



DR Corporation Limited 2023 Environmental, Social and Governