO Bag Strap” mini-bag series draws inspiration from diverse stock webbing, combining a variety of colors, textures, and widths with a variety of small bags. The bag and strap can be freely customized to create unique style. This design not only enhances the product’s fun and personal expression, but also effectively utilizes stock materials, achieving a fusion of creativity and sustainability.



「文具系列」
Stationery Series

「文具系列」利用本集團服裝生產中尺寸更小的零布料，延展出適用於學習與辦公場景的功能性產品，如電腦包、筆袋與收納包。通過複合、疊層、填充棉花或羽絨等方式，不同質地的面料被賦予全新用途，兼顧實用性與設計美感，展現了庫存再利用的無限可能。

The “Stationery Series” utilizes the smaller-size fabric scraps accumulated through the Group’s apparel production, extending into functional products suitable for both study and office settings, such as laptop bags, pencil cases, and storage bags. Through compounding, layering, and filling with cotton or down, fabrics of varying textures are given new uses with practicality and aesthetic design, showcasing the endless possibilities of repurposing inventory.



「包治百病2025」
“Bags Cure All” series in 2025

「包治百病」系列延續品牌人氣產品線，於2025年度全新回歸。在保留經典款式基礎上，設計師選用更多不同的零布料，使產品呈現全新面貌，同時推出了更具視覺衝擊力與材料創新的新款「羽毛包」。該系列繼續探索面料多樣性與包型創造之間的張力，體現了品牌對循環美學與持續創造力的堅持。

The “Bags Cure All” series has always been a popular product line of the brand and made a comeback in 2025. While retaining the classic style, the designer has selected a wider range of different fabrics to give the product a completely new look. At the same time, a new “Feather Bag” has been launched, featuring more visually striking and innovative materials. This series continues to explore the balance between fabric diversity and bag shape creation, embodying the brand’s commitment to circular aesthetics and sustainable creativity.

RE;RE;RE;LAB

本財年，RE;RE;RE;LAB以「再思考、再利用、再創造」為理念，創造了一系列兼具美學、可持續發展的產品與跨界合作。

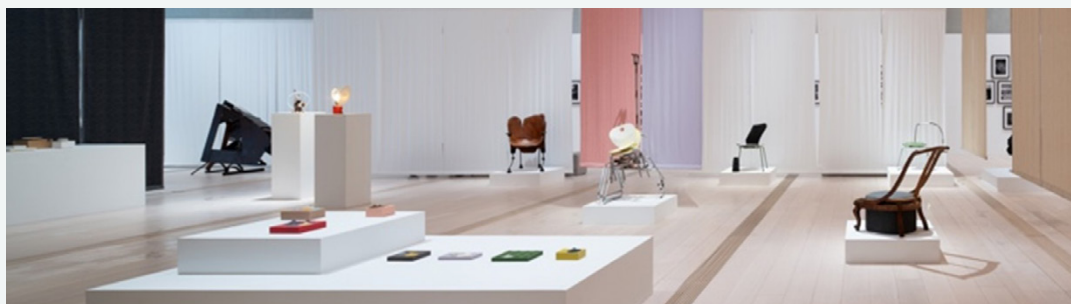
In this Fiscal Year, based on the concept of “Re-consider, Re-use, and Re-create”, RE;RE;RE;LAB has created a series of products and engaged in various cross-border collaborations that fuse aesthetics with sustainability.

RE;RE;RE;LAB × 天目里美術館：《片刻即紀念碑》可持續展牆實踐

RE;RE;RE;LAB × BY ART MATTERS O6ELi Art Museum: sustainable exhibition wall practice of “A Moment is a Monument”

2024年，RE;RE;RE;LAB聯合BY ART MATTERS天目里美術館，以布幔為牆，將700米庫存面料化為美術館的展牆，呈現《片刻即紀念碑》展覽。在展覽結束之後，所用面料再由RE;RE;RE;LAB回收，製成了COLLECTION IV的限量款單品，並於2025年6月上市。

In 2024, RE;RE;RE;LAB partnered with BY ART MATTERS O6ELi Art Museum to present the exhibition of “A Moment is a Monument”, with a collection of 700 meters of fabric inventory transformed into walls. After the exhibition ended, all fabric was recycled by RE;RE;RE;LAB and made into limited-edition pieces for COLLECTION IV, which were launched in June 2025.



《片刻即紀念碑》布幔展牆
“A Moment is a Monument” exhibition wall with fabric

Upcycle零錢包

Upcycle coin purse

2025年6月，RE;RE;RE;LAB攜手知名咖啡品牌三頓半，推出聯名合作款mini零錢包。將140個回收而來的咖啡罐子製成扣件，與21平方米的零布料進行創意組合，以行動踐行可持續時尚理念。這份「利潤之上的追求」不僅收穫市場熱烈迴響，還讓更多的消費者參與其中，一同踐行可持續的擔當。

In June 2025, RE;RE;RE;LAB partnered with renowned coffee brand Saturnbird to launch a co-branded mini coin purse. 140 recycled coffee cans were crafted into fasteners, creatively combined with 21 square meters of scrap fabric, demonstrating sustainable fashion in action. This “pursuit above profit” initiative not only garnered enthusiastic market response but also encouraged more consumers to participate and practice sustainable responsibility together.



Upcycle零錢包
Upcycle coin purse

蓬馬環保系列

POMME DE TERRE Environmental Protection Series

蓬馬始終以環保為線索，持續為青少年提供更輕盈、更友善的可持續生活方式。從面料選擇到產品設計，再到消費者互動與公益行動，蓬馬希望通過一系列富有創意與責任感的實踐，傳遞對自然環境的關注與守護，為年輕一代提供更多綠色選擇，打造兼具美感與環保價值的可持續時尚體驗。

With environmental protection as the guiding principle, POMME DE TERRE continues to provide lighter, more friendly sustainable lifestyles for teenagers. From fabric selection to product design, consumer engagement, and public welfare initiatives, POMME DE TERRE aims to demonstrate its commitment to protecting the natural environment through a series of creative and responsible practices, providing more green choices for the younger generation and creating a sustainable fashion experience that combines aesthetics with environmental value.

蓬馬「海洋守護者」環保系列

POMME DE TERRE "Ocean Guardians" environmental protection series

二零二五年春夏，蓬馬以「海洋守護者」為主題，推出首個環保系列，從環保面料到線下實踐，全面傳遞對海洋生態的關懷與責任。系列選用有機棉、亞麻、棉麻混紡和再生尼龍等低環境負荷材料，不僅減少化學品使用、節約水資源，也降低了塑料污染與碳排放，兼顧舒適穿著與環保性能。

In the spring and summer of 2025, POMME DE TERRE launched its first eco-friendly series, themed on "Ocean Guardians". From eco-friendly fabrics to practical, on-site products, the series fully demonstrates its commitment of care and responsibility to marine ecosystems. Utilizing low-impact materials such as organic cotton, flax, cotton and linen blends, and recycled nylon, the series not only reduces chemical use and water resources, but also reduces plastic pollution and carbon emissions, ensuring a comfortable and sustainable fit.



延續系列理念，蓬馬於二零二五年四月攜手中國生物多樣性保護與綠色發展基金會與OceanWe在阿那亞開展淨灘行動，並打造以環保材料搭建的快閃空間，鼓勵大眾思考海洋友好的生活方式。此外，蓬馬還發起「塑料再生工坊」線下活動，邀請蓬友以手工方式將回收塑料製成玩具，倡導「變廢為寶」。通過產品與消費者活動的結合，蓬馬積極探索時尚品牌參與海洋保護的更多可能。

Continuing this philosophy, POMME DE TERRE partnered with China Biodiversity Conservation and Green Development Foundation and OceanWe in April 2025 to conduct a beach cleanup in Aranya. They also occupied a pop-up space constructed with eco-friendly materials, encouraging the public to consider ocean-friendly lifestyles. POMME DE TERRE also launched an offline "Plastic Recycling Workshop", inviting fans to handcraft toys using recycled plastic, promoting the concept of "turning waste into treasure". By integrating products and customer activities, POMME DE TERRE is actively exploring new possibilities for fashion brands to engage in ocean conservation.

「海洋守護者」阿那亞淨灘行動
"Ocean Guardians" beach cleanup campaign in Aranya

全流程品質管理

Whole-Process Quality Control

秉承「生活的藝術、藝術地生活」的理念，我們始終將產品的設計美學與高品質標準並重，致力於打造兼具視覺美感與長期耐用性的作品。我們建立了覆蓋產品全生命週期的質量管理體系，涵蓋設計審核、標籤規範、質量檢測、產品召回等關鍵環節，確保執行標準「零」紕漏。在合規層面，我們全面遵守國家及行業相關法規，並通過持續優化質量制度與流程，不斷提升產品標準與工藝的規範化水平。目前，我們已取得 ISO 9001 等質量管理體系認證，標誌著本集團在質量管理方面達到國際先進水平，為消費者提供更加可靠的品質保障。

Adhering to the philosophy of “art of living, living artistically”, we have given equal importance to product design and uncompromising quality, striving to create products that blend aesthetic appeal with long-term durability. We have established a quality management system that covers the entire product lifecycle, encompassing key aspects such as design review, labeling specifications, quality inspection, and product recalls, to ensure “zero-error” in the implementation of standards. Regarding compliance, we fully adhere to relevant national and industry regulations and continuously optimize our quality systems and processes to improve the standardization of our product standards and processes. Currently, we have obtained ISO 9001 and other quality management system certifications. These certifications can mark the Group’s internationally advanced quality management standards and can prove that we are able to provide consumers with even more reliable quality assurance.



質量管理

Quality Management

本集團高度重視產品全流程的品質管控，嚴格遵守《中華人民共和國產品質量法》《中華人民共和國消費者權益保護法》等法律法規。我們制定並通過《樣品准入及淘汰制度》《成衣供應商遵守規範》《紡織品准入要求》《童裝、嬰幼兒紡織品准入要求》《羽絨質檢標準》《產品質量檢驗標準》《產品品控流程》等制度流程，落實產品品質管理，為消費者提供高質量的產品。

The Group places great emphasis on quality control throughout the entire product process and strictly adheres to laws and regulations such as the Product Quality Law of the People's Republic of China and the Law of the People's Republic of China on the Protection of Consumer Rights and Interests. We have formulated and implemented a series of systems and procedures, including the Sample Access and Elimination Mechanism, the Compliance Regulations for Garment Suppliers, the Access Requirements for Textiles, the Access Requirements for Children's Clothing and Infant Textiles, the Down Quality Inspection Standards, the Standards of Product Quality Inspection, and the Product Quality Control Process, to ensure product quality management and provide consumers with high-quality products.

我們成立了質量管理委員會，構建了一個涵蓋研發、設計、生產、採購、零售等流程的跨部門質量管控體系，明確了各環節的管理責任，全面落實質量管理。

We have established a Quality Management Committee and built a cross-departmental quality control system covering R&D, design, production, procurement, retail and other processes. We have clarified the management responsibilities of each link to fully implement quality management.



我們建立了完善的質量管理體系，取得了ISO 9001質量管理體系認證，並通過了獨立第三方的定期覆審，我們的多個產品亦獲得了OEKO-TEX® STANDARD 100² 嬰幼兒產品1級認證，童鞋於本財年獲得了SGS五星舒適認證。此外，為進一步保證產品質量安全，我們設立了「江南布衣實驗室」並通過了中國合格評定國家認可委員會（CNAS）專家組的嚴格評定，獲得了CNAS實驗室認可證書，標誌著該實驗室已具備按照有關國際認可準則開展檢測服務的能力，可以出具被國家及國際認可的檢測報告。

We have established a comprehensive quality management system, obtained the ISO 9001 Quality Management System Certification, and passed regular reviews by independent third-party. Several of our products have also been awarded the Level 1 Certification of the OEKO-TEX® STANDARD 100² for infant products, and our children's shoes received the SGS Five-Star Comfort Certification in this Fiscal Year. Also, to further ensure product quality and safety, we have established the "JNBY Group laboratory", which passed the rigorous assessment by the expert group of China National Accreditation Service for Conformity Assessment (CNAS) and received the CNAS laboratory accreditation certificate. This certification demonstrates that our laboratory is capable of conducting testing services in accordance with relevant internationally recognized standards and can issue nationally and internationally recognized test reports.

ISO 9001質量管理體系認證證書
ISO 9001 Quality Management
System Certification

OEKO-TEX® STANDARD 100
嬰幼兒產品1級認證證書
Level 1 Certification of the
OEKO-TEX® STANDARD
100 for infant products

五星舒適認證證書
Five-Star Comfort
Certification

中國合格評定國家認可委員會
(CNAS) 認可證書
China National Accreditation
Service for Conformity Assessment
(CNAS) Accreditation Certificate



²STANDARD 100 by OEKO-TEX®是全球範圍內知名度最高，使用範圍最廣的紡織品標籤之一。經過認證的嬰童家紡，代表其完全不含已知的100種有毒物質，確保從原材料到生產環境的全流程安全。

STANDARD 100 by OEKO-TEX® is one of the world's most recognized and widely used textile labels. Certified infant and child home textiles are completely free of all 100 known toxic substances, ensuring full-process safety from raw materials to the manufacturing environment.



質量管理流程

Quality Management Process

我們構建了覆蓋設計審核、質量檢查、標籤管理與召回管理的全流程質量管控體系，確保每一件產品從創意到交付都符合高標準與合規要求。

We have established a full-process quality control system covering design review, quality inspection, label management, and recall management to ensure that every product meets high standards and complies with requirements from creativity to delivery.

設計審核

Design Review

本集團始終將設計的原創性視為品牌的核心驅動力，構建了從靈感萌發到樣衣確認的嚴格內部評審流程。我們建立了跨部門協同的「集團創意設計審核管理小組」，由主設計師、總設計師與首席創意官對設計主題進行把控，並由CEO、COO、CMO及CFO等管理層成員從法律、營銷與商業等角度綜合評估設計方案，以確保產品設計在創意與合規之間取得平衡。同時，我們建立了「圖案審核機制」，通過引入第三方審核系統與內部法務團隊聯動，對所有涉及文字與圖像的設計進行人工與系統雙重審核，切實保障圖案的合規性、原創性及嚴謹性。

The Group has always considered design originality a core driving force of the brand, thus establishing a rigorous internal review process from inspiration to sample approval. We have set a cross-departmental "Group Creative Design Review Management Group", with the Lead Designer, Chief Designer, and Chief Creative Officer overseeing design themes. Management members including the CEO, COO, CMO, and CFO comprehensively evaluate design proposals from legal, marketing, and business perspectives to ensure that product design strikes a balance between creativity and compliance. we have also placed a "Pattern Review Mechanism", integrating a third-party review system with the internal legal team to conduct both manual and system-based reviews of all designs involving text and images, to ensure compliance, originality, and rigor of patterns.



質量檢查

Quality Inspection

我們對產品實施質量全流程管理，對生產流程的各個環節進行監督，確保質量符合標準及規格。此外，我們持續向質量控制部門人員傳達經銷商及消費者對產品質量的反饋，使其在質量管控過程中不斷完善管理，避免疏漏。

The Group implements a whole-process management approach to product quality and supervises all sections of the production process to ensure that the quality meets relevant standards and specifications. In addition, we regularly communicate the feedback on product quality from the distributors and consumers to the QC personnel to enable them to rectify the omissions and further improve the quality control procedure.

供應商採購 Supplier procurement

要求OEM供應商需按照設計及規格向指定原材料供應商採購原材料

OEM suppliers are required to procure raw materials from designated raw materials suppliers based on our design and specifications

在向供應商下達訂單前，在合同中明確面料的質檢標準，要求其滿足或高於國家相關標準

Before placing orders to suppliers, we will specify in contracts the quality control standards of fabrics, which are consistent with or exceed national standards



面料開發 Fabric development

對面料的色牢度、紕裂、起毛起球、頂破強力、斷裂強力和縮率等物理指標進行質檢

The color fastness, slippage, pilling, bursting strength, breaking strength, shrinkage and other physical properties of a fabric will be strictly tested



大批量生產前 Before mass production

對所有面料進行齊色檢驗，並用工藝小樣模擬消費者穿著和洗滌習慣，以檢測面料在多次洗滌後是否發生起球、變形或變色

We will examine the color consistency of all fabrics and simulate the wearing and washing habits of consumers with samples to see the pilling, deformation, or discoloration of fabric after a dozen times of washing



第三方成衣檢測 Third-party garments inspection

委託專業第三方檢測機構對成品進行檢測，確保產品符合國家及行業標準

Professional third-party testing agencies are appointed to inspect the garments to ensure they meet national and industrial standards

在OEM供應商發貨前，對產品進行嚴格的內部檢查和外部送檢，要求產品在質量方面均達標

The products to be delivered by OEM suppliers are subject to strict internal and external inspection, to ensure their safety and quality



成衣入庫 Garments stored in the warehouse

安排質量控制部門（QC）在生產線早、中、尾期進行抽檢

We will arrange Quality Control (QC) Department to spot-check the forepart, middle and end of the production lines

對所有用於生產過程中的原材料、半製成品及部件、成衣進行實地檢驗

We will conduct on-site inspections of all raw materials, semi-finished products and parts and garment used in the production process



面料第三方檢測 Third-party testing of fabric

按照國家及行業標準，邀請第三方檢測機構對面料的纖維成分含量、色牢度、有害物質（包含甲醛、偶氮染料、PH值和異味）等進行檢測，確保滿足內部標準

As per national and industrial standards, we will engage third-party testing agencies to test the content, color fastness, harmful substances (including formaldehyde, azo dyestuffs, PH value and odour) to ensure internal standards are met

標籤規範管理

Standardized Label Management

作為產品全流程質量管理的重要組成部分，本集團高度重視產品標籤的規範性與準確性。我們已建立由品牌中心、設計中心、生產採購中心、信息中心及研發中心共同參與的標籤確認機制，確保各類產品在上市前的標籤信息符合國家法規及品牌標準。品牌中心每季度對各品牌的掛牌、三包卡以及內外包裝標識圖進行系統覆核，並依據《掛牌、特殊洗滌保養說明、三包標準指導》制定標籤圖稿。所有標識內容須經標準部審核確認，確保無誤後由生產採購中心統一安排生產與應用，從源頭保障產品標識的合規性與一致性。

As a crucial component of product whole-process quality management, the Group prioritizes the standardization and accuracy of product labeling. We have established a label confirmation mechanism co-managed by the Brand Center, Designing Center, Production and Procurement Center, Information Center, and R&D Center to ensure that all product labeling information complies with national regulations and brand standards before release. The Brand Center is responsible for review each brand's tags, certificate of repair, replacement and return warranties ("3R Warranties") and labels, marks and drawings on internal and external packages every quarter. The drawings of marking are prepared in accordance with the Guidelines on Tags, Special Washing and Caring Instructions and 3R Warranties. All labels must be reviewed and confirmed by the Standard Department. Once confirmed, the Production and Procurement Center will arrange production and application, ensuring the compliance and consistency of product labeling from the very beginning.

產品召回管理

Product Recall Management

我們制定了《貨品批量召回規則》，規範缺陷產品召回管理，以消除缺陷產品對消費者健康和安全的危害，保障消費者權益。我們可能涉及到召回的貨品主要分為質量問題涉及召回和非質量問題涉及召回兩類。針對不同類型的召回貨品，我們在規則中明確了相應的處理方式。

We have developed the Rules for Batch Recall to standardize the management of defective product recalls, thus eliminating the potential harm of defective products to consumers' health and safety and protecting consumers' rights and interests. Products may be recalled due to quality and non-quality reasons, and the Rules specifies the different methods for handling these two types of product recalls.

此外，我們建立了產品召回事件發生後的追責機制，即當發生產品召回事件後，相應部門需在2至4周內做出責任說明，追責到具體的人或團隊，及時將結果反饋至數據中心及人力資源中心，並與相關部門商議彌補措施；研發中心標準部每季度對之前出現的質量問題進行覆盤，及時糾正並完善相關管理。

In addition, we have established an accountability mechanism after a product recall. In the event of a product recall, the corresponding department shall provide a statement of responsibility within 2 to 4 weeks, the specific person or team will be held accountable, and results will be timely submitted to the Data Center and the Human Resources Center, which will discuss remedial measures with relevant departments. The Standard Department of the R&D Center is responsible for reviewing the previous quality problems every quarter to correct them in time and improve relevant management.

截至二零二五財年底，本集團未發生任何因健康與安全問題而召回已售產品或已運送產品的事件。

By the end of Fiscal Year 2025, the Group had not recalled any products sold or shipped due to health and safety problems.

質量提升

Quality Improvement

本集團始終將產品質量視為品牌的基石，持續推動全流程質量管理體系的優化與完善。我們不僅在內部強化質量管理機制，也積極向外延伸質量管理邊界，協同供應商共同提升產品品質。通過完善的制度建設、技術賦能和培訓支持，我們不斷推動從源頭到終端的質量保障，為消費者提供兼具美感與高標準的產品體驗。

The Group has always considered product quality the cornerstone of its brand and continuously strives to optimize and improve its quality management system throughout its entire process. We not only strengthen our internal quality management mechanisms but also attach importance to external quality management, collaborating with suppliers to improve product quality. Through comprehensive system development, technological empowerment, and training sessions, we continuously promote quality assurance from source to end-user, providing consumers with products that are both aesthetically pleasing and of high standards.

本財年，我們啟動了提升供應商檢驗檢測能力的專項項目，旨在通過實操指導與能力培訓，幫助供應商更精準把控產品品質。項目期間，本集團提供樣本面料，由供應商使用自建實驗室開展檢測並反饋質檢報告，我們據此識別設備配置、試驗環境及操作規範中的問題，並現場開展培訓與輔導。項目共覆蓋49家供應商，其中7家獲得現場指導，整體不合格率下降5%，有效推動了供應鏈端產品質量的整體提升。

This Fiscal Year, we launched a special project to enhance our suppliers' inspection and testing capabilities. This project aims to help suppliers more accurately control product quality through practical guidance and capacity building. During the project, the Group provided fabric samples, which were tested by suppliers in their own laboratories, with quality inspection reports subsequently submitted for feedback. We used these reports to identify issues with equipment configuration, testing environment, and operating procedures, and provided on-site training and guidance. The project covered 49 suppliers, 7 of whom received on-site guidance, resulting in a 5% decrease in the overall non-conformity rate. This effectively raised product quality across the supply chain.

截至本財年底，我們的供應商中已有

89 家建立了實驗室

By the end of this Fiscal Year, 89 of our suppliers have established laboratories

其中

24 家獲得了中國合格評定國家認可委員會 (CNAS) 等體系認證

24 of which have obtained system certifications such as China National Accreditation Service for Conformity Assessment (CNAS)



質量文化建設 Quality Culture Construction

我們高度重視質量文化建設，通過持續開展質量相關培訓，提升員工和供應商的質量意識和專業能力。本財年，我們面向研發中心、生產採購中心、電商中心等部門及供應商開展了多場質量培訓，內容覆蓋質量問題閉環優化、質量合規、品控檢驗檢測等，推動全鏈條協同，構建全員參與、全流程覆蓋的質量管理文化。

We place great importance on fostering a quality culture. We continuously conduct quality-related training to enhance the quality awareness and professional capabilities of our employees and suppliers. In this Fiscal Year, we conducted numerous quality training sessions for departments such as the R&D Center, Production and Procurement Center, and E-commerce Operation Center, as well as for our suppliers. These sessions covered closed-loop optimization of quality issues, quality compliance, and quality control inspection and testing, aiming to promote collaboration across the entire supply chain and foster a quality management with full staff participation and whole-process coverage.



質量培訓
Quality training

化學品管理 Chemical Management

我們始終高度重視化學品在產品生命週期中的環境與健康影響，致力於構建從產品設計、原材料採購、生產加工到成衣交付的全流程化學品管理體系，持續推動有害化學物質的識別、替代與淘汰，保障產品安全的同時，降低對環境的潛在污染風險。我們制定並通過《安全重點部位管理制度》《重點設備盤點表》《供應商化學品管理指南》等內部規範，確保化學品的安全使用和管理。

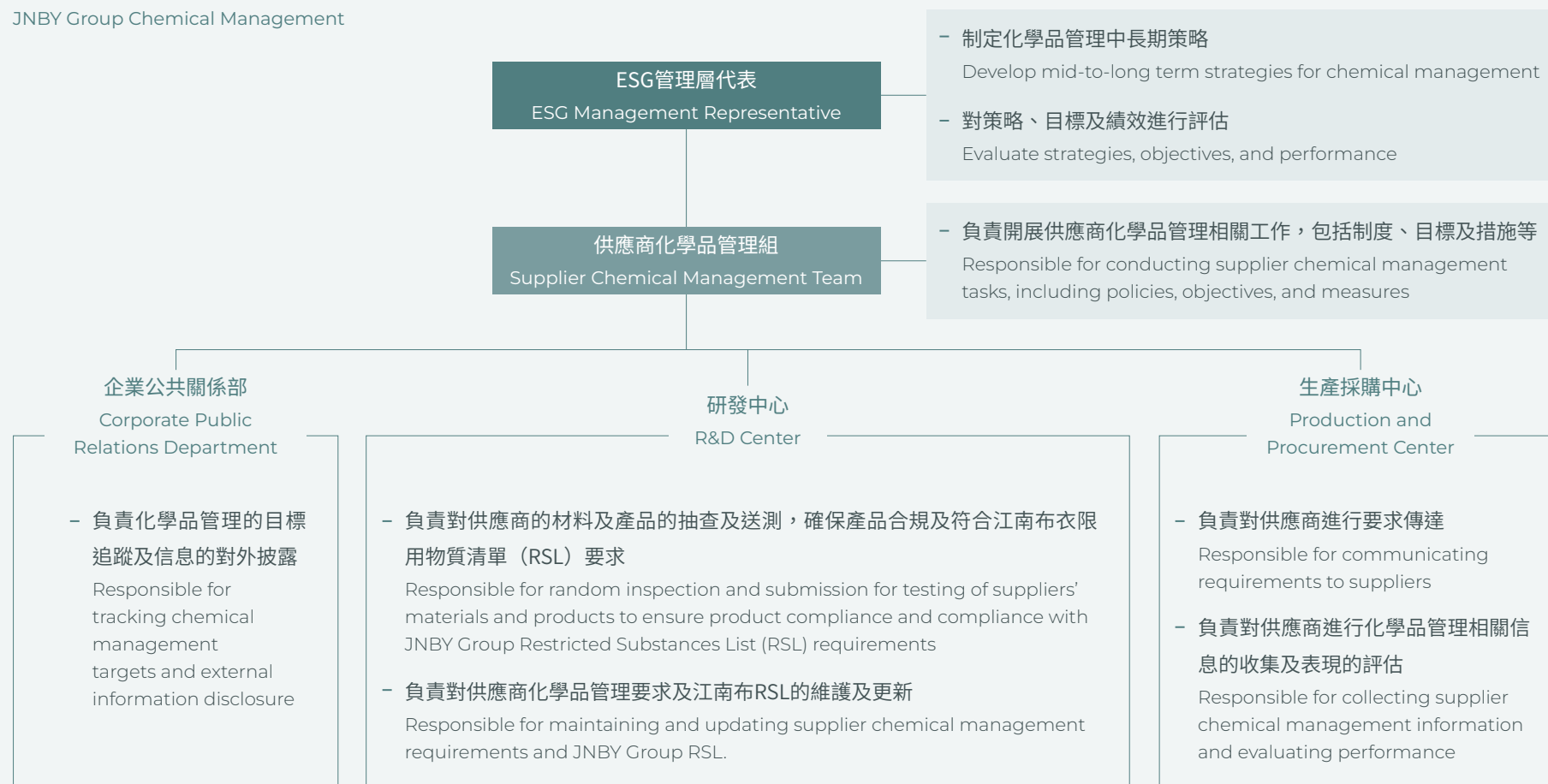
We always attach great importance to the environmental and health impacts of chemicals throughout the product lifecycle. We are committed to building a comprehensive chemical management system covering product design, raw material procurement, production and processing, and garment delivery. We continuously promote the identification, replacement, and elimination of hazardous chemicals to ensure product safety while reducing potential environmental pollution risks. We have developed and implemented internal regulations such as the Management Policy on Key Safety Positions, the Key Equipment Inventory List, and the Supplier Chemical Management Guidelines to ensure the safe use and management of chemicals.

我們建立了自上而下的化學品管理架構，成立涵蓋研發中心、生產採購中心在內的供應商化學品管理組統籌開展供應商化學品管理工作，落實各個環節的管理責任，確保化學品安全。

We have established a top-down chemical management structure and set up a supplier chemical management team covering the R&D Center and the Production and Procurement Center to coordinate supplier chemical management. We aim to implement management responsibilities at all levels to ensure chemical safety.

江南布衣化學品管理架構

JNBY Group Chemical Management



供應商化學品管理

Supplier Chemical Management

為推動價值鏈化學品安全，落實供應商化學品管理，我們建立了系統化的《供應商化學品管理指南》，對供應商的化學品採購、儲存、使用、廢棄及成品管控進行全面規範。

To promote chemical safety in the value chain and implement supplier chemical management, we have established a systematic Supplier Chemical Management Guidelines to comprehensively regulate the chemical procurement, storage, use, disposal, and finished product control by suppliers.

管理能力保障

Management Capability Guarantee

我們要求供應商建立化學品管理組織架構，配備具有化學品、紡織等相關知識或技能的管理團隊並明確管理責任。同時，我們要求供應商建立針對員工的化學品管理培訓計劃，開展能力建設項目，並保留記錄，切實保障員工的化學品管理能力。

We require suppliers to establish a chemical management organizational structure, staffed with a management team with relevant knowledge and skills in chemicals, textiles, and other areas, and clearly define management responsibilities. We also require suppliers to establish chemical management training programs for their employees, carry out capacity building programs, and maintain records to ensure the chemical management capabilities of their employees.



全流程管理

Full-process Management

供應商需從源頭到交付構建覆蓋輸入端、過程端以及輸出端的閉環化學品管理體系，確保每一階段均可追溯。

Suppliers should build a closed-loop chemical management system that spans from sourcing to delivery, covering the input, process and outputs, so as to ensure traceability at every stage.



輸入端管理 Input management

- 積極收集和追蹤適用的法律法規，建立法律法規數據庫，並定期更新；
Actively collect and track applicable laws and regulations, establish a legal and regulatory database, and update it regularly;
- 在購買和使用化學品前以及使用化學品時，評估與化學品相關的危害和風險，並制定相關措施規避這些風險；
Assess the hazards and risks associated with chemicals before purchasing, using, and while using them, and develop measures to mitigate these risks;
- 建立化學品採購管理體系，明確化學品供應商評估管理及採購流程，並通過化學品庫存清單確保化學品管理的可追溯性。
Establish a chemical procurement management system, clarify the chemical supplier evaluation management and procurement process, and ensure the traceability of chemical management through a chemical inventory list.

過程端管理 Process management

- 明確化學品使用與儲存等各個環節的操作流程與要求，規範化學品標籤，為員工配備並確保其使用適宜的個體防護裝備（PPE）；
Clarify the operational procedures and requirements for each link of chemical use and storage, standardize chemical labels, and equip employees with personal protective equipment (PPE) and ensure their proper use;
- 建立化學品事故應急響應機制，明確相關人員職責，定期開展演練與培訓。
Establish an emergency response mechanism for chemical accidents, clarify the responsibilities of relevant personnel, and conduct drills and training regularly.

輸出端管理 Output management

- 嚴格按照江南布衣限用物質清單（RSL）的要求，對限用物質進行有效管控，確保所有產品和材料均經過嚴格的檢驗流程。
Strictly follow the requirements of JNBY Group Restricted Substances List (RSL) to effectively control restricted substances and ensure that all products and materials undergo a rigorous inspection process;
- 積極開展廢棄物管理，確保廢棄物合規排放，減輕對自然資源的壓力並降低環境污染。
Actively carry out waste management to ensure compliance with waste discharge regulations, alleviate pressure on natural resources, and reduce environmental pollution.

持續改進

Continuous Improvement

我們要求供應商需持續改進其化學品管理體系，並參照計劃（P）、執行（D）、檢查（C）、處理（A）的方法開展管理。同時，我們將通過文件審核或現場審核等方式對供應商的化學品管理體系進行評估，以共同推動化學品管理水平的持續提升。

We require suppliers to continuously improve their chemical management systems and implement management based on the Plan (P), Do (D), Check (C), and Act (A) approach. At the same time, we will evaluate suppliers' chemical management systems through document reviews or on-site audits to jointly promote the continuous improvement of chemical management levels.

供應商認證

Supplier Certification

我們鼓勵並支持供應商開展並獲取有害化學物質零排放（ZDHC）³、Higg工廠環節模塊（Higg FEM）⁴等可持續認證。本財年，本集團已有35家供應商取得ZDHC認證，39家供應商進行了Higg FEM自評，其中35家供應商亦通過了Higg FEM第三方審核。

We encourage and support our suppliers in pursuing and obtaining sustainability certifications such as Zero Discharge of Hazardous Chemicals (ZDHC)³ and Higg Factory Environment Module (Higg FEM)⁴. In this Fiscal Year, 35 suppliers of the Group have achieved ZDHC certification, and 39 suppliers have completed Higg FEM self-assessments, among which 35 suppliers have passed third-party Higg FEM audits.

³ZDHC是一項針對紡織、服裝和鞋類行業的化學品管理認證體系，致力於引導價值鏈使用更安全的化學品，實現可持續化學品管理的領導級別。

ZDHC is a chemical management certification system for the textile, apparel and footwear industries, dedicated to guiding the value chain to use safer chemicals and achieve leadership in sustainable chemical management.

⁴Higg FEM是紡織服裝行業專業的可持續性評估工具，通過自評以及第三方現場驗證的方式，深入了解企業在環境管理方面的實踐和表現，並為之提出可持續改進的專業建議。其評估的模塊包括：環境管理體系、能源使用、水使用、廢水排放、廢氣排放、廢棄物管理、化學品管理。

Higg FEM is a professional sustainability assessment tool for the textile and apparel industry. Through self-assessment and third-party on-site verification, it provides an in-depth understanding of a company's environmental management practices and performance, and offers professional recommendations for sustainable improvement. Its assessment modules include: environmental management system, energy use, water use, wastewater discharge, air emissions, waste management, and chemical management.

化學品淘汰

Chemical Phase-out

我們致力於逐步淘汰產品及製造過程中使用的高關注化學物質，以降低對環境和人體健康的潛在危害。我們依照國內外相關法律法規及行業標準，制定了江南布衣限用物質清單（RSL），並定期更新以響應法規變化與行業趨勢。

We are committed to phasing out highly-concerned chemicals concern from our products and manufacturing processes to reduce potential harm to the environment and human health. We have developed a JNBY Group Restricted Substances List (RSL) in accordance with relevant domestic and international laws, regulations, and industry standards, and regularly update it to respond to regulatory changes and industry trends.

在實踐中，我們根據法律法規要求，對化學品開展分級管理。針對致癌/致敏染料、多氟和全氟化學品（PFAs）、烷基酚（APs）和烷基酚聚氧乙烯醚（APEOs）等優先級高的化學品，本集團已明確禁止各工廠在生產運營中使用。針對優先級較低的化學品，我們持續關注、評估其風險，並制定相應的替代與淘汰計劃。

In practice, we implement a tiered management system for chemicals in accordance with legal and regulatory requirements. For chemicals with high priority, such as carcinogenic/allergenic dyes, polyfluorinated and perfluorinated chemicals (PFAs), alkylphenols (APs), and alkylphenol ethoxylates (APEOs), the Group has explicitly prohibited their use in production operations across all factories. For chemicals with low priority, we continuously monitor and assess their risks, and develop appropriate replacement and phase-out plans.

優質客戶服務

Premium Customer Service

我們始終堅持以客戶為中心的理念，致力於為消費者提供高質量、個性化的購物體驗。我們致力於打造全面而一體化的銷售網絡，融合線下實體店鋪與線上數字平台，並持續推進銷售網絡的數智化升級，以滿足不同消費者的購物習慣與偏好。同時，我們借助數字技術優化售後流程與客戶反饋機制，不斷優化服務質量與響應速度，保障客戶權益的同時，全面提升客戶滿意度。

We remain customer-centric and are committed to providing consumers with high-quality, personalized shopping experience. We are dedicated to building a comprehensive and integrated sales network, integrating offline physical stores with online digital platforms. We are also continuously advancing the digital and intelligent upgrading of our sales network to meet the shopping habits and preferences of diverse consumers. Furthermore, we leverage digital technologies to optimize after-sales processes and customer feedback mechanisms, continuously improving service quality and responsiveness. While safeguarding customers' rights and interests, we make every effort to enhance overall customer satisfaction.



銷售服務

Sales Service

本集團建立並持續完善銷售服務流程，制定了《直營店鋪運營手冊》《門店服務考核表》等管理制度，圍繞店鋪管理規章制度、員工手冊、貨品形象標準、商店管理六大步驟、銷售管理八大步驟等對店鋪進行規範化管理。我們同時積極應用數字化管理手段，通過POS+業務中心對導購所用營銷素材進行統一管理，確保所有內容均經品牌、公關及法務部門審核，以避免任何可能的侵權或違法行為。

The Group has established and continuously improved its sales and service processes, formulating management systems such as the Manual for Operating Direct-sale Stores and the Store Service Evaluation Form. These systems clarify the standards for store management rules and regulations, employee handbook, the image of goods, six-step store management, eight-step sales management and other aspects. We also actively utilize digital management tools, centrally managing the marketing materials available to shopping guides through the POS + Business Center, ensuring that all content has been reviewed by the branding, Public Relations (PR), and legal departments to prevent any potential infringement or illegal activities.

我們定期舉行培訓課程，內容涵蓋產品知識、季節性主題和銷售技巧的掌握等，從而提升銷售團隊的專業能力。同時，我們實施定制化培訓計劃，專注於服務標準、常見問題處理、促銷活動前的顧客疑慮解決以及轉化率提升等關鍵領域。

We hold regular training sessions covering product knowledge, seasonal themes, and sales techniques to enhance the professional capabilities of our sales team. We also implement customized training programs focused on key areas such as improving service standards, handling common issues, addressing customer concerns before promotions, and improving conversion rates.

LESS銷售培訓

LESS sales training

二零二五財年，LESS以線上線下相結合的方式舉辦了5場開季培訓活動，內容涵蓋設計靈感與產品解析、搭配與陳列、店鋪活動策劃與執行等，參訓超過300人次。同時，LESS在培訓結束後開展培訓覆盤，致力於不斷優化培訓效果，提升銷售服務品質。

In Fiscal Year 2025, LESS held five season-opening training events combining online and offline formats. These sessions covered design inspiration and product analysis, styling and display, and store event planning and execution, attracting over 300 participants. LESS also conducted post-training reviews, striving to continuously optimize training outcomes and enhance sales service quality.

為更全面、客觀地評估門店服務水平，並激勵員工提供優質服務，我們持續推進神秘訪客（MSP）項目及「星」計劃項目。本財年，MSP項目覆蓋全國1,564餘家門店，圍繞店鋪形象、員工素養與服務流程等66項指標進行評估，整體服務質量得分率超過93.5%。與此同時，「星」計劃通過遴選優秀員工並分享其客戶溝通與服務技巧，促進經驗傳承與技能提升，持續增強一線員工的服務意識與專業能力。

To more comprehensively and objectively assess store service levels and motivate employees to provide high-quality service, we have been pushing ahead with our Mystery Shopper Program (MSP) and the "Star" program. In this Fiscal Year, MSP covered over 1,564 stores nationwide, evaluating 66 indicators across various categories, including store image, staff performance, and service processes. The overall service quality score exceeded 93.5%. Furthermore, the "Star" program promotes experience sharing and upskilling by identifying outstanding employees and sharing their customer communication and service techniques, continuously strengthening the service awareness and professional capabilities of frontline employees.

本集團持續推動數字化轉型，聚焦消費者不斷增長的多元化與個性化需求，持續拓展線上線下融合的服務場景。我們實現了全品牌門店的線上「千店千面」精細化運營，重構「人貨場」關係，加強私域運營深度與消費者黏性。我們通過「BOX+不止盒子」服務，結合資深設計師的搭配建議與試穿服務，為消費者提供更便捷、更專業的購物體驗，累計服務會員數已超過56.7萬人次。微信商城上線「在線陪逛」項目，本財年累計服務會員超1.8萬人。我們亦通過企微精準服務，進一步打通了線上線下銷售鏈路，本財年該項目的服務人次和成交金額同比增長超200%。

The Group continues to drive digital transformation, focusing on consumers' growing demands for diversity and personalization, and expanding integrated online and offline service scenarios. We have achieved a tailored online operation featuring in "one of its kind store" for all our brand shops, reconstructed the "people, products and stores" across the entire retail sector to extend our operation in the private sector and reinforce consumer loyalty. Through our "BOX+ Project" service, along with styling advice and try-on services from experienced designers, we provide consumers with a more convenient and professional shopping experience, serving over 567,000 members. Our WeChat Mall launched the "Online Shopping Companionship" program, serving over 18,000 members in this Fiscal Year. We have also further integrated online and offline sales channels through our Wechat service accounts, with the number of service users and transaction amounts for this project growing by more than 200% year-on-year in this Fiscal Year.

二零二五財年，憑藉優質的零售服務和品牌建设，我們榮獲了多個獎項，包括領羊「2024年服飾行業年度優秀品牌」

In Fiscal Year 2025, with high-quality retail services and brand building, we won several awards, including Lingyang's "2024 Outstanding Brand of the Year in the Apparel Industry",

JD. 京东
.COM

京東「2024年度潮流風尚品牌」
JD.com's "2024 Trendy Fashion Brand"

Tencent 騰訊

騰訊「2024服飾行業最具心智力商家」
Tencent's "2024 Most Mentally Intelligent Merchant in the Apparel Industry".

2024

售後服務

After-Sales Service

我們始終以客戶滿意度作為衡量服務質量的核心指標。我們制定並實施《客戶投訴流程管理》《導購工作職責》等制度，同時，我們定期根據業務發展新增或更新制度，不斷完善售後服務體系。我們將投訴事項按等級與類別細分，明確對應處理部門與響應流程，提升了問題處理的標準化與效率。我們也持續優化客戶反饋渠道，依託400服務熱線、網絡平台在線聊天窗口、微信商城顧客回饋接口等多平台協同，確保客戶聲音能夠及時、有效被接收、回應，推動服務質量持續提升。

We consistently use customer satisfaction as a core indicator of service quality. We have developed and implemented systems such as the Customer Complaint Process Management and Shopping Guide Working Duties. We also regularly add or update systems based on business development to continuously improve our after-sales service system. We classify complaints by level and category, clearly defining the corresponding handling departments and response processes, improving the standardization and efficiency of problem handling. We also continuously optimize customer feedback channels, leveraging multiple platforms such as the 400 service hotline, online chat windows of our online platforms, and the customer feedback portal of WeChat Mall to ensure that customer feedback is received and responded to promptly and effectively, driving continuous improvement in service quality.

針對不同類型的售後問題，我們建立了明確的響應機制，要求售後專員在兩個工作日內完成響應與處理，力求快速有效地解決客戶訴求。在線客服團隊秉持耐心與專業的服務態度，詳細記錄每一次溝通內容。同時，電商運營中心與數智零售業務中心依照既定考核維度對客服工作質量進行定期評估，推動服務標準持續提升。對於產品質量相關投訴，我們要求線下導購進行全程跟蹤，並實時向客戶反饋處理進度，增強服務過程的透明度與信任感。此外，我們不斷優化線上服務體驗，提供一對一企業微信諮詢服務，在微商城引入上門取件退貨功能，並通過定期客戶回訪收集反饋，進一步了解他們的訴求和反饋，本集團共受理投訴20,603起，投訴響應率及處理率達100%。

We have established a clear response mechanism for various types of after-sales issues, requiring after-sales specialists to respond and handle the issue within two business days, striving to resolve customer complaints quickly and effectively. The online customer service team maintains a patient and professional service attitude, carefully recording every communication. At the same time, the E-commerce Operations Center and the Digital Intelligence Retail Business Centre regularly evaluate the quality of customer service according to established assessment criteria to promote the continuous improvement of service standards. For product quality-related complaints, we require offline shopping guides to track the entire

process and provide real-time feedback to customers on the handling progress, enhancing transparency and trust in the service process. Furthermore, we continuously optimize the online service experience, provide one-on-one WeChat service accounts consulting services, introduce door-to-door pickup and return functions on the WeChat mall, and collect feedback through regular customer follow-up visits to further understand their demands and feedback. In this Fiscal Year, the Group received a total of 20,603 complaints, with a complaint response and resolution rate of 100%.

本集團共受理投訴

20,603 起

The Group received a total of 20,603 complaints

投訴響應率及處理率達

100%

With a complaint response and resolution rate of 100%

我們加入了百萬客服聯盟學院，使客服人員能夠學習到官方平台規則解讀、服務提升技巧、維權處理建議以及各種官方工具的使用技巧，從而提升客服團隊的專業能力，提高服務質量。

We have joined the Alliance College of Millions of Customer Service Staff, where our customer service personnel can learn how to interpret official platform rules, improve service level, provide rights protection suggestions, and use various official tools, thereby enhancing the professional capabilities of the customer service team and improving service quality.

我們致力於提供高質量的客戶服務，不斷提升客戶滿意度。本財年，我們組織了一系列面向數智零售業務中心客服團隊的主題培訓、在小程序上線「建議與反饋」功能、開展質檢閉環等多項舉措，並取得了顯著成效，私域平台客戶滿意度達到98.0%。

We are committed to providing high-quality customer service and continuously improving customer satisfaction. In this Fiscal Year, we organized a series of themed training sessions for the customer service team of our Digital Intelligence Retail Customer Service Centre, launched a "Suggestions and Feedback" feature on our mini-programs, and implemented a closed-loop quality control system. These initiatives have yielded significant results, with customer satisfaction on our private platform reaching 98.0 %.

私域平台客戶滿意度達到

98.0%

Customer satisfaction on our private platform reached 98.0 %



客戶福利

Customer Benefits

我們堅持以粉絲經濟為核心，持續推進會員運營創新，打造多觸點、可延展的「江南布衣粉絲經濟」體系。我們通過《江南布衣會員管理規則》等制度，保障會員服務質量，不斷優化會員體驗。我們的會員體系分為銀卡會員和金卡會員（限「江南布衣+」），並為不同層級會員提供多樣化權益，包括入會禮包、專屬折扣、生日特權、積分互動、洗護福利、十年維修等。金卡會員還可專享「BOX+不止盒子」搭配定制服務，進一步提升互動粘性與品牌忠誠度。

We prioritize fan economy and continuously innovate membership operations to build a multi-touchpoint, and scalable “JNBY Fans Economy” system. We implement policies such as the JNBY Group Membership Management Policy to ensure the quality of member services and continuously optimize the member experience. Our members are mainly categorized into Silver Members and Gold Members (for “JIANGNANBUYI+” only), offering diverse benefits to each tier, including membership packages, exclusive discounts, birthday privileges, points-based interactions, laundry and care benefits, ten-year maintenance. Gold Members also enjoy exclusive access to customized styling services of “BOX+ Project”, further enhancing engagement and brand loyalty.



「江南布衣+會員節」活動海報
“JIANGNANBUYI+
Membership Festival” poster

本財年，我們開展了2場「江南布衣+會員節」活動，會員可使用積分兌換會員專享優惠券和免費禮品，或參與禮品換購、互動抽獎等，幫助會員更多地使用品牌積分獲得會員專屬福利。2場活動累計吸引36萬人次的會員參與，為廣泛的會員提供了專屬積分權益體驗。

In this Fiscal Year, we held two “JIANGNANBUYI+ Membership Festival” events. Members could redeem their points for exclusive coupons and free gifts, participate in gift exchanges, and participate in interactive raffles, helping them maximize their brand points and earn exclusive member benefits. These two events attracted a total of 360,000 members, providing a wide range of members with exclusive point benefits.

ODIDARA茶吧

ODIDARA Tea Bar

為探索「生活美學」在品牌空間中的更多可能，我們於杭州天目里與成都萬象城兩家江南布衣+門店中推出ODIDARA茶吧。茶吧空間延續品牌一貫的克制與自然設計風格，以安靜、簡潔的氛圍打造都市中的休憩之所，並通過創意茶飲與滋補餐食，為顧客提供沉浸式、可感知的美學體驗。

To explore the possibilities of “life aesthetics” within brand spaces, we have launched ODIDARA Tea Bars in our two JIANGNANBUYI+ stores, located in OōELi, Hangzhou, and at the MixC Shopping Mall in Chengdu. With its constant introverted character and natural design of the brand, the tea bars offer a tranquil, simple ambiance, creating a tranquil urban retreat. Through creative teas and nourishing meals, they provide customers with an immersive and tangible aesthetic experience.

ODIDARA精選優質原茶與混合茶品，並推出滋養甜品，兼顧健康、養生與味覺體驗。同時，品牌會員還可通過積分免費兌換享受專屬福利，體現本集團對消費者身心健康與生活質量的深度關注。

ODIDARA selects high-quality raw teas and blended teas, and launches nourishing desserts that balance health, nutrition, and a delicious taste experience. At the same time, brand members can redeem points for exclusive benefits, demonstrating the Group's deep concern for consumers' physical and mental health and quality of life.

負責任營銷

Responsible Marketing

本集團致力於通過一系列創新的營銷活動，深化消費者對可持續時尚價值的理解與認同。借助兼具創意與溫度的綠色營銷實踐，我們將品牌可持續理念轉化為可感知、可參與的生活方式。無論是以再生材料打造限量贈禮還是通過積分眾籌機制鼓勵會員參與ESG項目，我們不斷拓展與消費者的互動觸點，在提供豐富體驗的同時，共同構建可持續生活美學。

The Group is committed to deepening consumers' understanding and appreciation of the value of sustainable fashion through a series of innovative marketing campaigns. Leveraging innovative and compassionate green marketing practices, we transform the brand's sustainable philosophy into a tangible and engaging lifestyle. Whether creating limited-edition gifts from recycled materials or encouraging members to participate in ESG projects through a points-based crowdfunding mechanism, we continuously expand our consumer engagement points, providing enriching experiences while jointly fostering a sustainable lifestyle aesthetic.

LESS「0壓悅己讀書宇宙」

LESS “Zero-Stress & Self-Enjoyment Reading Universe”

LESS圍繞「0壓」系列打造了「0壓悅己讀書會」，倡導女性透過閱讀傾聽自我、深度取悅自己，探索真實的「悅輕鬆，悅自在」生活方式。本財年，LESS進一步打「0壓悅己讀書宇宙」，以多維閱讀體驗承載女性真實悅己的生活方式。LESS首次在杭州天目里與深圳萬象天地推出「0壓悅己書店」快閃活動，結合圖書陳列、穿搭體驗與互動裝置，營造跨界文化場域。同時，LESS聯手中國最具青年影響力的內容品牌「新世相」，共同發起「LESS新世相出版獎」和「悅己榜」，強化LESS「文化性」的品牌形象，實現品牌資產沉澱。

LESS has created the “Zero-Stress Self-Enjoyment Reading Club” around its “Zero-Stress” series, advocating that women listen to themselves, deeply enjoy themselves, and explore a truly “joyful, relaxed, and comfortable” lifestyle through reading. In this Fiscal Year, LESS further developed the “Zero-Stress & Self-Enjoyment Reading Universe”, offering a multi-dimensional reading experience that reflects women's authentic self-enjoyment lifestyle. LESS debuted “Zero-Stress & Self-Enjoyment Bookstore” pop-up events in OōELi, Hangzhou, and MixC Shopping Mall, Shenzhen. These events combined book displays, outfit experience and interactive device to create a cross-cultural experience. LESS also partnered with shixiang.xin, China's most influential youth content brand, to launch the “LESS New World Publishing Award” and “Self-Enjoyment List”, strengthening LESS's cultural brand image and consolidating its brand equity.



「0壓悅己書店」快閃活動
“Zero-Stress & Self-Enjoyment Bookstore” pop-up events

JNBY助力可持續創新亞洲時尚大獎

JNBY's engagement in Sustasia Fashion Prize

可持續創新亞洲時尚大獎（SUSTASIA FASHION PRIZE）通過支持年輕設計師應用可持續材料與工藝，加速行業創新。2025年3月，JNBY與上海服裝設計協會、yehyehyeh創新社深度合作，作為2025可持續創新亞洲時尚大獎首席合作夥伴，支持亞洲設計師探索可持續材料與工藝。同時，JNBY也推出25春夏環保系列，以天然面料與革新工藝重新定義都市衣櫥，彰顯品牌「Just Naturally Be Yourself」的品牌哲學。

The Sustasia Fashion Prize accelerates industry innovation by supporting young designers in their use of sustainable materials and techniques. In March 2025, JNBY partnered with the Shanghai Fashion Design Association and the innovation agency yehyehyeh to become the Chief Partner of the 2025 Sustasia Fashion Prize, supporting Asian designers in their exploration of sustainable materials and techniques. JNBY also launched its Spring/Summer eco-friendly collection of 2025, redefining urban wardrobes with natural fabrics and innovative craftsmanship, embodying the brand's "Just Naturally Be Yourself" philosophy.



2025可持續創新亞洲時尚大獎海報
Poster of 2025 Sustasia Fashion Prize

jnby by JNBY藝術課堂

jnby by JNBY Art Classes

jnby by JNBY持續以藝術為核心驅動，圍繞「自由的想像力」打造兒童藝術教育實踐平台，貫穿全年舉辦多場「藝術課堂」項目。本財年，jnby by JNBY攜手餘德耀美術館、天目里美術館和藝術家，圍繞「觀察一棵樹」、「太空」等主題，在全國多地開展藝術互動，讓孩子們在創作中釋放天性、感受藝術魅力。小朋友的創作被收錄到品牌靈感庫，並有機會應用於下一季服裝設計中。部分銷售所得將通過中國真愛夢想基金會向鄉村小學捐贈美育包，持續播撒藝術與想像力的種子。

jnby by JNBY continues to be driven by art, creating a children's art education platform centered on "free imagination" and hosting multiple "art classes" throughout the year. In this Fiscal year, jnby by JNBY collaborated with the YUZ Museum, BY ART MATTERS OōELi Art Museum, and artists to explore themes such as "Observing a Tree" and "Space," conducting art-based interactive activities across multiple regions nationwide. These initiatives aim to help children unleash their natural creativity and experience the allure of art through hands-on creation. Children's creations are included in the brand's inspiration library and may be applied to the next season's clothing designs. A portion of the sales proceeds will be donated through the Adream Foundation to rural primary schools in the form of art education kits, continuing to sow the seeds of art and imagination.



jnby by JNBY藝術課堂
jnby by JNBY Art Classes

RE再造手工坊：布一樣的生命力

RE recycling workshop: the vitality of fabric

本財年，RE;RE;RE;LAB開展了4場面料再造手工坊，旨在傳遞品牌「再思考、再利用、再創造」的品牌理念。通過庫存面料、牦牛絨、鈕扣等材料裝飾背包，讓會員體驗到「再生」的樂趣，同時也影響了更多門店消費者對可持續的關注，讓企業ESG理念更可視、可感。

In this Fiscal Year, RE;RE;RE;LAB held four fabric recycling workshops, aiming to convey the brand's philosophy of "Re-Consider, Re-use, Re-create". By decorating backpacks with materials like stock fabrics, yak wool, and buttons, members were able to experience the joy of "regeneration". This also helped to raise awareness among more store customers about sustainability, making our ESG philosophy more visible and tangible.



RE再造手工坊：布一樣的生命力
RE Recycling Workshop: the vitality of fabric

可持續夢想家：身邊人的可持續

Sustainable dreamers: sustainability for people around us

從地球日到生物多樣性日，RE;RE;RE;LAB通過不同領域的平凡人，發現她們身邊的可持續小事，呈現她們對「再思考；再利用；再創造」的理解，並通過小紅書、視頻號等社交媒體平台，讓更多的人了解到可持續其實可以從「我」做起。

From Earth Day to Biodiversity Day, RE;RE;RE;LAB discovers the small sustainable things around ordinary people in different fields, presents their understanding of "Re-Consider, Re-use, Re-create", and uses social media platforms such as rednote and video channels to let more people understand that sustainability can actually start with "me".



RE;RE;RE;LAB

可持續夢想家：身邊人的可持續
Sustainable dreamers: sustainability for people

ESG會員「積分眾籌」

ESG member “points crowdfunding”

本財年，我們共組織4次ESG會員「積分眾籌」活動，累計吸引近3萬人次參與。活動鼓勵會員以積分支持本集團ESG項目，獲取抽獎資格並有機會獲得限量ESG主題禮品，如廢舊面料再生的兔子收納包掛件、侗族傳統手工竹編包、「茶不多」茶葉禮盒、RE;RE;RE;LAB再生面料布袋等。這些禮品融合可持續設計、傳統工藝與環保理念，不僅讓更多會員了解並參與ESG實踐，也讓他們在日常生活中成為ESG理念的傳播者。

In this Fiscal Year, we organized four ESG member “points crowdfunding” campaigns, attracting nearly 30,000 participants. These campaigns encouraged members to support the Group's ESG initiatives with points, earning them a chance to win limited-edition ESG-themed gifts, including rabbit storage bag pendants made from recycled fabric, traditional Dong ethnic handmade bamboo bags, “Not Much Tea” tea gift boxes, and RE;RE;RE;LAB recycled fabric bags. These gifts, incorporating sustainable design, traditional craftsmanship, and environmental protection concepts, not only help more members understand and participate in ESG practices, but also empower them to become advocates for ESG concepts in their daily lives.

ESG member
“points crowdfunding”

江南布衣+
城市疗愈岛
TIME: 4.15 - 4.30
茶不多·治愈刚好
十年探索种茶之道
城市露台 自然生长 全手工制作
江南布衣 - 自己的茶叶
1500积分众筹有礼
扫码参与 >

ESG會員「積分眾籌」
ESG member “points crowdfunding”

經銷商管理

Distributor Management

為確保品牌形象和產品陳列的一致性，保障客戶購物體驗，本集團持續加強對經銷商的規範化管理與協同運營。

To ensure the consistency between brand image and product display and guarantee customers' shopping experience, the Group continues to strengthen the standardized management and collaborative operations of distributors.

在准入階段，我們通過《經銷商准入管理作業標準及流程》《線上非授權銷售處理規則》等制度，明確經銷商的准入門檻與經營要求，並通過經銷協議確立雙方權責。在運營過程中，我們結合《經銷商管理及拓展能力評估表》開展定期與隨機的現場檢查，全面評估其在運營合規、服務規範和品牌呈現等方面的表現，確保其符合本集團的管理標準。對於違規行為，我們將按照既定機制嚴格處理，保障品牌運營秩序。同時，我們鼓勵經銷商夥伴在合規前提下積極創新，充分利用全渠道資源與會員體系，打造多元化的增值服務場景，服務於本集團的每一位粉絲 / 會員，共同推動品牌可持續發展。

At the supplier admission phase, we clearly define the entry threshold and operating requirements for distributors through policies such as the Operational Standards and Procedures for Distributor Admission Management and the Rules for Handling Unauthorized Online Sales. The rights and responsibilities of both parties are established through the distribution agreement. During operations, we conduct regular and random on-site inspections based on the Distributor Management and Development Capability Assessment Form to comprehensively assess their performance in operational compliance, service standards, and brand presentation, ensuring compliance with the Group's management standards. Any violations will be strictly handled according to established procedures to ensure the smooth operation of the brand. At the same time, we encourage our distributors to actively innovate while complying with regulations, fully leveraging their omni-channel resources and membership system to create diversified value-added service scenarios, serve every fan and member of the Group, and jointly promote the sustainable development of the brand.

為持續提升經銷商的服務質量與專業能力，我們每年舉辦經銷商大會及多項培訓活動，構建學習與激勵並重的成長平台。在年度經銷商大會中，我們不僅對表現突出的經銷商予以表彰，也通過線上分享會形式，分享其在運營管理、客戶服務等方面的優秀經驗，激勵整個經銷網絡的持續進步。本財年，我們面向全國經銷商系統性開展了開季培訓、新零售培訓、貨品知識培訓、到店培訓和危機應對培訓在內的多種培訓，助力其全面提升專業素養與終端服務能力。

To continuously improve the service quality and professional capabilities of our distributors, we hold annual distributor conferences and a series of training activities every year, creating a growth platform that prioritizes both learning and motivation. At the annual distributor conference, we not only recognize outstanding distributors but also share their outstanding experiences in operational management, customer service, and other areas through online sharing sessions, inspiring the continuous improvement of the entire distributor network. In this Fiscal Year, we systematically implemented a variety of training programs for distributors nationwide, including season-opening training, new retail training, product knowledge training, in-store training, and crisis response training, to help them comprehensively enhance their professionalism and end-user service capabilities.



環境可持續

Environmental Sustainability

本集團致力於環境可持續性，將應對氣候變化、高效資源利用和合規排放管理融入日常運營。我們相信，通過堅定履責和創新舉措，可以促進經濟與環境的和諧共生，並實現「環境可持續」。

The Group is committed to environmental sustainability, integrating climate change response, efficient resource utilization, and compliant emissions management into its daily operations. We believe that through resolute commitment and innovative initiatives, we can promote the harmonious coexistence of the economy and the environment and achieve environmental sustainability.



應對氣候變化

Response to Climate Change

治理

Governance

本集團已將氣候相關事項融入現有ESG管理體系，自高層向下開展氣候相關實踐。董事會定期審查氣候政策和績效，以確保氣候相關政策及倡議被有效執行和監督。在董事會指導下，ESG管理層代表制定並優化氣候戰略目標，監督氣候變化應對措施的實施，並就氣候相關事項定期向董事會和CEO進行年度匯報。ESG工作組負責具體執行氣候政策和行動。

The Group has integrated climate-related issues into its existing ESG management system, implementing climate-related practices in a top-down manner. The Board of Directors regularly reviews climate policies and performance to ensure effective implementation and oversight of climate-related policies and initiatives. Under the Board's guidance, ESG management representatives develop and refine climate strategic objectives, oversee the implementation of climate change response measures, and report annually on climate-related matters to the Board of Directors and the CEO. The ESG Working Group is responsible for implementing climate policies and actions.

策略

Strategy

為更好地應對氣候變化的潛在風險與機遇，本集團通過同業對標、政策調研和專家諮詢等方式識別出與自身運營相關的氣候變化相關風險與機遇，並評估各項風險與機遇對自身的潛在財務的影響，制定針對性應對措施。

To better respond to the potential risks and opportunities of climate change, the Group has identified climate change-related risks and opportunities relevant to its own operations through benchmarking with peers, policy research and expert consultation, assessed the potential financial impact of each risk and opportunity on itself, and formulated targeted response measures.

風險類型 Risk type	風險描述 Risk description
物理風險 Physical risks	急性 Acute 極端降水、洪水、極端高溫、颶風、風暴潮等極端天氣事件可能會導致本集團生產中斷、產品運輸出現困難、員工身體健康受到損害、建築和設備等固定資產受損等風險 Extreme weather events such as extreme rainfall, floods, extreme heat, hurricanes, and storm surges, may lead to production disruptions, difficulties in product transportation, damage to employees' health, and damage to fixed assets such as buildings and equipment.
	慢性 Chronic 氣溫升高、水資源短缺、海平面上升等慢性物理風險可能會導致棉花等關鍵原材料供應出現困難，造成生產中斷，影響產品品質，使服裝企業運營成本增加 Chronic physical risks such as global warming, water shortages, and sea level rise may lead to difficulties in the supply of key raw materials such as cotton, causing production interruptions, affecting product quality, and increasing operating costs for clothing companies.

風險類型 Risk type	風險描述 Risk description
轉型風險 Transition risks	<p>政策與法律 Policies and laws</p> <p>國內及國際監管機構均對氣候變化、碳排放等議題提出更加嚴格的披露要求，歐盟已計劃針對紡織業發佈碳邊境稅要求，中國內地碳排放權交易市場也可能會將消費品行業進一步納入碳價格機制之中，企業面臨的合規成本增加</p> <p>Domestic and international regulatory authorities have imposed stricter disclosure requirements on issues such as climate change and carbon emissions. The EU has planned to issue carbon border tax requirements for the textile industry. China's carbon emissions trading market may also further include the consumer goods industry in the carbon pricing mechanism, increasing the compliance costs faced by companies.</p>
	<p>技術 Technologies</p> <p>實施低碳轉型需進行綠色技術投資，應用新技術可能會導致設備更新或影響運營效率；前沿技術不確定性較高，存在技術失敗的可能性</p> <p>Implementing a low-carbon transition requires investment in green technologies. The application of new technologies may lead to equipment upgrades or affect operational efficiency. Frontier technologies are highly uncertain and may lead to technological failures.</p>
	<p>市場 Markets</p> <p>隨著消費者環保意識提升，對使用可持續材料製成產品的需求增長，企業逐步增加生物基或再生材料採購份額，可能導致企業採購成本增加</p> <p>As consumers' environmental awareness increases, the demand for products made of sustainable materials grows. Companies are gradually increasing their purchases of bio-based or recycled materials, which may lead to increased procurement costs.</p>
	<p>聲譽 Reputation</p> <p>隨著國際社會對氣候問題愈發重視，外部利益相關方高度關注企業對於氣候變化議題的管理實踐。若企業未能及時開展應對舉措，將會對企業聲譽造成負面影響</p> <p>As the international community pays more and more attention to climate change issues, external stakeholders are paying close attention to a company's management practices on climate change issues. If the company fails to take timely response measures, it will have a negative impact on its reputation.</p>

機遇類型 Opportunity type	機遇描述 Opportunity description
能源來源 Energy source	在生產運營、物流運輸等環節提升清潔能源使用比例，幫助企業減少溫室氣體排放及產品碳足跡 By increasing the proportion of clean energy used in production operations, logistics and transportation, companies can reduce GHG emissions and product carbon footprints.
資源效率 Resource efficiency	通過提高新建和既有建築物資源能源使用效率，優化物流運輸結構和路線等方式，提升企業整體運營效率 Improve overall operational efficiency of the enterprise by improving resource and energy efficiency of new and existing buildings, optimizing logistics and transportation structures and routes, etc.
商品與服務 Products and services	在政府對綠色消費愈發重視、行業綠色產品標準持續完善的雙重推動下，企業主動投身綠色低碳產品的研發，或是針對性地擴充配套服務體系，可進一步提升自身品牌競爭力 Driven by the government's increasing emphasis on green consumption and the continuous improvement of industry green product standards, companies are actively engaging in the research and development of green and low-carbon products, or specifically expanding their supporting service systems, which can further enhance their brand competitiveness.
韌性 Toughness	通過各類可持續材料的應用，減少企業對於特定材料的依賴性；建設可持續供應鏈，增強供應鏈的穩定性，並提升企業對於氣候的抵禦能力 By applying various sustainable materials, companies can reduce their dependence on specific materials; build a sustainable supply chain, enhance the stability of the supply chain, and improve their resilience to climate change.

本集團積極響應國家的「碳達峰」和「碳中和」目標，自二零二一年成為首批加入「30・60中國時尚品牌氣候創新碳中和加速計劃」的時尚品牌，致力於減少自身業務對氣候和環境的影響。我們參與起草了《產品碳足跡評價技術規範 童裝》《羽毛羽絨及製品碳足跡核算與報告要求》等產品碳足跡團體標準，為相關產品的全生命週期碳足跡核算方法、不確定性分析評估、結果報告和信息披露提供了統一透明的流程，推動行業低碳轉型。

The Group actively responds to the country's "carbon peaking" and "carbon neutrality" goals. Since 2021, the Group has become one of the first fashion brands to join the "30・60 Campaign" (China Fashion Brands for Swift Actions in Climate-related Innovation and Carbon Neutrality Campaign), and is committed to reducing the impact of its own business on the climate and environment. We participated in the drafting of the Technical Specification for Carbon Footprint of Products — Textile Products for Children, the Requirements for Carbon Footprint Accounting and Reporting of Down, Feather and Down Products, and other group standards for carbon footprints, which provide a unified and transparent process for the carbon footprint accounting methods, uncertainty analysis and assessment, result reporting and information disclosure of relevant products throughout their life cycle, thereby promoting the industry's low-carbon transformation.

為不斷提升公司應對極端天氣事件的能力，本集團制定並實施了《颱風、暴雨應急預案》《冰雪天氣應急預案》等極端天氣應急預案，明確應急處理機構、各機構職責及處置流程，以最大限度避免或減輕極端天氣對公司正常運營造成的負面影響，保障公司財產與員工生命財產安全。此外，為了提升員工對突發極端天氣的處理能力，我們定期舉行應急演練以及針對極端氣候災害的專項演習。

To continuously enhance the Company's ability to respond to extreme weather events, the Group has developed and implemented emergency response plans, including the Typhoon and Rainstorm Emergency Response Plan and the Ice and Snow Emergency Response Plan and other extreme weather emergency response plans, which clearly define the emergency response departments, the responsibilities of each department and the handling process. These plans aim to minimize or mitigate the negative impact of extreme weather on the Company's normal operations and safeguard the Company's property and the lives and property of its employees. Furthermore, to enhance employee preparedness for extreme weather emergencies, we regularly conduct emergency drills and specialized exercises tailored to extreme climate disasters.

本財年，為應對颱風、洪水等自然災害對本集團門店及運營造成的損失，我們在為自營門店、辦公場所進行投保的基礎上，與保險公司合作進行實地風勘。保險公司出具對於門店的防災建議，並在颱風、汛期等關鍵時段發出防災減損預警。

In this Fiscal year, to mitigate losses to our stores and operations from natural disasters like typhoons and floods, we insured our self-operated stores and offices and collaborated with insurance companies to conduct on-site risk assessments. The insurance companies provided disaster prevention recommendations for our stores and issued disaster prevention and loss reduction warnings during critical periods, such as typhoon and flood seasons.



風險管理

Risk Management

為有效應對氣候變化帶來的轉型風險與極端天氣帶來的潛在運營風險，本集團已建立對於氣候風險的管理機制，並建立了信息收集、風險上報與決策的管理流程。未來，我們將進一步對氣候風險管理機制進行優化與調整，完善風險評估、風險應對能力，將氣候風險融入全面風險管理體系。

To effectively address the transition risks posed by climate change and the potential operational risks from extreme weather, the Group has established a climate risk management mechanism and established processes for information collection, risk reporting, and decision-making. In the future, we will further optimize and adjust this climate risk management mechanism, improve our risk assessment and response capabilities, and integrate climate risk into our comprehensive risk management system.

信息收集

Information collection

- 風險管理部從政府氣候政策、氣候條件變化、極端氣候事件、關鍵技術進步等方面收集氣候風險相關信息

The Risk Management Department collects climate risk-related information including government climate policies, climate condition changes, extreme weather events, advancements in key technologies, etc.

風險上報

Risk reporting

- 風險管理部負責識別、評估、分析氣候風險，並將風險上報公司管理層

The Risk Management Department is responsible for identifying, assessing, and analyzing climate risks, and reporting these risks to the Company's Management

管理決策

Management decisions

- 公司管理層為風險管理部與業務部門下達管理決策

The Company's Management issues management decisions to the Risk Management Department and business departments



指標和目標

Metrics and targets

本集團致力於通過提高能源效率、優化運營實踐，減少溫室氣體排放，以支持全球應對氣候變化的努力。二零二五財年，本集團將溫室氣體排放數據核算範圍進一步拓展至江南布衣有限公司及其具有營運控制權的分 / 子公司，包括但不限於物流中心、區域辦公室、自營專賣店⁵等，相關關鍵績效指標如下：

The Group is committed to reducing greenhouse gas emissions by improving energy efficiency and optimizing operational practices to support global efforts in addressing climate change. For Fiscal Year 2025, the Group further expanded the scope of GHG emissions data accounting to JNBY Design Limited and its branches/subsidiaries over which it has operational control, including but not limited to logistics center, regional offices, and self-operated specialty stores. The relevant key performance indicators are as follows:

⁵自營專賣店指以專賣店形式經營的自營店，一般位於重點地段、客流量大的主要購物商場或街面。

⁵Self-operated specialty stores refers to self-operated stores operated in the form of a specialty store, and are generally located in key locations, major shopping malls with large customer traffic, or on street fronts.

關鍵績效指標^{a, b}

KPIs^{a, b}

二零二五財年

Fiscal Year 2025

溫室氣體排放總量（範疇一及範疇二）（噸二氧化碳當量） 7,191.16

Total GHG emissions (Scope 1 and Scope 2) (tCO₂e)

直接溫室氣體排放（範疇一）（噸二氧化碳當量） 386.67

Direct GHG emissions (Scope 1) (tCO₂e)

能源間接溫室氣體排放（範疇二）（噸二氧化碳當量） 6,804.49

Energy indirect GHG emissions (Scope 2) (tCO₂e)

溫室氣體排放密度（噸二氧化碳當量/百萬元人民幣營收） 1.30

GHG emission density (tCO₂e/RMB 1,000,000 of revenue)

注：

Note:

^a基於營運特性，本集團溫室氣體排放主要來自公司車輛的汽、柴油燃燒，以及空調冷媒逸散等所造成的直接溫室氣體排放（範疇一），以及外購電力、蒸汽和供熱所造成的能源間接溫室氣體排放（範疇二）。

^aBased on operational characteristics, the Group's greenhouse gas (GHG) emissions mainly come from direct GHG emissions (Scope 1) caused by the combustion of gasoline and diesel in company vehicles, as well as the leakage of air-conditioning refrigerants; and energy-related indirect GHG emissions (Scope 2) caused by purchased electricity, steam, and heating.

^b溫室氣體清單包括二氧化碳、甲烷、氧化亞氮以及氫氟碳化物。溫室氣體核算按二氧化碳當量呈列，並依據《溫室氣體核算體系》（GHG Protocol）進行核算。外購電力所產生的電力排放因子，採用生態環境部印發的《關於發布2022年電力二氧化碳排放因子的公告》中的電網排放因子計算。外購蒸汽和供熱的排放因子，來自國家發展和改革委員會發布的《公共建築運營企業溫室氣體排放核算方法與報告指南（試行）》中的熱力排放因子計算。

^bThe GHG inventory includes carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs). GHG accounting is presented in carbon dioxide equivalent (CO₂e) and conducted in accordance with the GHG Protocol (Greenhouse Gas Protocol). The electricity emission factor generated from purchased electricity is calculated using the grid emission factor specified in the Announcement on Issuing the 2022 Electricity Carbon Dioxide Emission Factor issued by the Ministry of Ecology and Environment. The emission factors for purchased steam and heating are calculated using the thermal emission factor specified in the Guidelines for Greenhouse Gas Emission Accounting and Reporting by Public Building Operation Enterprises (Trial) issued by the National Development and Reform Commission (NDRC).



資源管理

Resources Management

本集團嚴格遵守《中華人民共和國環境保護法》《中華人民共和國節約能源法》《中華人民共和國水法》等相關法律法規，持續優化環境管理體系，優化環境管理措施。我們在餐廳、會議室等公共場所，通過屏幕和標識傳播節約糧食、節約用電的信息；在打印室和洗手間設置節約用紙用水的提示，以實際行動減少資源浪費。

The Group strictly adheres to relevant laws and regulations, including the Environmental Protection Law of the People's Republic of China, the Energy Conservation Law of the People's Republic of China, and the Water Law of the People's Republic of China, and continuously optimizes its environmental management system and the environmental management measures. We advocate about saving food and electricity in public places such as restaurants and meeting rooms through screens and signs; we also place reminders to save paper and water in print rooms and restrooms, taking practical actions to reduce waste of resources.

開展「爬樓梯」主題節能降碳活動

“Stair Climbing” themed energy-saving and carbon-reduction campaign

二零二五財年，為了更好地傳遞節約用電、低碳生活的理念，我們在公司總部開展了主題為「GO！J-walk一起去爬梯——三層樓內不坐電梯」的綠色活動。該活動持續時長為1個月，設置了線上打卡、樓梯監測流量等環節，鼓勵員工低樓層儘量使用樓梯代替電梯，以減少電梯使用用電量。活動期間辦公室內累計爬樓人次為33,508，爬樓梯總數累計10,015層，電梯碳排放減少6,605千克二氧化碳當量，相當於種植287顆樹。

In Fiscal Year 2025, to further promote the concept of energy conservation and low-carbon living, we launched a green campaign at our headquarters titled “GO! J-Walk - Climb the Stairs below Three Floors”. This month-long campaign, featuring online check-ins and stairway traffic monitoring, encouraged employees to use the stairs instead of the elevator to reach lower floors, thereby reducing electricity consumption. During the campaign, 33,508 people participated, climbing a total of 10,015 floors. Elevator emissions were reduced by 6,605 kg of CO₂ equivalent, equivalent to planting 287 trees.

活動結束後，我們還將每人參與活動貢獻的減碳量製作成貼紙，持續鼓勵員工踐行低碳出行舉措。

After the event, we also made stickers based on the carbon reduction contributed by each participant to continue encouraging employees to practice low-carbon travel initiatives.



上下三层以内请爬楼梯

电梯，少“碳”气



「爬樓梯」活動宣傳標語
“Stair Climbing” campaign slogan

能源管理

Energy Management

本集團將節能環保理念貫穿於日常業務的方方面面。為確保節能措施的有效實施，我們已設立量化的節能目標，並制定了《車輛使用制度》《窗簾空調燈季節性管理規則》等能源管理制度規範。同時，我們採取了一系列管理舉措來保障這些目標的順利達成，以進一步落實我們對環保的承諾。

The Group incorporates energy conservation and environmental protection into all aspects of its daily operations. To ensure the effective implementation of energy saving measures, we have set quantifiable energy saving targets and formulated energy management standards and rules such as the Vehicle Use System and the Rules for Seasonal Management of Curtains, Air-conditioners and Lights. Meanwhile, we have adopted a series of management initiatives to ensure the achievement of these targets, further demonstrating our commitment to environmental protection.

節能目標

Energy-saving target

到二零二七財年末，本集團杭州天目里總部每工位全年用電量下降10%（以二零二二財年為基準年）

By the end of Fiscal Year 2027, the annual electricity consumption per workstation at the Group's headquarters in OōELi, Hangzhou will decrease by 10% (as compared with Fiscal Year 2022)

節約能源的管理舉措 Management initiatives to save energy

空調使用優化 Optimization of air conditioning use

- 辦公區空調由統一開關調整為自主開關、避免辦公室無人但統一開關造成的浪費；
The air conditioning in the office area is adjusted from a unified switch to an individual switch to avoid waste caused by the unified switch when the office is unoccupied;

新能源公務車使用 Use of new energy official vehicles

- 新增公務車輛選擇採購新能源車；本集團大型活動選擇統一租賃新能源車作為嘉賓接送車；
New energy vehicles were purchased for new company cars; the Group leased new energy vehicles for guest shuttles at large-scale events;

蒸汽餘熱回收

Steam waste heat recovery

- 對冬季每月蒸汽量的30%，夏季每月蒸汽量的20%進行回收，用於衣服輔助烘乾，減少烘乾機使用時間；
30% of the monthly steam volume in winter and 20% of the monthly steam volume in summer are recovered to assist in drying clothes and reduce the use of the dryer;

高光效節能燈與自動感應燈替換原有燈具

High-efficiency lighting with automatic sensors replaces the existing lighting fixtures

- | | | |
|--|--|---|
| – 將部分門店常規燈具替換為高光效節能燈，在保障原有亮度的同時，每年預計可為每門店節省用電超2,000千瓦時；
Replace some of the regular lighting fixtures in the stores with high-efficiency energy-saving lights, expecting to save 2,000 kWh of electricity per store each year while ensuring the original brightness; | – 將公共區域（洗手間、茶水間等）燈具替換為感應燈，每5分鐘自動減燈，並實現分多區域管控；
Replace the lighting fixtures in public areas (such as restrooms, and tea rooms) with sensor lights that automatically turn off after 5 minutes and achieve multi-zone control; | – 物流中心LED燈覆蓋率達100%。
100% LED lighting coverage rate at the logistics center. |
|--|--|---|

二零二五財年，本集團能源使用層面關鍵績效指標如下：

In Fiscal Year 2025, the Group's KPIs for energy use are as follows:

關鍵績效指標 ^{a,b} KPIs ^{a,b}	二零二五財年 Fiscal Year 2025	二零二四財年 Fiscal Year 2024	二零二三財年 Fiscal Year 2023
用電量（兆瓦時） Electricity consumption (MWh)	2,950.6	2,621.8	2,596.0
每工位用電量（兆瓦時/工位） Electricity consumption per workstation (MWh/workstation)	2.0	1.8	1.8
能源消耗總量（兆瓦時） Total energy consumption (MWh)	3,242.2	2,712.5	2,676.4
– 其中：間接能源（兆瓦時） Including: Indirect energy consumption (MWh)	2,950.6	2,621.8	2,596.0
– 直接能源（兆瓦時） Direct energy consumption (MWh)	291.6	90.8	80.4
每工位能源消耗量（兆瓦時/工位） Energy consumption per workstation (MWh/workstation)	2.2	1.9	1.8

注：

Note:

^a本集團能源消耗包括辦公室的用電和機動車用油。能源消耗總量根據用電量、耗油量及國家發展和改革委員會發佈的《公共建築運營企業溫室氣體排放核算方法與報告指南》附表1化石燃料相關參數缺省值計算。

^aThe energy consumed by the Group included electricity used in offices and motor vehicle oil. The total energy consumption was calculated according to the electricity consumption, oil consumption and the default values of fossil fuel related parameters as shown in the Appendix 1 of the Accounting Method and Reporting Guidelines of Greenhouse Gases Emissions of the Public Constructions Operating Enterprises issued by the National Development and Reform Commission.

^b本集團在運營過程中不會對環境及天然資源造成重大影響。因此，層面A3（環境及天然資源）及其關鍵績效指標A3.1（描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動）對本集團不適用，故本ESG報告中未披露該層面相關信息。

^bThe Group had no significant impact on the environment and natural resources during its operation. Therefore, A3 (The Environment and Natural Resources) and its key performance indicator A3.1 (Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them) are not applicable, relevant information is not disclosed in this ESG Report.

水資源管理

Water Resources Management

本集團高度重視水資源的可持續利用，設立了明確的節水目標，致力於在整個集團範圍內降低水的使用量並提高用水效率。我們延續以往的節水政策，在辦公場所通過張貼節水標語，提醒員工時刻注意用水的節約。此外，我們於總部大樓的所有衛生間內安裝了感應式龍頭，減少不必要的水資源浪費，提升用水效率。為進一步節約水資源，在保證員工日常使用體驗的前提下，我們對水流量進行了適度調整，例如縮短洗手間感應出水時長等，旨在滿足需求的同時有效降低用水量。

Placing high priority on the sustainable use of water resources, the Group has established clear water conservation targets, and is committed to reducing water usage and improving water efficiency across the entire group. We continue our water conservation policy by posting water-saving slogans in our offices to remind our employees of saving water at all times. In addition, we have installed sensor faucets at all washrooms in our headquarters building to reduce water resources waste and enhance water efficiency. To further save water resources, we have made moderate adjustments to the water flow rate, such as shortening the water flow duration of the washroom sensors, without compromising the daily experience of our employees. In doing so, we aim to meet employees' demand while reducing water consumption.

二零二五財年，本集團水資源使用層面關鍵績效指標如下：

In Fiscal Year 2025, the Group's KPIs for water resource use are as follows:

關鍵績效指標 ^a KPIs ^a	二零二五財年 Fiscal Year 2025	二零二四財年 Fiscal Year 2024	二零二三財年 Fiscal Year 2023
用水量（噸） Water consumption (tonnes)	9,936.0	10,291.6	10,783.0
每工位用水量（噸/工位） Water consumption per workstation (tonnes/workstation)	12.3	12.1	12.5

注：

Note:

^a本集團的主要水耗來自生活用水，水源為市政供水，因此求取適用水源不存在任何問題。

^aThe Group's main water consumption comes from domestic water, which is sourced from municipal water supply. Therefore, there is no problem in obtaining a suitable water source.

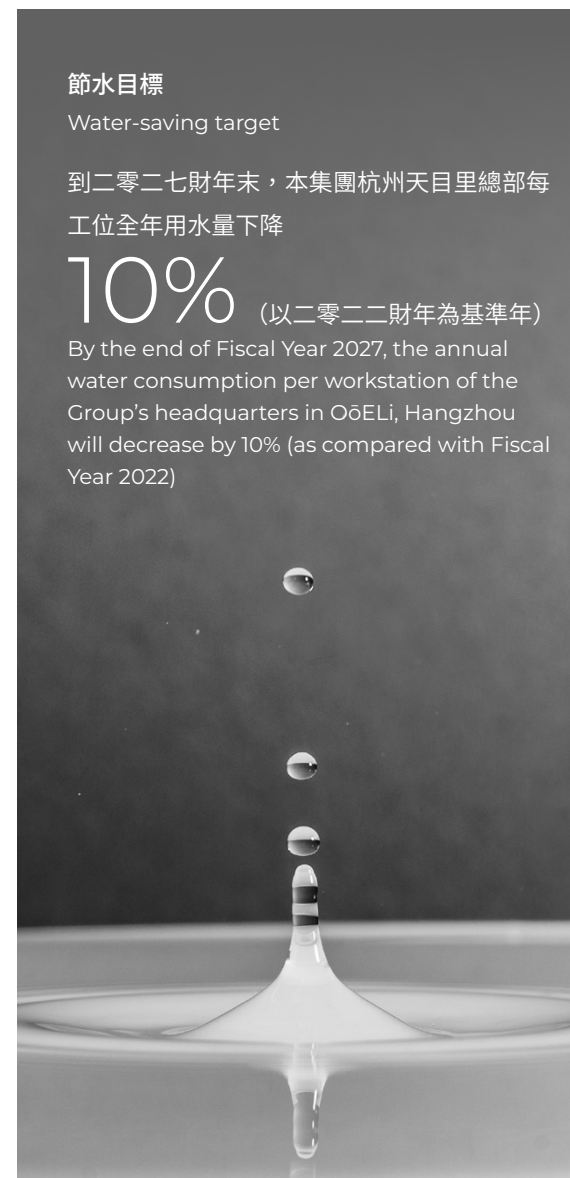
節水目標

Water-saving target

到二零二七財年末，本集團杭州天目里總部每
工位全年用水量下降

10%（以二零二二財年為基準年）

By the end of Fiscal Year 2027, the annual water consumption per workstation of the Group's headquarters in OōELi, Hangzhou will decrease by 10% (as compared with Fiscal Year 2022)



資源循環利用

Resource Recycling

本集團在運營各環節注重對於資源的循環利用，並贏得了國際機構的廣泛認可。我們獲得了GRS（全球回收標準）認證，使用獲得Intertek綠葉標誌再生成分聲明認證的衣架，並持續拓展其在各品牌門店中的使用範圍，讓時尚與環保同行，堅定履行我們對於環境可持續戰略的承諾。

The Group places strong emphasis on resource recycling in all aspects of its operations, earning widespread recognition from international organizations. We have obtained the Global Recycled Standard (GRS) certification, and use clothes hangers validated by Intertek's Green Leaf Mark — Recycled Content Verification. We continue to expand their use across our brand stores, aligning fashion with environmental protection and firmly upholding our commitment to environmental sustainability.

回收材料製作衣架

Clothes hangers made from recycled materials

我們利用回收的聚丙烯（PP）塑料和秸稈作為原材料，製成環保衣架。與傳統的全新塑料衣架相比，使用回收材料製作的每個衣架節約能耗14.5J，節約水資源158.6g，減少二氧化碳排放63.4g。

We use recycled polypropylene (PP) plastic and straw as raw materials to make eco-friendly clothes hangers. Each hanger made from the recycled materials saves 14.5J of energy and 158.6g of water, and reduces 63.4g of CO₂ emissions, compared to a new plastic hanger made from virgin materials.



廢舊面料製作裝飾畫

Making decorative paintings from waste fabrics

我們以公司廢舊面料為材料，進行多個單元件的創作，並將其最終組合成一幅完整的裝飾畫，用於蓬馬店鋪裝飾，既實現了材料的循環利用，又符合品牌鬼馬俏皮、環保時尚的調性。

We used the Company's waste fabrics as materials to create multiple individual pieces, and finally combined them into a complete decorative painting for the decoration of POMME DE TERRE stores. This not only achieved the recycling of materials, but also conformed to the brand's playful, environmentally friendly and fashionable tone.



廢棄材料製作門店設施

Using waste materials to create store facilities

我們對硬裝廢棄道具再利用，對原始材料進行物理分解，重新排列，並與現代材質金屬相結合，分別製作了試衣凳、掛衣鉤，在與店鋪視覺風格統一的基礎上，實現了材料的循環利用。我們還利用廢舊木地板製作店鋪陳列桌等家具。

We reused discarded hard furnishings by physically breaking down and rearranging the original materials, combining them with modern metals to create fitting stools and coat hooks. This achieved material recycling while remaining consistent with the store's visual style. We also used scrap wood flooring to create furniture such as store display tables.



為有效推進庫存面料的循環利用，本集團在辦公環節開展了一系列創新舉措。我們將庫存面料應用於餐廳紙巾盒包裝、會務所需的夾板、杯墊等物品的設計與製作，進一步拓展了庫存面料的使用場景。江南洗衣房的流轉洗衣袋也採用庫存面料製作。該洗衣袋不僅更加結實耐用，還減少了傳統紙袋的使用，從而降低了紙張消耗。本財年，辦公運營環節累計使用庫存面料 389.1 米。

To effectively promote the recycling of deadstock fabrics, the Group has implemented a series of innovative initiatives within its office operations. We've incorporated inventory fabrics into the design and production of items such as restaurant tissue box packaging, plywood boards, and coasters for conferences, further expanding the use of inventory fabrics. JIANGNAN Laundry's laundry bags are also made of deadstock fabrics. These laundry bags are not only more durable but also reduce the use of traditional paper bags, thereby reducing paper consumption. In this Fiscal Year, a total of 389.1 meters of deadstock fabrics was used in office operations.



庫存面料洗衣袋
Laundry bags made of deadstock fabric



庫存面料會務用品
Conference supplies made of deadstock fabric



庫存面料紙巾盒
Tissue box made of deadstock fabric

將資源循環利用理念融入各項員工活動

Integrating the concept of resource recycling into various employee activities

本集團致力於探索庫存面料、廢舊紙盒等資源的多種可持續利用形式，在各項活動中均倡導資源循環利用的理念，不斷提升員工環保意識。我們將使用庫存面料製作的露營椅作為員工新春禮，讓3,576米庫存面料煥發新生。對於中秋禮的外包裝，我們全部使用環保瓦楞紙盒，並在線上發起包裝盒DIY活動，鼓勵員工進行再利用。此外，我們在員工運動會方陣秀中植入ESG評分，鼓勵各部門利用庫存材料製作ESG表演道具，如生產採購中心使用庫存面料製作牛仔花，物流中心用廢舊紙箱製作表演道具等；運動會獎牌則由廢舊塑料製成。在我們2025年會上，我們使用38米庫存布料和150個庫存飛機盒製作環保美陳裝置，兼具美感、創意和ESG理念。

The Group is committed to exploring various sustainable uses for resources, including deadstock fabrics and used cardboard. We promote resource recycling in various activities and continuously enhance employees' environmental awareness. We used camping chairs made from deadstock fabric as New Year gifts for employees, giving 3,576 meters of deadstock fabrics new life. For Mid-Autumn Festival gift packaging, we used only environmentally friendly corrugated cardboard and launched an online DIY activity to encourage employees to reuse these boxes. Furthermore, we incorporated ESG ratings into the employee sports performance, encouraging departments to create ESG performance props using deadstock materials. For example, the Production and Procurement Center used deadstock fabric to create denim flowers, and the Logistics Center made performance props with used cardboard boxes. The sports medals were also made from recycled plastic. At our 2025 Annual Meeting, we used 38 meters of deadstock fabrics and 150 airplane boxes from inventory to create an eco-friendly display that combined beauty, creativity, and ESG principles.



年會環保美陳佈置

Environmentally friendly display layout for the annual meeting



運動會廢塑料獎牌

Sports medals made from recycled plastic



新春禮——庫存面料露營椅

New Year Gifts – camping chairs of deadstock fabric



中秋禮——包裝DIY

Mid-Autumn Festival Gifts – DIY packaging

二零二五財年，本集團包裝材料使用層面關鍵績效指標如下：

In Fiscal Year 2025, the Group's KPIs for the use of packaging materials are as follows:

關鍵績效指標 ^a KPIs ^a	二零二五財年 Fiscal Year 2025	二零二四財年 Fiscal Year 2024	二零二三財年 Fiscal Year 2023
包裝材料用量（噸） ^b Consumption of packaging material (tonnes) ^b	2,309.4	1,691.0	1,205.4



注：
Note:

^a本集團的生產環節外包，僅物流中心涉及包裝材料的使用。因此，本報告僅披露物流中心的包裝材料使用量，每生產單位包裝材料的佔量不適用。

^aAs the Group outsourced its production process, only the logistics center used packaging materials. Therefore, this report only discloses the consumption of packaging materials in the logistics center. The proportion of packaging materials used by each production unit is not applicable here.

^b本財年，本集團因業務增長、退貨流程優化等業務調整原因，包裝塑膠袋使用量增加，故包裝材料噸數有顯著上漲。

^bIn this Fiscal Year, due to business adjustments of the Group such as business growth and optimization of the return process, the usage of plastic packaging bags has increased, leading to a significant rise in the tonnage of packaging materials.

廢棄物及排放管理

Waste and Emission Management

本集團持續強化排放物管理，遵循《中華人民共和國環境保護法》等法律法規，採取多項措施對廢棄物進行合理管控，力爭從源頭消除污染，減少生產運營過程中污染物的產生和排放。我們嚴格執行垃圾分類政策，在各垃圾產生地點設置回收箱，並根據垃圾種類確定回收箱類型，確保垃圾分類的有效實施。

The Group continues to strengthen its waste management, complying with the Environmental Protection Law of the People's Republic of China and other laws and regulations. We have implemented a variety of measures to rationally manage waste, striving to eliminate pollution at the source and reduce the generation and emission of pollutants during production and operations. We strictly implement our waste sorting policy, installing recycling bins at all waste generation sites and determining the type of bin based on the type of waste to ensure effective waste sorting.

本集團積極倡導循環再利用和減少廢棄物的理念，通過持續的宣傳教育，營造綠色、環保的辦公氛圍。我們設立了公司內部循環的目標，積極開發材料的循環再利用方法。本財年，為了更好的把商品的設計理念、工藝、面料等信息傳遞給消費者，並減少廢棄物產生，我們積極推進電子吊牌項目，將多個實物吊牌轉變為一個數字化吊牌。顧客通過掃碼在手機上即可瀏覽商品賣點，在提升消費者的體驗的同時，減少廢紙等廢棄物產生。我們還新增移動巡店功能，並推行電子檔案項目，以減少憑證、回單、發票打印等紙張使用量，年節約用紙達45.5萬張；同時推行門店銷售票據無紙化，使用電子小票代替紙質小票，較傳統銷售模式減少50%紙張消耗。

The Group actively advocates the concepts of recycling and reducing waste, and through continuous publicity and education, creates a green and environmentally friendly office atmosphere. We have set the goal of internal recycling within the Company and actively developed methods for recycling materials. In this Fiscal Year, in order to better convey the design concept, craftsmanship, fabrics and other information of the products to consumers and reduce waste generation, we actively promoted the electronic hangtag project, transforming multiple physical hangtags into one digital hangtag. Customers can browse the selling points of products on their mobile phones by scanning the code, which not only improves the consumer experience but also reduces the generation of waste paper and other waste. We have also added a mobile store inspection function and implemented an electronic archive project to reduce the use of paper for printing vouchers, receipts, and invoices, saving 455,000 pieces of paper annually; at the same time, we have implemented paperless store sales receipts, using electronic receipts instead of paper receipts, reducing paper consumption by 50% compared to traditional sales models.



二零二五財年，本集團排放物層面關鍵績效指標如下：

In Fiscal Year 2025, the Group's KPIs for emissions are as follows:

關鍵績效指標 ^{a, b} KPIs ^{a, b}	二零二五財年 Fiscal Year 2025	二零二四財年 Fiscal Year 2024	二零二三財年 Fiscal Year 2023
廢水量（噸）-天目里 Waste water amount (tonnes) - OōELi	7,948.8	8,233.3	8,626.4
無害廢棄物量（噸） Total amount of non-hazardous waste (tonnes)	108.5	94.1	160.1
每工位無害廢棄物排放量（千克/工位） Total amount of non-hazardous waste per workstation (Kg/ workstation)	74.1	64.3	111.8

注：
Note:

^a本集團運營中不涉及工業廢水的排放，日常運營中辦公場所產生的生活廢水均排入市政管道進行統一處理。

^aThe Group's operations do not involve the discharge of industrial wastewater. And the domestic wastewater generated from office space in daily operations is discharged into municipal pipelines for unified treatment.

^b本集團日常運營產生的廢棄物主要包括辦公垃圾等無害廢棄物和少量硒鼓和墨盒等有害廢棄物。生活垃圾交由市政統一處理；硒鼓墨盒均由供應商統一進行回收處理，因此，關鍵績效A1.3（所產生的有害廢棄物總量及密度）不適用。

^bThe wastes generated in the Group's daily operations mainly include non-hazardous waste such as office waste and a small amount of hazardous waste such as toner cartridges and ink cartridges. Domestic waste is unified treated by the municipal agencies. Toner cartridges are recycled by the suppliers. Therefore, KPI A1.3 (Total hazardous waste produced and intensity) is not applicable.

人才可持續

Talent Sustainability

本集團堅持以人為本的理念，注重每一位員工的發展，尊重並激勵員工創造力，關注員工福利，提供全面待遇和職業培訓。我們打造安全、健康、舒適的工作環境，促進多元、平等、包容文化，助力員工實現職業與生活平衡，實現人才的可持續。

With a people-oriented philosophy, the Group places emphasis on the development of each employee, and respects and encourages their creativity. In addition, the Company is concerned about employee benefits, providing comprehensive compensation and professional training. We foster a safe, healthy, and comfortable work environment, promote a culture of diversity, equality, and inclusion, and help employees achieve work-life balance. In this way, the Company achieves talent sustainability.



助力員工成長

Supporting Employees Development

本集團建立了全面的人才管理體系，致力於構建和諧的勞動關係。我們將員工視為核心競爭力，通過公平招聘吸引創新人才，並提供持續培訓促進職業成長，實現個人與組織的雙贏目標。

The Group has established a comprehensive talent management system and is committed to fostering harmonious labor relations. We consider our employees our core competitiveness. Thereby, we attract innovative talent through fair recruitment practices and provide ongoing training to promote career growth, ultimately achieving a win-win situation for both individuals and the Company.



員工權益

Employees' Rights and Interests

本集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《禁止使用童工規定》等相關法律法規，堅決杜絕任何形式的非法用工行為。在招聘過程中，我們實施嚴格的身份審核流程，要求應聘者提供本人真實有效的身份證件以防範誤用童工的風險。若發現誤用童工現象，我們將立即依法解除勞動合同並妥善處理相關事宜。截至本財年底，本集團未發生任何與僱傭童工或強制勞動相關的違規事件。

The Group strictly abides by the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Provisions on the Prohibition of Using Child Labor and other relevant laws and regulations, resolutely eliminating any form of illegal employment practices. In the recruitment process, we implement a rigorous identity verification procedure, requiring applicants to provide genuine and valid identity documents to prevent the risk of employing child labor. Should any incident of child labor be discovered, we will immediately terminate the labor contract in accordance with the law and handle the related matters appropriately. By the end of this Fiscal Year, no violations related to the employment of child labor or forced labor occurred in the Group.

本集團嚴格遵守勞動法規定，採用標準工時制、綜合工時制和不定時工時制，並已獲得主管行政部門的許可。我們實行加班審批流程，要求員工在超出法定工作時間工作前提交加班申請，並得到上級的批准。為加強監管，人力資源中心為各業務部門設定了加班工時風險警戒線，並定期進行監督檢查，以確保我們遵守勞工準則。

The Group strictly complies with labor law regulations, adopts the standard working hour system, the integrated working hour system and the flexible working hour system, and has obtained the permission from the Competent Administrative Department. We implement an overtime approval process, requiring employees to submit an overtime application and obtain approval from their supervisors before working beyond the statutory working hours. To strengthen supervision, the Human Resources Center has set up an overtime work risk warning line for each business department and conducts regular inspections to ensure our compliance with labor standards.

為充分實現薪酬對人才的有效吸引、保留和激勵，我們制定《薪酬管理制度》，並於本財年修訂《組織績效管理制度》《崗位績效管理制度》，以「效率優先、兼顧公平、合法合規」為原則，通過科學的定薪、調薪、獎金制度等，促使員工得到與其貢獻匹配的、且具有市場競爭力的合理報酬，滿足不同層級、不同崗位員工的激勵需求。本集團亦將ESG管理績效考核機制及指標納入相關管理層、生產採購、設計等部門績效；ESG績效達成情形與獎金激勵掛鉤，以更進一步的責任意識賦能永續價值創造。

In order to give full effect to remuneration as a means to attract, retain and motivate talents, we have formulated the Remuneration Management System. Moreover, we revised the Organizational Performance Management System and the Position Performance Management System in this Fiscal Year. The Group follows the principles of "efficiency, fairness and compliance", and determines and adjusts salary and rewarding systems in a scientific manner, allowing employees to be reasonably compensated commensurate to their contributions and that is competitive and motivating employees at different levels and positions. The Group also links the assessment mechanism and indicators for ESG management with the performance of relevant management, production, procurement, design and other departments. The achievement of ESG performance is tied to bonus incentives, aiming to empower sustainable value creation with a stronger sense of responsibility.

本集團充分尊重員工績效申訴的權利。申訴人可填寫《績效管理申訴表》，以書面形式向人力資源中心提出正式申訴。人力資源中心在5個工作日內組成調查小組、開展必要的調查，確定評審結果後及時向申訴人反饋調查結果。

The Group fully respects employees' rights to file performance complaints. Complainants may submit a formal complaint in writing to the Human Resources Center by filling out the Performance Management Complaint Form. The Human Resources Center will form an investigation team within five business days to conduct the necessary investigation and, once the review results are finalized, feedback will be given to the complainant promptly.

人才吸引和留存

Talent Attraction and Retention

本集團視人才為最寶貴的核心競爭力，堅持公正公開的招聘原則，制定《招聘管理制度》等制度，不斷完善招聘管理體系，以確保持續吸納高質量人才。為推動人才招聘的多元化和高效化，我們通過內部推薦、校園招聘和社會招聘等多元化招聘方式進行人才招聘，並打通了MOKA智能化招聘管理系統和eHR電子人力資源管理系統，以提高招聘效率和改進員工服務模式。

The Group considers talent its most valuable core competitiveness and adheres to the principles of fair and open recruitment. We have established systems such as the Recruitment Management System and other policies. In addition, we continuously improve our recruitment management system to ensure the continued recruitment of high-quality talent. To promote diversified and efficient recruitment, we recruit talent through a variety of recruitment methods, including internal referrals, campus recruitment, and social recruitment. We have also integrated the MOKA, an intelligent recruitment management system with the eHR, an electronic human resources management system, in order to improve recruitment efficiency and upgrade the employee servicing mode.

本財年，我們持續優化招聘方式，開展「內推島」線下活動5次，策劃內推激勵專場活動2場。我們不斷深化候選人面試滿意度調查，從公司環境、HR、面試官三個維度向候選人發起調研，綜合得分達4.93（5分制）。我們榮獲人力資源服務商MOKA和眾旗HRflag聯合頒發的「最受大學生歡迎僱主品牌」榮譽稱號。

In this Fiscal Year, we continued to optimize our recruitment methods, conducting five offline "Internal Referral Island" events and planning two special sessions to encourage internal referrals. We also continued to deepen our candidate interview satisfaction surveys, surveying candidates across three dimensions: company environment, HR, and interviewers. The overall score reached 4.93 (out of 5). We were awarded the title of "The Employer Brand Most Favored by University Students" jointly by human resources service providers MOKA and HRflag.

The Employer Brand Most
Favored by University
Students

本集團獲2024「最受大學生歡迎僱主品牌」
The Group awarded the 2024 Employer Brand Most
Favored by University Students



持續深化校企合作

Continued to deepen school-enterprise cooperation

二零二五財年，本集團持續深化和高校的合作交流，旨在推動時尚行業人才培養和發展。本集團研發、品牌、人力等部門領導及業務骨幹受邀前往東華大學交流訪問，就定向培養、聯合授課等合作項目進行研討。我們還接待了來自浙江理工大學國際教育學院國際留學生一行10人來公司參觀交流，我們的產品風格和公司文化深受學生們喜愛。這些交流活動深化了與院校之間的合作與理解，共同為時尚行業的未來奠定基礎。

In Fiscal Year 2025, the Group continued to deepen its collaborations and exchanges with universities, aiming to promote talent development in the fashion industry. Leaders and key business personnel from the Group's R&D, brand, and HR departments were invited to visit Donghua University to discuss collaborative projects, including targeted training, joint teaching. We also hosted a group of 10 international students from the School of International Education at Zhejiang Sci-Tech University for a visit and exchange. The students were delighted with our product style and corporate culture. These exchanges have deepened cooperation and understanding with universities, laying the foundation for the future of the fashion industry.

本集團亦與中職類院校建立了聯繫，已於上一財年獲產學研「實訓基地」授牌。本財年，我們與杭州職業技術學院簽訂《共建人才培養基地校企合作協議》，並接受了杭州職業技術學院達利女裝學院（服裝學院）「實習基地」授牌，進一步加強了產學研合作，為廣大學生提供實踐和就業機會。未來，我們將持續通過多樣化的招聘方式和深化與院校的合作，吸引更多優秀人才加入公司，共同推動企業的發展與創新。

The Group has also established relationships with secondary vocational schools and been designated as "Practical Training Base" for industry-university-research cooperation in the previous fiscal year. In this Fiscal Year, we signed a School-Enterprise Cooperation Agreement on Jointly Building a Talent Training Base with Hangzhou Vocational & Technical College and was designated as the "Practical Training Base" by Dali Women's Wear College (School of Fashion) of Hangzhou Vocational & Technical College. This further strengthens our industry-university-research collaboration and provides students with practical and employment opportunities. Going forward, we will continue to attract more outstanding talent through diverse recruitment methods and deepen our collaborations with colleges and universities, thereby jointly driving our development and innovation.

浙江理工大學國際教育學院國際留學生一行來訪
Visit of international students from the School of International
Education at Zhejiang Sci-Tech University



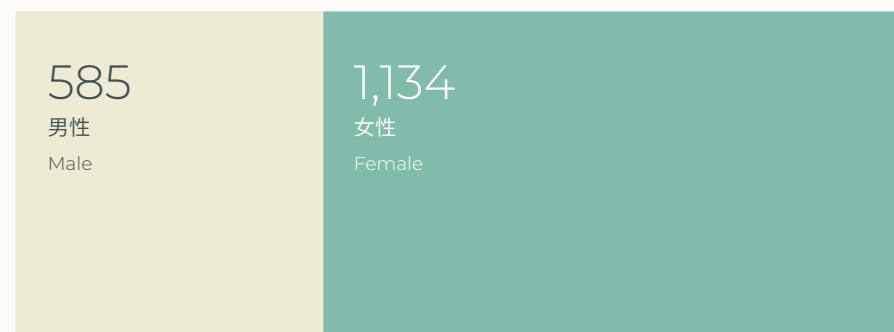
實習基地授牌
Practical Training Base Designation

截至本財年底，我們在中國共有1,719名全職員工，員工構成如下表所示：

By the end of this Fiscal Year, we had a total of 1,719 full-time employees in China. The employee structure is shown in the following table:

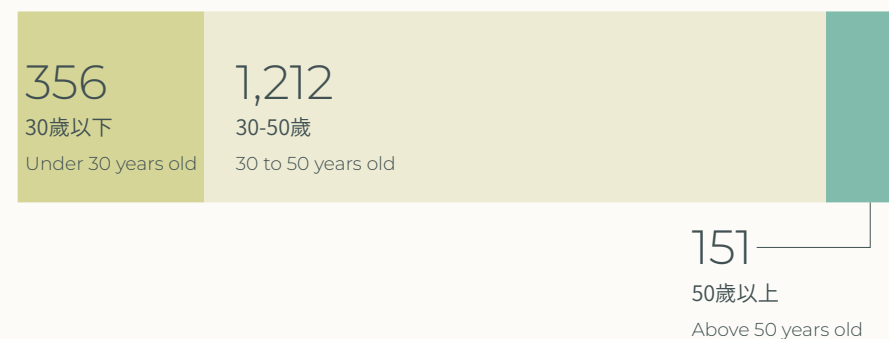
性別

Gender



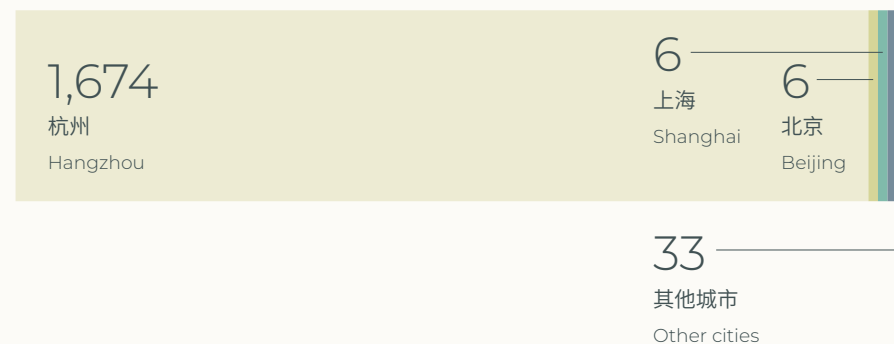
年齡組別

Age group



地區

Geographical region



僱傭類型

Employment type



針對員工離職，我們制定了《總部離職管理制度》，規範離職各項環節的操作流程及相關權限，嚴禁任何形式的不公平或不合理解僱，確保公司和離職員工的合法權益。本財年，我們的員工流失率如下表所示：

In response to employee resignation, we have established the Headquarters Resignation Management System to standardize the resignation process and relevant authority at each point, and prohibit unfair or unreasonable dismissal in any form, so as to protect the legitimate rights of the Group and resigning employees. In this Fiscal Year, the Group's turnover rate is listed in the following table:

注：
Note:

^a員工流失率=年度累計該類別離職員工人數／（年度最終該類別在職員工人數+年度累計該類別離職員工人數）×100%。

^aTurnover rate = the cumulative number of resigned employees of a category in the year (L) / (the number of finally retained employees of this category in the year + L) × 100%.

關鍵績效指標—流失率 ^a KPIs — Turnover rate ^a	員工 Employee	
性別 Gender	男性 Male	11.1%
	女性 Female	10.4%
年齡組別 Age group	30歲以下 Under 30 years old	21.4%
	30-50歲 30 to 50 years old	7.6%
	50歲以上 Above 50 years old	5.0%
地區 Geographical region	杭州 Hangzhou	10.2%
	上海 Shanghai	25.0%
	北京 Beijing	14.3%
	其他城市 Other cities	25.0%
總計 Total		10.7%

人才發展

Talent Development

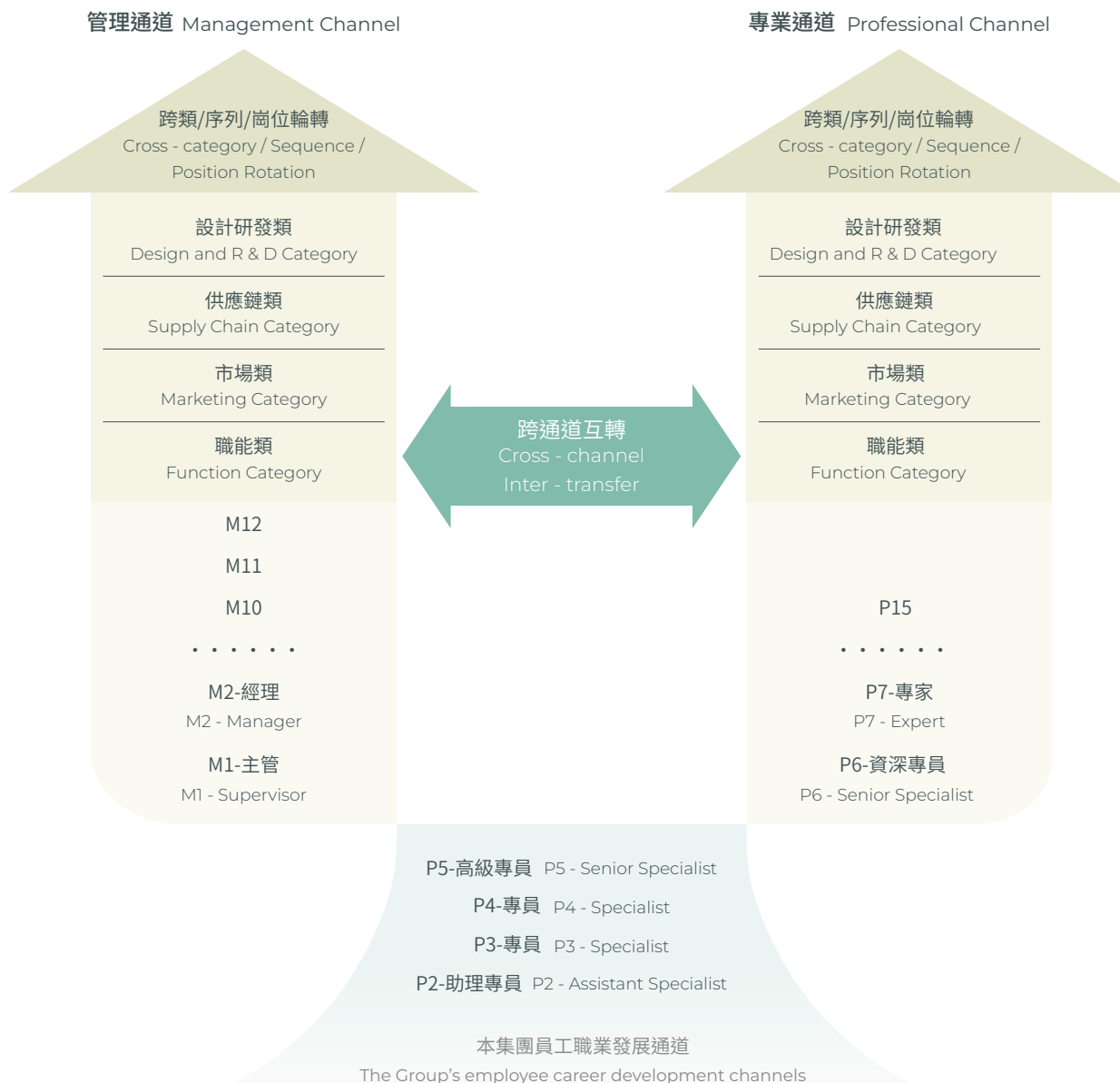
本集團致力於通過構建清晰、公平、多元的職業發展體系和推進數字化人才管理，持續賦能員工成長，激發組織活力。我們制定了《崗位體系管理規定》《員工異動管理制度》，構建「公平、公正、公開」的競爭機制，向員工提供雙通道發展機會。根據不同工作崗位特性，我們將內部崗位橫向分為專業通道和管理通道，並有針對性地打通這兩個序列之間橫向及縱向發展的發展通道，以滿足在不同業務、不同地區、不同領域員工的發展追求，實現個人價值與公司發展的雙贏。

The Group is committed to continuously empowering employee growth and stimulating organizational vitality by building a clear, fair, and diverse career development system and promoting digital talent management. We have formulated the Position System Management Regulations and Employee Transfer Management System, establishing a “fair, just and open” competition mechanism to provide double channels of development opportunities for employees. We divide internal positions horizontally into professional channel and management channel based on the features of different working positions, and connect targeted development channels between horizontal and vertical development, in order to meet the development pursuits of employees in different businesses, regions and fields, achieving a win-win situation for both personal value and company development.



二零二五財年，我們建立了 109 個崗位的標準化任職資格體系，核心關鍵崗位覆蓋率近 80%，為員工能力提升指明方向，確保人才選拔與發展的公平性與一致性。另外，為提升人才管理效率與決策質量，增強員工發展路徑的透明度，我們自主研發並上線了人才管理與發展系統。該系統可實現人才標準線上化，提供人才數據集成與決策支持，並實現人才發展關鍵流程（如晉升）線上化、規範化管理，為打造面向未來的高適應性組織提供系統保障。

In Fiscal Year 2025, we established a standardized qualification system for 109 positions, covering nearly 80% of core and critical positions. This system provides guidance for employee development and ensures fairness and consistency in talent selection and development. Furthermore, to improve talent management efficiency, decision-making quality, and transparency of employee development paths, we independently developed and launched a talent management and development system. This system digitizes talent standards, provides talent data integration and decision-making support, and enables online and standardized management of key talent development processes (such as promotions). With all those features, it provides a systematic foundation for building a highly adaptable organization for the future.



員工培訓

Employee Training

本集團致力於建設學習型組織，制定《總部培訓管理辦法》，建立本集團獨有的教學體系，以不同的崗位需求和資源分配相結合，研發各種特色培訓項目。我們亦將培訓目標與企業戰略對齊，持續以系統性、制度化、主動性、多樣化和效益性原則，持續、合理、有效地推動培訓工作的開展。

The Group is committed to building a learning organization. We have established the Headquarters' Administrative Measure for Training, and set up a unique training system. We take different job needs and resource allocation into account to develop a variety of featured training programs. We also align our training objectives with the corporate strategy. With principles of systematicness, institutionalisation, initiative, diversification and efficiency, we carry out training work in a sustainable, reasonable and efficient manner.

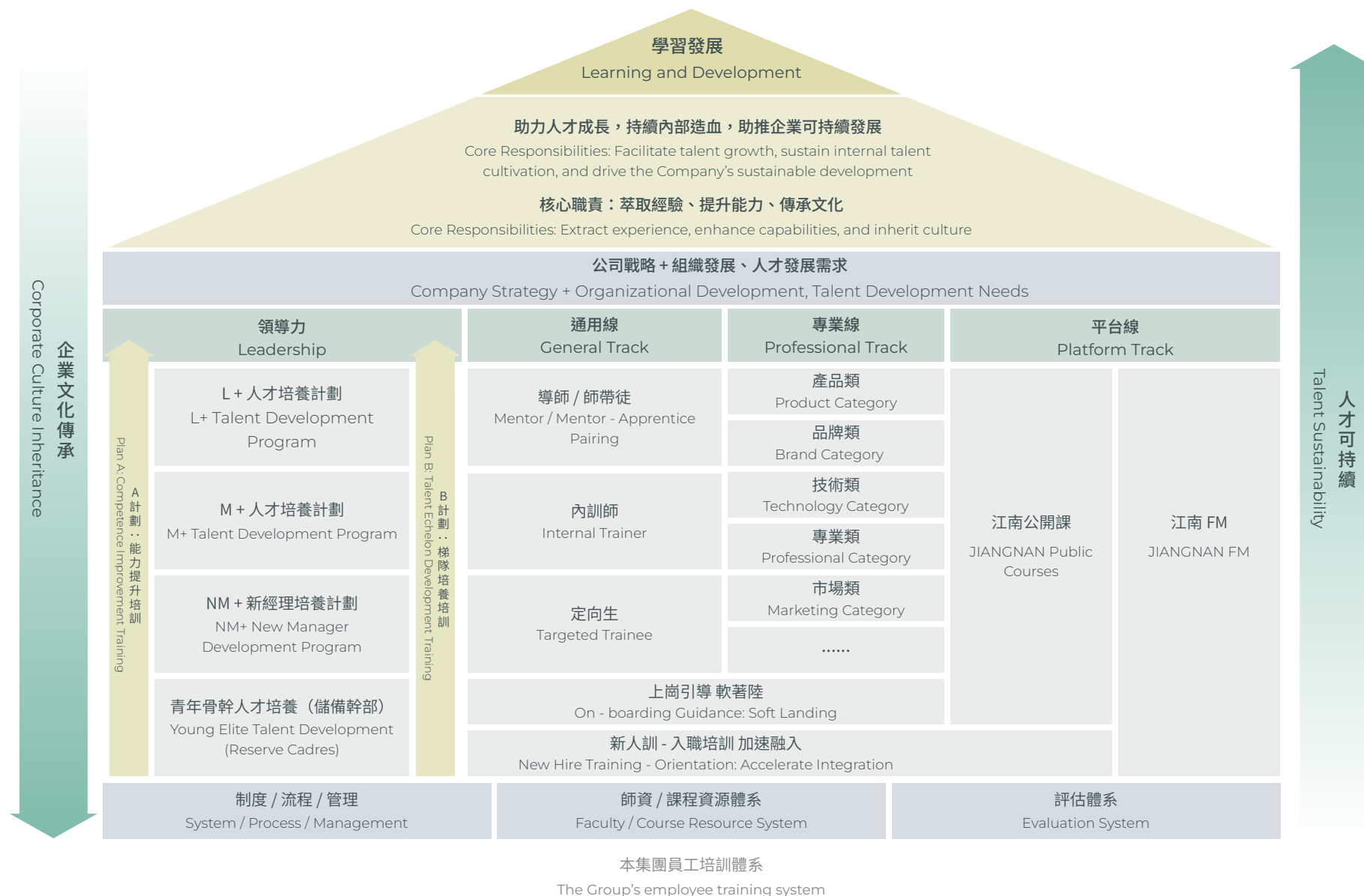
我們以領導力、通用線、專業線和平台線四大培訓條線為依託，為員工提供多層次、多渠道的學習和發展機會，包括外派培訓、外聘培訓、內部培訓、在線培訓等多種形式，不斷提升企業競爭力。每年我們制定詳細的培訓計劃，並通過組織考試、實操、現場提問和知識競賽等方式對培訓效果進行評估管理。

With four major lines of training – Leadership, General, Professional, Platform - available, we provide employees with multi-level and multi-channel learning and development opportunities, including expatriate training, inviting external lecturers to provide training, internal training, online training, and other forms, to continuously enhance the competitiveness of the enterprise. Each year, we formulate detailed training plans and assess and manage the effectiveness of training through organise exams, practical operations, on-site quizzes, and knowledge contests.

為了幫助新員工儘快了解公司文化、制度和行為規範，並熟悉工作要求，我們組織全面的入職培訓和崗位培訓，內容涵蓋公司歷史、企業文化、規章制度、崗位職責和工作規範等方面。針對在職員工，我們提供必要的通用技能培訓、專業技能培訓和管理技能培訓，旨在提升他們當前崗位的勝任能力，並為未來的職業發展打下堅實的基礎。我們鼓勵員工考取崗位相關任職資格證書，並提供相應的資助。

To help new employees get familiar with and adapt to the Company's culture, systems, and code of conduct, and become familiar with job requirements, we organize comprehensive induction training and on-the-job training. The content covers aspects such as company history, corporate culture, rules and regulations, job responsibilities, work norms, etc. For in-service employees, we provide necessary training on their general skills, professional expertise and management ability to enhance their competency in the current position and lay a solid foundation for their future career development. We encourage employees to obtain qualification certificates relevant to their positions and provide corresponding financial support.





二零二五財年，本集團持續開展具有針對性和前瞻性的培訓。針對研發定向生，我們建立了完善的培養機制，旨在培養一批傳承江南匠心DNA，符合江南特色的技術人才。針對管理者，我們建立了NM+、M+、L+等多層級人次培養計劃，不斷提升管理者領導能力。我們還引入了AI繪畫、AI辦公應用、時尚發酵等創新培訓課程，旨在多元化提升員工的專業水平和技能素質，進一步豐富員工的知識譜系。

In Fiscal Year 2025, the Group carried out training sessions in a targeted and forward-looking manner. For R&D graduates, we established a comprehensive training mechanism, aiming to cultivate technical talent pool who inherit the JIANGNAN DNA and embody JIANGNAN unique characteristics. For managers, we established multi-level training programs, including NM+, M+, and L+, to continuously enhance their leadership capabilities. We also introduced innovative training courses such as AI painting, AI office applications, and fashion fermentation. These programs were designed to improve the professionalism and competency of our employees, and further enrich their knowledge spectrum.

大力培養員工內訓師

Vigorously cultivating internal trainers

為促進企業內部知識傳承和員工技能提升，二零二五財年，我們大力開展員工內訓師項目。該項目共分為「匠心獨運」（研發）、「卓越營銷」（營銷），以及「我是內訓師」（內訓師技能）三大版塊，通過系列工作坊、評估授證以及課程落地驗證跟蹤等步驟，形成內訓師人才培養及課程落地閉環管理機制。截至本財年末，內訓師認證比例達66%，受訓員工人數超過250人，平均滿意度達4.84（5分制）。內訓師共開發課程19門，涵蓋職業技能、前沿技術、職場能力等多方面，課程培訓覆蓋人數超2,800人。開展內訓師項目實現了組織經驗的沉澱，促進了跨部門以及業務上下游溝通和協同，增強了團隊協作精神，同時促進創新和領導力發展，不斷提升公司競爭力。



「匠心獨運」內訓師培訓
"Ingenuity" Internal Trainer Training

To promote internal knowledge transfer and enhance employees' skills, we vigorously implemented our internal trainer program in Fiscal Year 2025. This program comprises three key areas: "Ingenuity" (R&D), "Marketing Excellence" (Marketing), and "I Am an Internal Trainer" (Internal Trainer Skills). Through a series of workshops, assessments and certifications, and course implementation verification and tracking, we have established a closed-loop management mechanism for internal trainer talent development and course implementation. By the end of this Fiscal Year, the internal trainer certification rate reached 66%, with over 250 employees trained and an average satisfaction rating of 4.84 (out of 5). Internal trainers have developed 19 courses covering professional skills, cutting-edge technologies, and workplace competencies, reaching over 2,800 employees. The internal trainer program has enabled the accumulation of organizational experience, facilitated cross-departmental and upstream and downstream communication and collaboration, strengthened teamwork, and fostered innovation and leadership development, continuously enhancing the Company's competitiveness.



「AI繪畫」專題培訓
Special training on "AI painting"



「時尚發酵」專題培訓
Special training on "Fashion Fermentation"



「AI辦公應用」專題培訓
Special training on "AI office applications"

開展NM+系列培訓，打造優秀管理團隊

Carrying out NM+ series training to build an excellent management team

本集團高度重視管理人才發展，針對新經理，我們設計了NM+新經理訓練營系列培訓，幫助其夯實管理能力，順利轉變角色。該培訓持續6個月，包含人才測評、管理者角色認知、情境領導力、問題分析與解決，以及績效反饋實戰等多項內容，以授課和實操相結合的形式，幫助新管理者打下堅實的管理能力基礎。二零二五財年，NM+系列培訓共開展課程7次，參與員工人數43人，培訓平均滿意度4.88分（滿分5分）。

The Group prioritizes the development of management talent. For new managers, we've designed the NM+ New Manager Training Camp series to help them strengthen their management skills and transition smoothly into their roles. This six-month training program encompasses talent assessment, managerial role understanding, situational leadership, problem analysis and resolution, and practical performance feedback. Combining instruction with hands-on practice, it helps new managers build a solid foundation in management skills. In Fiscal Year 2025, the NM+ series delivered seven sessions, covering 43 employees, with an average satisfaction rating of 4.88 (out of 5).

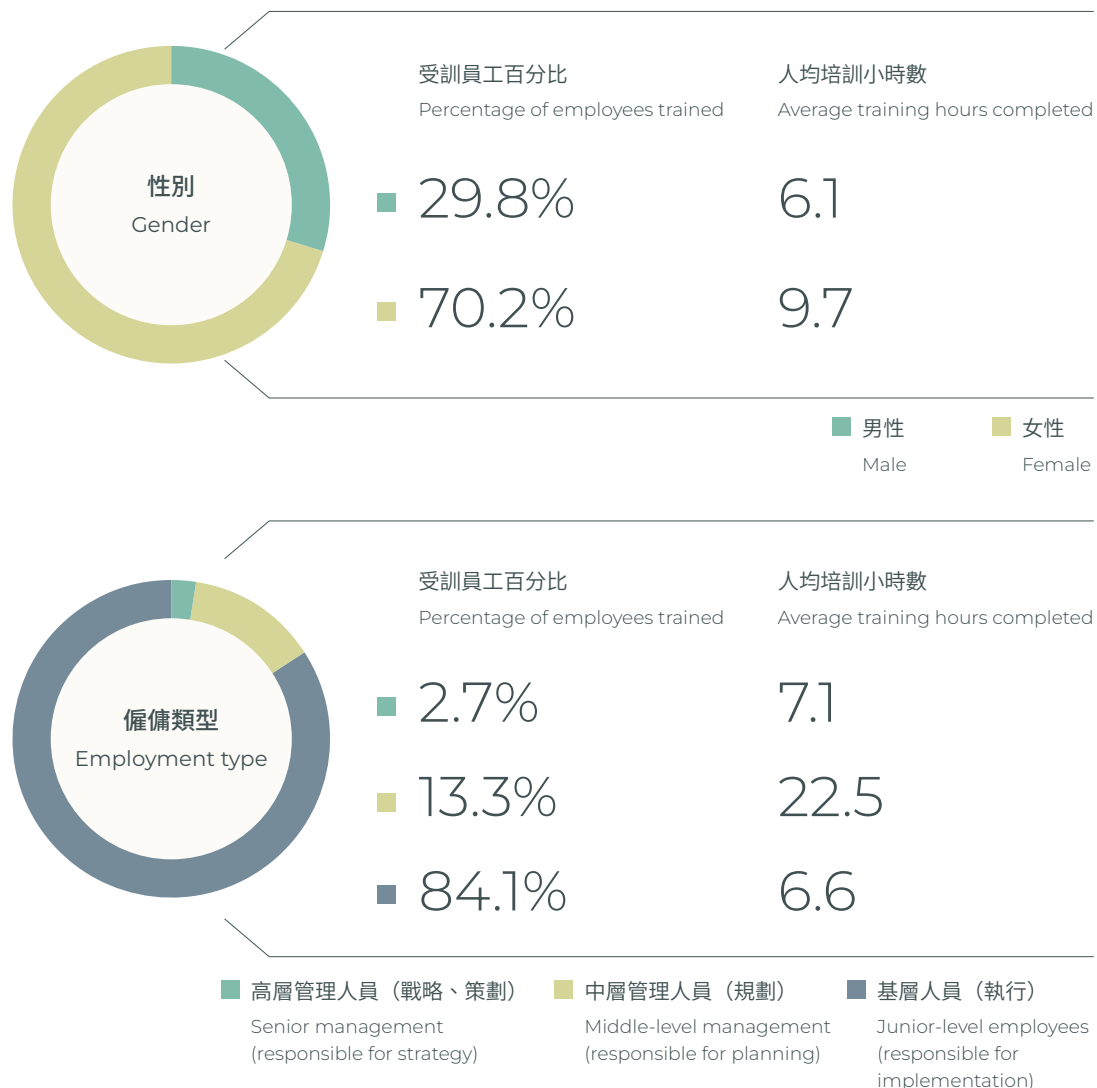


NM+培訓現場

NM+ training

二零二五財年，本集團員工的受訓比例為89.4%，人均培訓小時數為8.5小時。具體的培訓情況如下表所示：

In Fiscal Year 2025, 89.4% of employees in the Group received training and the average training duration per employee was 8.5 hours. The details about training are shown in the following table:



多元平等 Diversity and Equality

本集團致力於創造一個多元、平等和包容的工作環境，我們已制定《招聘管理制度》以確保所有應聘者和員工均不因種族、性別、膚色、年齡、家庭背景、民族傳統、宗教、身體素質等因素在僱傭關係中受到歧視或區別對待。我們尊重每一位員工，確保其在招聘、晉升、福利待遇等方面享有公平待遇。我們嚴格禁止任何形式的體罰、暴力威脅或其他任何形式的口頭、身體、心理及性別上的紀律處罰措施，包括任何形式的性騷擾、性虐待、體罰、精神或身體壓迫或口頭辱罵等行為。

The Group is committed to creating a diverse, equal and inclusive working environment. We have established the Recruitment Management System to ensure that all applicants and employees are not discriminated against or treated differently in employment relationships due to factors such as race, gender, skin colour, age, family background, ethnic tradition, religion, and physical condition. We respect every employee and ensure their fair treatment in recruitment, promotion, and benefits. We strictly prohibit any form of corporal punishment, threats of violence, or any other form of verbal, physical, psychological and gendered disciplinary measures, including any form of sexual harassment, sexual abuse, physical punishment, mental or physical coercion, or verbal abuse.

本集團亦將性別平等視為企業多元包容與平等文化的重要組成部分，我們在招聘與錄用、培訓與體檢、晉升與工作安排以及其他特殊情況中全面落實女性員工勞動保護。截至本財年底，女性在高級管理層中佔比達58%。同時，秉承平等僱傭的原則，我們亦積極招聘殘疾人士從事後勤、行政事務等工作，為他們提供更多的就業機會和發展空間。

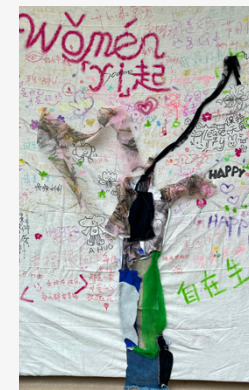
The Group recognises gender equality as an important part of our corporate culture of pluralism, inclusiveness, and equality. We fully implement labour protection for female employees in every aspect of their life and work, including recruitment and employment, training and physical examination, promotion and work arrangement, and other special circumstances. By the end of this Fiscal Year, females accounted for 58% of the senior management roles. Meanwhile, adhering to equal employment, we also recruit people with disabilities to engage in logistics and administration, providing them with more employment and development opportunities.

關愛女性員工

Caring for female employees

本集團身體力行關愛女性員工，致力於創造一個平等、尊重和支持的工作環境。我們設置母嬰室，並為孕期女性員工提供免費水果等額外福利。二零二五年三八婦女節，我們以WOMEN「Yi」起為主題，為女性員工送上鮮花，並開展「藝術小臉畫」「野生成長樹」等豐富多彩的藝術活動，鼓勵女性勇敢表達自我，綻放自我光芒。

The Group is committed to caring for its female employees and creating an equal, respectful, and supportive work environment. We offer a maternity room and provide pregnant women with additional benefits, such as free fruits. For International Women's Day 2025, with the theme "WOMEN 'Yi'", we presented flowers to female employees and held a variety of art activities, including "Artistic Face Painting" and "Wild Growing Trees", to encourage women to bravely express themselves and shine.



三八婦女節
「野生成長樹」活動
International Women's Day
"Wild Growing Tree"
event



三八婦女節
「藝術小臉畫」活動
International Women's Day
"Artistic Face Painting" event

創建幸福職場

Creating a Happy Workplace

我們致力於為員工提供完善的福利和關懷措施，全方位、多渠道關懷員工，並舉辦豐富多彩的員工活動，全面提升員工的幸福感和歸屬感。

We are committed to providing a comprehensive benefit package and care for our employees, caring for them in an all-round and multi-channel manner, and organizing a variety of employee activities to comprehensively enhance their sense of happiness and belonging.

員工福利

Employee Benefits

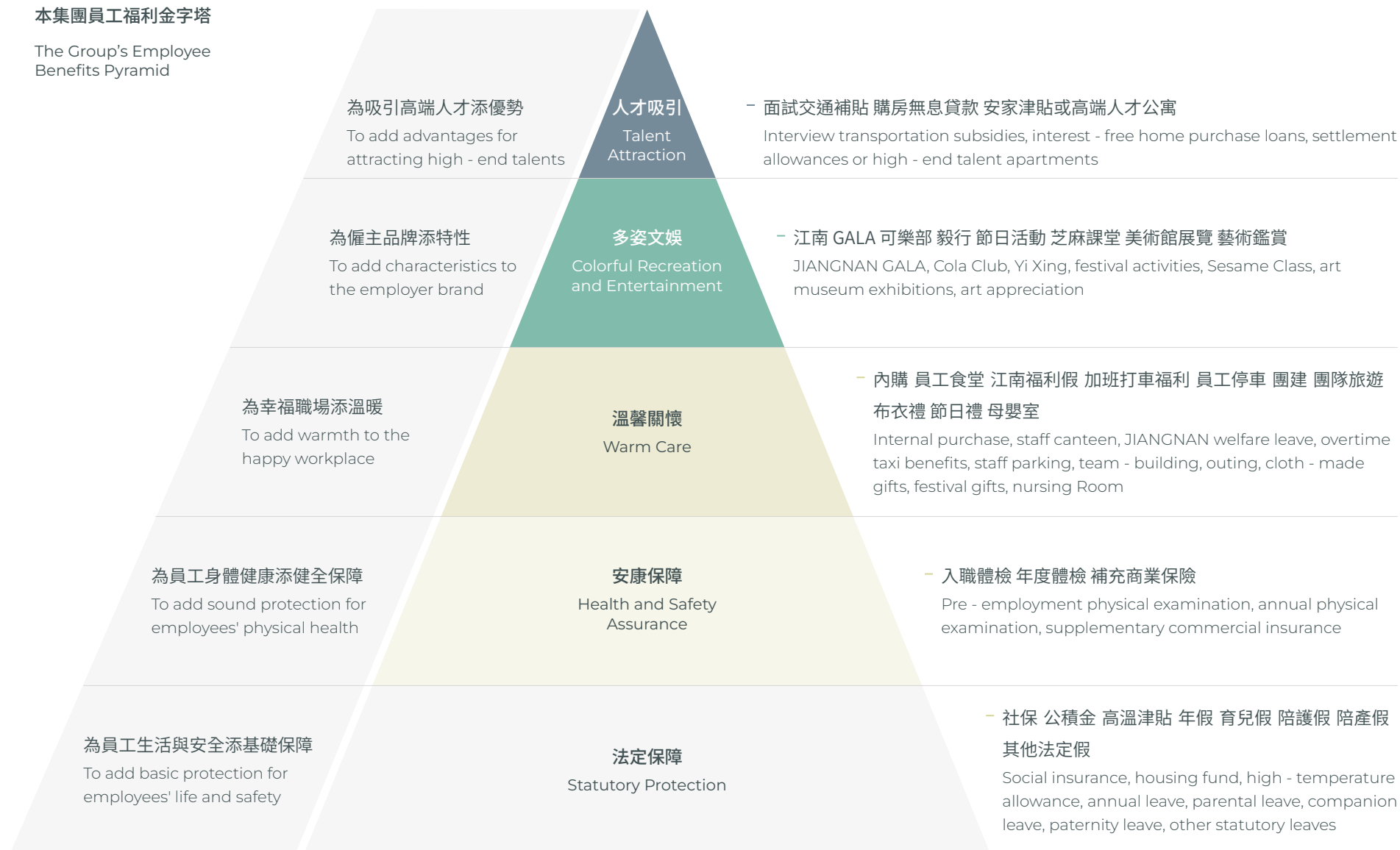
在確保全體員工享有包括五險一金、年假等國家法定福利的基礎上，我們還為員工提供多種特色福利和假期，全面提升員工的幸福感和歸屬感。本集團已建立了全方位、體系化的福利金字塔，涵蓋異地福利、文娛活動、生活福利、安康保障及法定保障五個層級。除國家法定節假日外，我們為員工提供額外的福利假期，如孝心假、（總部員工）司齡假、育兒假和（獨生子女）陪護假等。員工還享受年度體檢、補充商業保險、生活福利（如食堂、高溫津貼和加班打車報銷等）、差旅補貼和內購等福利。針對異地人才，我們還提供面試交通補貼、購房無息貸款、安家津貼或高端人才公寓等福利。

In addition to ensuring all employees enjoy statutory benefits such as social insurances and housing fund, and annual leave, we also offer a variety of unique benefits and holidays to comprehensively enhance their happiness and sense of belonging. The Group has established a comprehensive and systematic welfare pyramid, covering five levels of remote welfare, recreational activities, livelihood welfare, healthcare and legal welfare. In addition to national statutory holidays, we provide employees with additional benefit leave, such as filial piety leave, (headquarters employee) serving age leave, parental leave and (one-child) nursing leave. Employees also enjoy benefits like annual physical examinations, supplementary commercial insurance, welfare benefits (canteen, high-temperature allowances, overtime taxi reimbursement, etc.), business travel subsidies and internal purchase. For talents from other places, we provide them with such benefits as interview-based transportation allowances, interest-free loans for house purchases, settlement allowances or high-end talent apartments.



本集團員工福利金字塔

The Group's Employee Benefits Pyramid



二零二五財年，本集團面向總部員工正式上線「福利地圖」平台。該平台集成公司各類福利信息，通過政策的實時更新確保員工第一時間掌握最新福利動態，精準導航指引員工使用福利，增強員工對福利感知，充分發揮福利的激勵作用。

In Fiscal Year 2025, the Group officially launched the “Benefits Map” platform for employees at the headquarters. This platform aggregates various company benefit information and, through real-time policy updates, ensures that employees are kept up to date on the latest developments. It provides precise guidance on how to use benefits, enhances employees' awareness of benefits, and gives full play to the incentive effect of benefits.



本集團員工「福利地圖」平台
The Group's Employee Benefits Map Platform

員工溝通

Employee Communication

本集團積極建立員工溝通渠道，確保員工的知情權、參與權、表達權和監督權得到充分實現。本集團已設立工會，定期開展集體協商，以保護員工與公司雙方的合法權益，促進勞動關係和諧穩定，員工入會率達96.9%。我們鼓勵員工積極參與本集團的相關決策，動員全體員工關注集團在發展過程中的熱點、難點、焦點問題，群策群力，共同尋求解決辦法。

The Group has established communication channels with employees to ensure their rights to know, participate, express themselves, and oversee are fully realized. The Group has established a labour union, which meets periodically for collective discussions, to protect the legitimate rights and interests of both employees and the Company, and to promote harmonious and stable labour relations, with an employee membership rate of 96.9%. We encourage all employees to actively participate in the Group's decision-making, and mobilise them to seek for solutions to the hot topics, challenges and focuses in the Group's development.

截至本財年底，本集團《集體合同》和《工資協議》員工覆蓋率達

100%

By the end of this Fiscal Year, the Group had signed the Collective Contract and the Wage Agreement with all employees

員工關懷

Employee Care

本集團致力於組織豐富多彩的員工活動，幫助員工實現工作與生活的平衡。我們共設有5個員工運動俱樂部，稱為「可樂部」，定期組織各種活動，免費向全體員工開放，並長期歡迎新成員加入。籃球「可樂部」、羽毛球「可樂部」還代表公司參與西湖區組織的體育賽事。此外，我們還定期舉辦年會、傳統節日活動、運動會等活動，以提升員工的職場幸福感。

The Group organizes a variety of employee activities to help employees achieve a work-life balance. We have five employee sports clubs, known as "Cola Clubs", which regularly organize various activities free of charge for all employees and welcome new members.. The basketball and badminton "Cola Clubs" also took part in sporting events organized by the West Lake District on behalf of the Company. Furthermore, we regularly organize annual meetings, traditional festival celebrations, and sports meetings to enhance employees' well-being in the workplace.

二零二五財年，「可樂部」新增

195 名成員

In Fiscal Year 2025, the "Cola Clubs"
attracted 195 new members

共舉辦了

227 場活動

Held 227 events



籃球「可樂部」
Basketball "Cola Club"



乒乓球「可樂部」
Table Tennis "Cola Club"



瑜伽「可樂部」
Yoga "Cola Club"



羽毛球「可樂部」
Badminton "Cola Club"



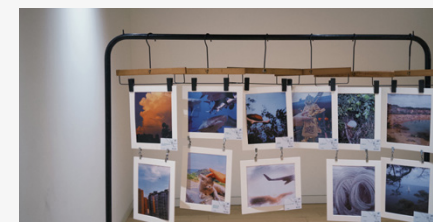
街舞「可樂部」
Street Dance "Cola Club"



年會2025
GALA 2025



員工運動會
Staff Sports Meeting



員工幸福展
Employee Happiness Exhibition

「圓月派對」中秋節主題活動

“Full Moon Party” Mid-Autumn Festival themed event

二零二四年中秋節，我們以「破殼新生・圓月派對」為主題，開展中秋節主題活動。該活動包含手寫家書、給予員工中秋加餐、手繪燈籠、月餅禮盒變廢為寶等多個互動環節，以及猜燈謎等傳統民俗體驗活動，在中秋佳節鼓勵員工釋放想像力和創造力，並給予員工家的溫暖。

During the 2024 Mid-Autumn Festival, we held an event with the theme of “Embracing New Life, Full Moon Party”. This event included interactive activities such as handwritten family letters, providing employees with a special Mid-Autumn Festival snack, hand-painted lanterns, and recycling mooncake gift boxes. Furthermore, it included traditional folk experiences such as lantern riddles. In this way, the event encouraged employees to unleash their imagination and creativity during the Mid-Autumn Festival and provided them with the warmth of home.



中秋活動手繪燈籠

Hand-painted lanterns for Mid-Autumn Festival

我們關愛員工身心健康，在年度體檢中加入心理健康評估項目，引導員工關注自身心理健康。我們還開展健康知識講座，並為員工提供中醫理療等服務，幫助員工緩解壓力，實現工作和生活的平衡。

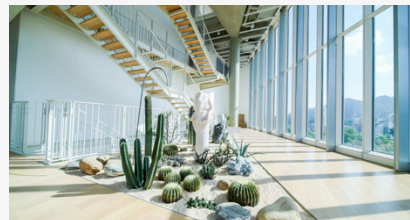
We care about the physical and mental health of our employees. For example, we include a mental health assessment in our annual physical check-ups to encourage employees to focus on their mental health. We also hold health seminars and provide services such as traditional Chinese medicine physiotherapy to help employees relieve stress and achieve a work-life balance.

打造冬天花園，幫助員工放鬆身心

Creating a winter garden to help employees relax

本集團致力於創造富有藝術感及療愈作用的辦公空間，打造冬天花園，使員工在工作中可以親近自然，放鬆身心。總部共建有9個冬天花園，設計來自於芬蘭藝術家組合ENSÆMBLE，內有精心挑選的植物，並在不同樓層採取獨居匠心的設計。如2號樓的4座冬天花園，自下而上根據溫度、濕度分別為雨林、濕地、沙漠環境氛圍，並種植相應氣候的植物。除植物外，我們在不同的樓層也設有特殊的藝術裝置花園，稱為「治癒花園」，幫助員工療愈身心。

The Group is committed to creating artistic and healing office spaces, including winter gardens, where employees can connect with nature and relax while working. Nine winter gardens have been constructed at our headquarters, designed by the Finnish artist duo ENSÆMBLE. These gardens feature carefully selected plants and uniquely designed spaces on different floors. For example, the four winter gardens in Building 2 are arranged from bottom to top to create rainforest, wetland, and desert environments, depending on the temperature and humidity, with plants adaptive to these climates. In addition to plants, we also have special art installation gardens on different floors, called “Healing Gardens”, to help employees heal their bodies and minds.



冬天花園

Winter Garden

我們關心員工家庭，努力提升員工及其家人福祉。為減輕員工暑期陪護子女的壓力，每逢寒暑假期間，我們在總部、物流中心為員工的孩子們開展「小候鳥」關愛活動，並組織公益美術課、公益編程課等豐富多彩的活動，以實際行動關愛他們成長。

We care about our employees' families and strive to improve their well-being. To alleviate the pressure on employees to care for their children during the summer vacations, we hold "Little Migrant Bird" care activities for employees' children at our headquarters and logistics centers during the winter and summer vacations. We also organize a variety of activities, such as public art classes and public programming classes, to show our support for their growth through practical actions.



員工子女「小候鳥」暑托班
"Little Migrant Birds" summer care program for employees' children

守護健康安全

Protecting Health and Safety

本集團嚴格遵守《中華人民共和國安全生產法》《中華人民共和國職業病防治法》《中華人民共和國消防法》及《生產安全事故應急預案管理辦法》等法律法規的相關要求，致力於打造一個健康安全的工作環境。我們根據潛在隱患有針對性地制定《總部安全生產管理制度》《安全生產綜合應急預案》《員工工傷管理制度》《保安管理制度》等一系列規章制度，以建立公司安全生產事故隱患排查治理長效機制，提高員工應對風險和防範事故的能力。

The Group strictly adheres to the relevant requirements of laws and regulations such as the Work Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Fire Protection Law of the People's Republic of China and the Measures for the Administration of Contingency Plans for Work Safety Accidents, committed to creating a healthy and safe working environment. We have formulated a series of rules and regulations, including the Headquarters' Work Safety Management Policy, the Comprehensive Contingency Plans for Work Safety Accidents, the Employees Occupational Injury Management Regime and the Security Management Policy, targeted at potential hidden dangers to establish a long-term effective mechanism for the investigation and management of work safety accident hazards in the Group, and to enhance employees' ability to respond to risks and prevent accidents.

本集團已建立完善的安全管理體系。對於本集團總部，我們建立了由安全生產領導小組—安全生產管理部門—特種作業人員組成的安全管理架構，加強和規範安全生產管理。我們於負責倉庫的相關部門內成立應急組織，以應急救援指揮小組—應急救援辦公室—消防滅火組、應急搶險組、傷員救護組、治安保衛組、後勤保障組的安全管理架構對本集團倉儲的安全和健康的事宜進行管理工作。

The Group has established a comprehensive safety management system. At our headquarters, we have established a safety management structure comprised of a production safety leadership team, a production safety management department, and special operators to strengthen and standardize production safety management. We have set up an emergency organization within the relevant departments responsible for warehousing to manage the safety and health of the Group's warehouses. This is achieved with the safety management framework, including the Emergency Rescue Command Group - the Emergency Rescue Office - the Fire Extinguishing Group, the Emergency Rescue Group, the Casualty Rescue Group, the Public Security Group and the Logistics Support Group.

為保障員工出行安全，我們已與攜程合作，在公司內部差旅系統中實行出行安全預警與緊急服務保障措施。當員工的出差目的地或交通方式出現特殊情況時，系統將會提前發送預警通知。如遇緊急情況，專人將協助員工調整行程，並確保其人身安全。為不斷提升員工應急處置能力，本財年，我們組織員工參與急救培訓，學習各項應急急救技能。經培訓獲《紅十字救護員證》員工共7人。

We cooperated with Ctrip to integrate travel safety warnings and emergency support services into the Group's internal travel system to protect the travel safety of our employees. When there are special circumstances regarding an employee's travel destination or means of transportation, the system will send an early warning notice in advance. In case of any emergency, special personnel will be assigned to assist employees to adjust their schedule and protect their personal safety. To continuously enhance our employees' emergency response capabilities, we organized first aid training in this Fiscal Year, teaching them various emergency first aid skills. Seven employees received Red Cross First Aid Certificates through this training.



員工急救培訓
Employee first aid training

本集團高度重視消防安全管理，制定《消防月度檢查制度》《防火巡查制度》等制度以確保消防設施和消防安全的有效運行。此外，我們每年對煤氣等重點設備進行檢測，於節假日前後開展專項消防安全檢查，並安排專人對辦公室內的小型家電進行巡檢，確保其在下班後不處於通電狀態，避免因電器故障引發的火災風險。我們亦於辦公室大樓和物流中心每年定期開展消防疏散演習，確保員工在緊急情況發生時能夠迅速、有序地進行疏散，有效減少火災等緊急事件可能帶來的損失。

The Group attaches great importance to fire safety management. For this purpose, we have formulated the Monthly Fire Inspection Policy and the Fire Patrol Policy, among others, to ensure the effective operation of fire protection facilities for fire safety. In addition, we inspect key devices such as gas equipment every year, carry out special fire safety inspections around holidays, and arrange special personnel to inspect small household appliances in the office, ensuring that they are power-off after work to avoid fire risks caused by electrical failures. We also carry out regular fire evacuation drills in office buildings and logistics centres every year to ensure that employees can evacuate in a quick and organised manner in the event of an emergency. In this way, we can effectively reduce the potential losses arising from emergencies such as fire.



消防演習現場
Fire drill



我們重視安全文化的建設，定期開展安全培訓與演練，持續培養和強化員工安全意識和應急處置能力。本財年，我們持續組織開展安全生產培訓、「安全月」活動等安全知識與技能活動，進一步提高員工安全意識和安全技能。

We put emphasis on safety culture development, conduct regular safety training and drills, and continuously cultivate and enhance employees' ability to deal with safety emergencies. In this Fiscal Year, we have continued to organize work safety training and "Safety Month" activities, and other initiatives focused on safety knowledge and skills, to further improve employees' safety awareness and competencies.



安全生產培訓
Work safety training

我們高度重視員工的職業健康，每年組織覆蓋全員的健康體檢，並對食堂菜品及飲用水開展定期檢測，全面切實保障員工身體健康。同時，我們定期開展職業健康知識培訓，以提高員工的職業健康安全意識和技能，預防和降低安全事故和職業病發生率。

We place a high priority on the occupational health of our employees, organize comprehensive physical examinations for all staff each year, and test canteen dishes and drinking water regularly to protect the health of our employees. Meanwhile, we regularly conduct occupational health knowledge training to enhance employees' awareness and skills regarding occupational health and safety, prevent and reduce the incidence of safety accidents and occupational diseases.



二零二五財年，本集團關鍵績效指標如下表所示：

In Fiscal Year 2025, the Group's key performance indicators are shown in the table below:

因工亡故員工數（二零二五財年）

0

Number of work-related fatalities
(Fiscal Year 2025)

因工亡故員工數（二零二四財年）

0

Number of work-related fatalities
(Fiscal Year 2024)

因工亡故員工數（二零二三財年）

0

Number of work-related fatalities
(Fiscal Year 2023)

因工傷損失工作日數（二零二五財年）

44.5

Lost days due to work injuries
(Fiscal Year 2025)

社區可持續

Community Sustainability

我們始終堅信，企業的可持續發展離不開與社區、行業及社會的深度聯結與共建。在追求商業價值的同時，我們持續推進更具責任感的供應鏈管理，倡導綠色生產與公平合作，攜手合作夥伴構建可持續生態體系。與此同時，我們積極參與行業交流，分享經驗，助力推動時尚產業的綠色轉型與協同進步。此外，我們不斷拓展公益實踐，以設計與美育為橋樑回應社會關切，助力鄉村振興，推動社區可持續發展。

We firmly believe that sustainable business development is inseparable from deep connections and co-construction with the community, industry, and society. While pursuing commercial value, we have been embracing more responsible supply chain management, advocating green production and fair cooperation, and working with partners to build a sustainable ecosystem. Additionally, we take an active part in industry exchanges, share experiences, and help drive green transformation and collaborative progress in the fashion industry. Furthermore, we have been expanding our public welfare initiatives, using design and aesthetic education as a bridge to respond to social concerns, support rural revitalization and promote community sustainable development.



可持續供應鏈

Sustainable supply chain

本集團始終堅持在採購實踐中貫徹公平、公正、透明的原則，致力於建立可持續的供應鏈管理體系。我們倡導「有道德、負責任」的合作關係，不僅關注產品本身的質量與交付，更重視其生產過程對環境和社會的影響。為此，我們持續向供應商傳達可持續發展理念，推動其在運營中加強環境管理、保障員工福祉，並共同探索更具責任感的商業實踐，以實現供應鏈的可持續轉型。

The Group consistently adheres to the principles of fairness, justice, and transparency in its procurement practices and is committed to establishing a sustainable supply chain management system. We advocate for ethical and responsible partnerships, focusing not only on product quality and delivery but also on the environmental and social impact of the production process. To this end, we continuously communicate sustainability philosophies to our suppliers, encouraging them to strengthen environmental management and safeguard employee well-being in their operations. We also collaborate with them to explore more responsible business practices to achieve sustainable transformation of our supply chain.

供應商准入

Supplier Admission

本集團在供應商准入階段實施嚴格的審核和管理機制。我們通過業務部門聯合財務、法務等職能部門，對供應商開展多維度的審查，包括但不限於法律糾紛、經營狀況及其他可能影響合作的潛在風險，確保合作夥伴具備穩健的經營能力和合規背景。

The Group implements a rigorous review and management mechanism during the supplier onboarding phase. Through our business departments, we collaborate with finance, legal affairs, and other functional departments to conduct multi-dimensional reviews of suppliers, including but not limited to legal disputes, operating conditions, and other potential risks that could impact collaboration. This ensures our partners possess robust operational capabilities and a strong regulatory compliance background.

在合同簽訂階段，我們要求供應商履行組織機構認證、知識產權和保密義務等相關承諾，並明確將這些要求列入合同條款，以確保供應商的行為符合我們的標準和期望。通過完成上述審查並滿足條件的供應商，將被納入合格供應商清單。我們將根據供應商的資質和合作額度要求，建立合作關係。

When entering into contracts, we require suppliers to fulfil their commitments on organisational certification, intellectual property rights, confidentiality obligations, etc. Such requirements are clearly specified in the contract to ensure that our suppliers' conduct meets our standards and expectations. Eligible suppliers in the above review will be included in the list of qualified suppliers. Our cooperation with suppliers will be based on their qualification and quota.

截至二零二五財年底

As of the end of Fiscal Year 2025

本集團共有供應商

687 家

The Group had 687 suppliers

其中二零二五財年內新准入的供應商
數目為

119 家

119 of which were newly admitted in
Fiscal Year 2025

中國供應商

674 家

Suppliers in China 674

海外供應商

13 家

Suppliers overseas 13

供應商考核評估

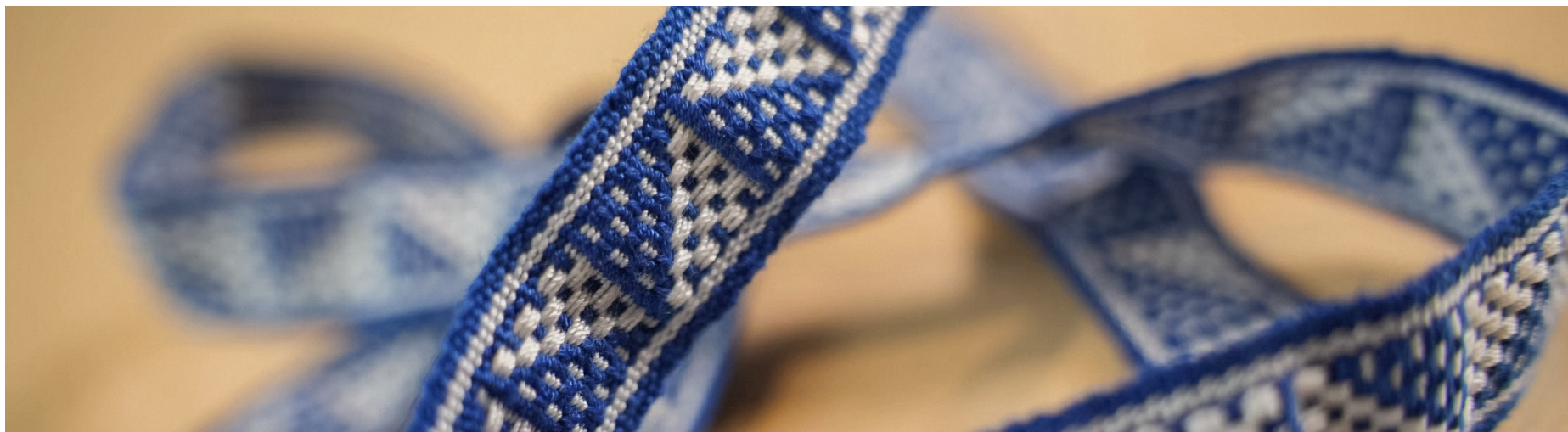
Supplier Assessment and Evaluation

為全面掌握供應商的誠信履約、產品質量、交付能力及服務水平，本集團生產採購中心聯合相關部門組成評估小組，每年定期對供應商開展多維度定期考評。評估內容覆蓋三大維度，包括合同履約維度（合同履約率、次品率等）、人工考評維度（供應商開發創新能力、長期發展能力、配合度等）、客觀數據維度（第三方平台企業信息、驗廠結果、ESG指標等）。

To fully obtain information about suppliers' contract integrity, product quality, delivery capabilities, and service levels, the Production and Procurement Center has set up an evaluation team with relevant departments, and carries out regular multi-dimensional assessment of suppliers every year. Assessment covers three dimensions: contract performance (contract performance rate, defective product rate, etc.), manual evaluation results (supplier's development and innovation ability, long-term development capacity, cooperation degree, etc.) and objective data (information from third-party platform, factory audit results, ESG indicators, etc.).

為進一步落實責任制，本集團已將供應商管理成效納入採購業務經理的年度績效考核。根據評估結果，集團定期優化供應商清單，並根據供應商的級別決定是否給予優先合作的機會，動態調整合作級別與訂單安排，確保訂單完成的質量和時效性、供應商的能力與品牌業務的需求緊密匹配。

To further implement the accountability system, the Group has incorporated the effectiveness of supplier management into the annual performance evaluation of purchasing managers. The list of suppliers is updated according to the assessment result. We determine whether to offer priority cooperation opportunities and whether to adjust cooperation levels and orders dynamically based on the level of our suppliers, ensuring that the quality and timeliness of order completion, the capabilities of suppliers, and the needs of the brand's business are closely aligned.



供應商環境及社會風險管理

Management of Suppliers' Environmental and Social Risks

本集團始終堅持以高標準、嚴要求推進供應鏈環境與社會風險管理。我們制定《供應商行為準則》，明確在環境保護、勞工權益、商業道德等方面的基本合規與責任底線，要求所有供應商嚴格遵守相關法律法規及規定，全面提升供應鏈的可持續水平。

The Group always carries out environmental and social risk management with high standards and strict requirements. The Group has established the Code of Conduct for Suppliers, which clearly defines basic compliance and responsibility requirements in areas such as environmental protection, labor rights, and business ethics and requires suppliers to comply with all applicable laws, regulations and rules. In doing so, we are enhancing the sustainability of our supply chain.

我們將ISO 14001（環境管理體系）、ISO 9001（質量管理體系）、ISO 45001（職業健康安全管理體系）以及 Oeko-Tex Standard 100（紡織品安全標準）等國際認證標準納入供應商准入審核，以確保供應商在產品質量、環境保護和員工健康與安全等方面達到我們的要求。

We have incorporated international certification standards such as ISO 14001 (Environmental Management System), ISO 9001 (Quality Management System), ISO 45001 (Occupational Health and Safety Management System), and OEKO-TEX® STANDARD 100 (Textile Safety Standard) into our supplier access review. This ensures that our suppliers meet our requirements in terms of product quality, environmental protection, and employee health and safety.

在勞工權益方面，我們明確禁止使用童工和強迫勞動，嚴禁歧視、騷擾和虐待等行為，要求供應商保障員工自由結社與集體談判權利，並提供健康、安全的工作環境，切實維護其員工的權益。

In terms of labor rights, we explicitly prohibit the use of child labor and forced labor, and strictly prohibit discrimination, harassment, and abuse. We require suppliers to guarantee employees' rights to freedom of association and collective bargaining, and to provide a healthy and safe working environment, effectively safeguarding the rights and interests of their employees.

在可持續原材料供應商的選擇和考察階段，我們優先選擇使用綠色能源、無污染或低污染生產工藝、設備及環保材料的供應商，並對供應商持有的，包括STeP（可持續紡織和皮革生產認證）、全球有機紡織標準、紡織品生態認證標籤、全球回收標準認證等相關環保認證情況進行關注。同時，我們積極推動本地採購，本財年，我們的本地採購比例達到23%。

In the selection and investigation of sustainable raw materials suppliers, we give priority to the suppliers who use the green energy, pollution-free or low-pollution production processes, equipment and environmentally friendly materials, and we pay attention to the relevant environmental protection certification of suppliers, including Sustainable Textile and Leather Production (STeP), Global Organic Textile Standard (GOTS), Bluesign Certificate, and GRS. Meanwhile, we embrace local procurement, with its proportion reaching 23% in this Fiscal Year.

此外，我們要求供應商在日常運營中保持誠實、正直、透明和公開的原則，嚴格杜絕任何形式的腐敗、行賄和勒索行為，以確保供應鏈的廉潔和誠信。

In addition, the Group requires our suppliers to keep the honesty, integrity, transparency and openness principle, strictly eliminate all forms of corruption, bribery and extortion to ensure the integrity and honesty of the supply chain.

行業協同發展

Coordinated Industry Development

本集團始終積極參與行業對話，推動時尚產業的可持續轉型。本財年，我們受邀參與了包括上海時裝周善議論壇、澎湃新聞責任踐行者年會、第七屆界面財經年會、T-EDGE創新大會在內的多個重要行業論壇。通過在這些平台上的分享與交流，我們圍繞綠色創新、ESG實踐等議題，傳遞了我們在可持續發展方面的理念與實踐，持續深化與各方的聯動合作，助力產業鏈共同邁向更加低碳、包容、可持續的未來。

The Group always takes an active part in industry dialogues and drives sustainable transformation in the fashion industry. In this Fiscal Year, we were invited to participate in several key industry forums, including the Shanghai Fashion Week Shan Future Forum, the Paper's Responsibility Practitioners Annual Meeting, the 7th Jiemian Annual Meeting of Finance and Economics, and the T-EDGE Conference. Through sharing and exchanges on these platforms, we shared our philosophies and practices on sustainable development, focusing on topics such as green innovation and ESG practices. We've deepened collaboration with various parties and helped the industry chain move towards a more low-carbon, inclusive, and sustainable future.

本財年，我們作為全國紡織品標準化技術委員會基礎標準分標準審定會、全國服裝標準化技術委員會、全國制鞋標準化技術委員會標準年會及標準審定會等行業協會的會員積極參與行業活動，並獲評「2024全國服裝標準化技術委員會標準先進單位」及「2024國家紡織品標準化技術委員會針織品委員會標準先進單位」。

During this Fiscal Year, we actively participated in industry activities as a member of the Standards Review Committee of the Basic Standards Subcommittee at the National Textile Technical Committee on Standardisation, the National Apparel Technical Committee on Standardisation, and the Annual Meeting and Standards Review Committee of the National Footwear Technical Committee on Standardisation, and was awarded the title of "2024 National Apparel Technical Committee on Standardisation Standards Advanced Unit" and "2024 Knitwear Sub-committee of the National Textile Technical Committee on Standardisation Advanced Unit".



「2024全國服裝標準化技術委員會標準先進單位」

2024 National Apparel Technical Committee on Standardisation Standards Advanced Unit



2024國家紡織品標準化技術委員會針織品委員會標準先進單位

2024 Knitwear Sub-committee of the National Textile Technical Committee on Standardisation Standards Advanced Unit

上海時裝周SS2025「善議：探索前沿」可持續論壇

Shanghai Fashion Week SS2025 “Shan Future Forum: Learning from the Frontier”

2024年10月，我們參與了由yehyehyeh創新社與上海時裝周SS2025共同舉辦的「善議：探索前沿」可持續論壇，來自世界各地的專家、學者以及時尚行業的領導者、嘉賓及觀眾近 400 人現場參加。

In October 2024, we participated in the “Shan Future Forum: Learning from the Frontier” co-organized by yehyehyeh Innovation Society and Shanghai Fashion Week SS2025. Nearly 400 experts, scholars, fashion industry leaders, guests or audiences from all over the world attended the event.

在「融合可持續 創新與發展」對談環節，本集團可持續面料研發專家榮晞捷分享了我們在長期致力於研究東西方可持續面料過程中，關於新面料的研發應用、挑戰與合作模式。他以牦牛絨為例，分享了牦牛絨採集方式以及牦牛放牧方式相對可持續，以及文化與經濟上的特殊性。其他的分享內容還包括JNBY從傳統手工藝中汲取靈感、JNBY再生羊毛大衣以及RE;RE;RE;LAB可持續生活品牌和芝麻實驗室等對材料的upcycle 實踐，為行業材料創新驅動品牌趨近碳中和與循環經濟提供了獨到見解與全新思路。

During the “Integrating Sustainable Innovation and Development” panel, Rong Xijie, a sustainable fabric R&D expert at the Group, shared his insights into the R&D and application of new fabrics, challenges, and collaborative models within our long-term research into sustainable fabrics from both the East and the West. Taking yak wool as an example, he discussed its harvesting methods, the relatively sustainable nature of yak grazing, and its cultural and economic uniqueness. Other topics discussed included JNBY’s inspiration from traditional craftsmanship, its recycled wool coat, and the material upcycling practices of the sustainable lifestyle brands RE;RE;RE;LAB and Sesame Lab, providing unique insights and new approaches to driving brands towards carbon neutrality and a circular economy by innovating materials.



上海時裝周SS2025「善議：探索前沿」可持續論壇

Shanghai Fashion Week SS2025 “Shan Future Forum: Learning from the Frontier”

踐行社會責任

Fulfilling Social Responsibility

長久以來，本集團一直致力於通過各種形式擔當社會責任。我們擁有由內部員工組成的「螢火蟲」志願者團隊，以「有一份力，發一份光，匯聚微光，璀璨江南」為理念，推動公益事業發展。我們新制定《江南布衣志願者組織—「螢火蟲」管理辦法》，推動志願者活動向制度化、規範化、常態化發展。我們還通過《救災捐贈管理辦法》，規範慈善公益資金的來源與使用、活動形式、活動總結與評估等。

For a long time, the Group has been committed to fulfilling social responsibility by various means. We have a "Firefly" volunteer team, comprised of internal employees, committed to promoting public welfare through the philosophy of "each contributes their might, each shines their light; gather these faint glimmers, and let JIANGNAN glow bright". We have also formulated the JNBY Group's Volunteer Organization - Firefly Management Measures to institutionalize, standardize, and regularize volunteer activities. We have also adopted the Measures for the Management of Disaster Relief Donations to regulate the source and use of charity funds, the forms of activities, and the summary and evaluation of activities.



本財年，本集團開展鄉村振興、慈善捐贈、社區關懷以及各項志願服務，積極服務社會，慈善捐贈金額總計

108.24 萬元

In this Fiscal Year, the Group actively served the community through rural revitalization, charitable donations, community care, and various volunteer services. In total, we donated RMB 1,082,400.

助力鄉村振興

Supporting Rural Revitalization

本集團積極響應國家鄉村振興戰略和共同富裕理念，深入推進東西部協作工作，與四川省廣元市青川縣簽署結對幫扶框架協議書，投入幫扶資金5萬元。我們還依託「布」一樣的美育課公益項目，推進鄉村美育教育，支持鄉村兒童全面發展。

Responding to the national rural revitalization strategy and the concept of common prosperity, the Group has been furthering East-West cooperation efforts. We have signed a framework agreement for paired assistance with Qingchuan County, Guangyuan City, Sichuan Province, and invested RMB 50,000 in support. We have also been promoting rural aesthetic education and support the well-rounded development of rural children through our "Aesthetic Education Class for Fabrics" public welfare project.

「布」一樣的美育課公益項目再到廣元

“Aesthetic Education Class for Fabrics” public welfare project returns to Guangyuan

本集團自2023年起推出了「布」一樣的美育課公益項目，旨在深化鄉村美育教育，共創兒童友好型社會。美育課項目精心設計了三大課程體系：普惠課面向社區、公司會員及員工親子群體，鼓勵自帶舊書，並使用庫存布料製作書皮；並將這些充滿愛心的圖書捐贈給偏遠山區小學，在鼓勵城市與鄉村閱讀共享的同時，亦培養了鄉村兒童的人文素養與審美能力。精品課則專為鄉村小學生設計，招募公司設計師志願者開發美育課件，為孩子們提供接觸藝術創作的機會，拓展他們的藝術視野；大師課則聯合天目里美術館，邀請藝術家親自開發課件並授課，面向公眾親子群體，透過藝術創作提升藝術修養，並促進家庭親子關係。

Since 2023, the Group has launched a public welfare project “Aesthetic Education Class for Fabrics”. It's designed to deepen aesthetic education and contribute to the development of a child-friendly society. Three curriculum systems have been thoughtfully created for the project: The Inclusive Courses target communities, corporate members, and parent-child groups of employees, encouraging participants to bring their own used books and make book covers using stock fabrics, and these books filled with love are then donated to primary schools in remote mountainous areas, which not only encourages the sharing of reading resources between urban and rural areas but also cultivates the humanistic literacy and aesthetic ability of rural children. The Premium Courses are specifically designed for rural primary school students, with corporate designer volunteers recruited to develop aesthetic education courseware, providing children with opportunities to engage in artistic creation and broadening their artistic horizons; the Master Courses are co-hosted with BY ART MATTERS, where artists are invited to personally develop courseware and deliver lectures, targeting public parent-child groups, and through artistic creation, these courses enhance participants' artistic accomplishment and promote family parent-child relationships.

2024年10月，本集團「螢火蟲」志願者再次來到四川省廣元市劍閣縣的鄉村小學，開展「布」一樣的美育課，帶領孩子們走向戶外，開展了趣味盎然的布面寫生，引導孩子們發揮想像力，用畫筆描繪出家鄉的美景。我們還向劍閣縣楊村小學捐贈了愛心圖書角與美術角，用以支持該校美育教育工作的開展，助力提升鄉村兒童的審美力。

In October 2024, the Group's “Firefly” volunteers once again visited a rural primary school in Jiange County, Guangyuan City, Sichuan Province, to give a “Aesthetic Education Class for Fabrics”. They led the children outdoors for a fun canvas sketching activity, encouraging them to unleash their imaginations and paint the beauty of their hometowns. We also donated a Love Book Corner and Art Corner to Yangcun Primary School in Jiange County to support the school's aesthetic education efforts and help enhance the aesthetic appreciation ability of rural children.

截至本財年末，「布」一樣的美育課項目活動累計開展 26 場，共有 327 位小朋友參與、捐贈愛心書籍 307 本，志願者參與 46 人，貢獻志願服務時長 712 小時，消耗 29.7 公斤庫存面料，681名鄉村小學的兒童受益。通過這些努力，本集團積極推動美育在鄉村的普及，以藝術的力量促進社區文化的繁榮和鄉村教育的發展，為孩子們創造一個健康向上、美好可持續的成長環境。

By the end of this Fiscal Year, we had organized 26 sessions of “Aesthetic Education Class for Fabrics”, engaging 327 children with 307 books donated, and 112 volunteers, who contributed a total of 712 hours of service. Under the project, 29.7 kilograms of fabrics were consumed, benefiting 681 children from rural primary schools. Through these efforts, the Group contributed to the popularization of aesthetic education in rural areas, leveraging the power of art to foster the prosperity of community culture and the development of rural education, thereby creating a healthy, positive, beautiful, and sustainable environment for children to grow up in.



「布」一樣的美育課志願者團隊及愛心圖書角

Volunteers and book corner for “Aesthetic Education Class for Fabrics”

貢獻社區發展

Contributing to Community Development

本集團作為杭州市西湖區慈善聯合總會副會長單位，秉持「商業向善」的理念，長期致力於支持社區慈善項目，助力社區可持續發展。二零二五財年，我們參與了古蕩街道系列慈善項目捐贈，通過捐贈羽絨服等物資，關懷新就業群體和老年人。我們還捐款10萬元，用於古蕩街道系列慈善項目後續發展，為共建共享美好生活貢獻更多力量。

As the Vice President of the Charity Federation of West Lake District, Hangzhou, the Group upholds the philosophy of “business for good” and has long been committed to supporting community charitable projects and contributing to sustainable community development. In Fiscal Year 2025, we participated in a series of charitable donations of the Gudang Subdistrict, donating down jackets and other supplies to newly employed individuals and the elderly. We also donated RMB 100,000 to support the continued development of the Gudang Subdistrict series of charitable projects, contributing further to building and sharing a better life.



愛心捐贈儀式及捐贈證書

Charity donation ceremony and certificate

愛心馳援地震災區

Providing Compassionate Aid to Earthquake-Stricken Areas

2025年1月7日，西藏自治區日喀則市定日縣發生6.8級地震，造成數百人傷亡，房屋倒塌及受損嚴重，居民生活受到極大影響。當時正值數九寒天，針對災區急缺禦寒衣物的現狀，本集團第一時間響應中國鄉村發展基金會地震救援倡議，捐贈共計925件總價值78.9萬元的羽絨服等物資馳援地震災區。捐贈物資連夜運往災區，在物資抵達後，由中國鄉村發展基金會救援工作人員發放給當地受災群眾。在面對自然災害時，我們與社會同舟共濟、共克時艱的決心不會動搖。

On January 7, 2025, a magnitude 6.8 earthquake struck Tingri County, Shigatse City, Tibet Autonomous Region, resulting in hundreds of casualties, severe collapse and damage to houses, and a significant impact on residents' lives. In response to the urgent need for cold-proof clothing in the disaster-stricken areas, the Group promptly responded to the earthquake relief initiative launched by the China Foundation for Rural Development, donating a total of 925 items of materials, including down jackets, with a total value of RMB 789,000, to support the earthquake-stricken areas. The donated materials were transported to the disaster area overnight. Upon arrival, the relief staff of the China Foundation for Rural Development distributed them to the local affected people. In the face of natural disasters, our determination to stand in solidarity with society and overcome hardships together will never waver.





「藝術課堂」創作活動
Art Classroom Creative Activities

用藝術溫暖「星星的孩子」

Warming the "Children of Stars" with Art

2025年3月，世界孤獨症關注日來臨之際，我們旗下童裝品牌jnby by JNBY攜手BY ART MATTERS天目里美術館、杭州市星覺醒社會工作服務中心，開展以「自由的想像力」為主題的藝術課堂，同步啟動研學基地。藝術心理師帶領孤獨症兒童進行太空主題創作，通過展示藝術家作品啟發想像，幫助孩子們用畫筆描繪心中宇宙，借作品與世界溝通。自2022年起，jnby by JNBY就與多方夥伴合作，持續為孤獨症兒童開展藝術公益活動。未來我們也將繼續關注孤獨症狀兒童，用藝術點亮他們的前行之路，讓「星星的孩子」不再孤獨。

In March 2025, on World Autism Awareness Day, our children's wear brand, jnby by JNBY, in partnership with BY ART MATTERS and the Hangzhou Xingjuexing Social Work Service Center, launched an art class themed "Free Imagination". Simultaneously, the Research and Study Base were launched. Art psychologists led autistic children in space-themed creations. By showcasing artists' works, they inspired children's imaginations and helped them depict their inner universes, connecting with the world through their art. Since 2022, jnby by JNBY has collaborated with various partners to continuously carry out art-based charitable activities for children with autism. Going forward, we will continue to support children with autism, using art to illuminate their paths forward and help these "star children" no longer feel lonely.

《環境、社會及管治報告指引》索引

Index of Environmental, Social and Governance Reporting Guide

層面 Aspect	描述 Description	章節名稱 Title of sections
A1	排放物 Emissions	
一般披露 General Disclosure	有關廢氣及溫室氣體排放、向水及土地的排汙、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	環境可持續 Environmental Sustainability >廢棄物及排放管理 > Waste and Emission Management
A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	環境可持續 Environmental Sustainability >廢棄物及排放管理 > Waste and Emission Management
A1.2	直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	環境可持續 Environmental Sustainability >應對氣候變化 > Response to Climate Change
A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	環境可持續 Environmental Sustainability >廢棄物及排放管理 > Waste and Emission Management

層面 Aspect	描述 Description	章節名稱 Title of sections
A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	環境可持續 Environmental Sustainability >廢棄物及排放管理 > Waste and Emission Management
A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emissions target(s) set and steps taken to achieve them.	環境可持續 Environmental Sustainability >廢棄物及排放管理 > Waste and Emission Management
A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	環境可持續 Environmental Sustainability >廢棄物及排放管理 > Waste and Emission Management
A2	資源使用 Use of Resources	
一般披露 General Disclosure	有效使用資源（包括能源、水及其他原材料）的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	環境可持續 Environmental Sustainability >資源管理 > Resources Management
A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	環境可持續 Environmental Sustainability >資源管理 > Resources Management
A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	環境可持續 Environmental Sustainability >資源管理 > Resources Management

層面 Aspect	描述 Description	章節名稱 Title of sections
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	環境可持續 Environmental Sustainability >資源管理 > Resources Management
A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	環境可持續 Environmental Sustainability >資源管理 > Resources Management
A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	環境可持續 Environmental Sustainability >資源管理 > Resources Management
A3	環境及天然資源 The Environment and Natural Resources	
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimizing the issuer's significant impacts on the environment and natural resources.	環境可持續 Environmental Sustainability >資源管理 > Resources Management
A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	環境可持續 Environmental Sustainability >資源管理 > Resources Management

層面 Aspect	描述 Description	章節名稱 Title of sections
A4	氣候變化 Climate Change	
一般披露 General Disclosure	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	環境可持續 Environmental Sustainability >應對氣候變化 > Response to Climate Change
A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	環境可持續 Environmental Sustainability >應對氣候變化 > Response to Climate Change
B1	僱傭 Employment	
一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	人才可持續 Talent Sustainability >員工權益 > Employees' Rights and Interests >人才吸引和留存 > Talent Attraction and Retention
B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (for example, full- or part- time), age group and geographical region.	人才可持續 Talent Sustainability >人才吸引和留存 > Talent Attraction and Retention
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	人才可持續 Talent Sustainability >人才吸引和留存 > Talent Attraction and Retention

層面 Aspect	描述 Description	章節名稱 Title of sections
B2	健康與安全 Health and Safety	
一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	人才可持續 Talent Sustainability >守護健康安全 > Protecting Health and Safety
B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	人才可持續 Talent Sustainability >守護健康安全 > Protecting Health and Safety
B2.2	因工傷損失工作日數。 Lost days due to work injury.	人才可持續 Talent Sustainability >守護健康安全 > Protecting Health and Safety
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	人才可持續 Talent Sustainability >守護健康安全 > Protecting Health and Safety

層面 Aspect	描述 Description	章節名稱 Title of sections
B3	發展及培訓 Development and Training	
一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	人才可持續 Talent Sustainability >員工培訓 > Employee Training
B3.1	按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	人才可持續 Talent Sustainability >員工培訓 > Employee Training
B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	人才可持續 Talent Sustainability >員工培訓 > Employee Training
B4	勞工準則 Labor Standards	
一般披露 General Disclosure	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	人才可持續 Talent Sustainability >員工權益 > Employees' Rights and Interests

層面 Aspect	描述 Description	章節名稱 Title of sections
B4	勞工準則 Labor Standards	
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labor.	人才可持續 Talent Sustainability >員工權益 > Employees' Rights and Interests
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of measures to review employment practices to avoid child and forced labor.	人才可持續 Talent Sustainability >員工權益 > Employees' Rights and Interests
B5	供應鏈管理 Supply Chain Management	
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	社區可持續 Community Sustainability >可持續供應鏈 > Sustainable Supply Chain
B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	社區可持續 Community Sustainability >可持續供應鏈 > Sustainable Supply Chain

層面 Aspect	描述 Description	章節名稱 Title of sections
B5	供應鏈管理 Supply Chain Management	
B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	社區可持續 Community Sustainability >可持續供應鏈 > Sustainable Supply Chain
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	社區可持續 Community Sustainability >可持續供應鏈 > Sustainable Supply Chain
B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	社區可持續 Community Sustainability >可持續供應鏈 > Sustainable Supply Chain
B6	產品責任 Product Responsibility	
一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	產品可持續 Product Sustainability >全流程品質管控 > Whole-Process Quality Control

層面 Aspect	描述 Description	章節名稱 Title of sections
B6	產品責任 Product Responsibility	
B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	產品可持續 Product Sustainability >全流程品質管控 > Whole-Process Quality Control
B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	產品可持續 Product Sustainability >優質客戶服務 > Premium Customer Service
B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	公司治理 Corporate Governance >知識產權保護 > Protecting Intellectual Property Rights
B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	產品可持續 Product Sustainability >全流程品質管控 > Whole-Process Quality Control
B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	公司治理 Corporate Governance >信息安全與隱私安全 > Information Security and Private Protection

層面 Aspect	描述 Description	章節名稱 Title of sections
B7	反貪污 Anti- corruption	
一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a)the policies; and (b)compliance with relevant laws and regulations that have a significant impact on the issuer (c)relating to bribery, extortion, fraud and money laundering.	公司治理 Corporate Governance >商業道德與反貪腐 > Business Ethics and Anti-corruption
B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	公司治理 Corporate Governance >商業道德與反貪腐 > Business Ethics and Anti-corruption
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	公司治理 Corporate Governance >商業道德與反貪腐 > Business Ethics and Anti-corruption
B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	公司治理 Corporate Governance >商業道德與反貪腐 > Business Ethics and Anti-corruption

層面 Aspect	描述 Description	章節名稱 Title of sections
B8	社區投資 Community Investment	
一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	社區可持續 Community Sustainability >貢獻社區發展 > Contributing to Community Development
B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。 Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	社區可持續 Community Sustainability >貢獻社區發展 > Contributing to Community Development
B8.2	在專注範疇所動用資源（如金錢或時間）。 Resources contributed (e.g. money or time) to the focus area.	社區可持續 Community Sustainability >貢獻社區發展 > Contributing to Community Development

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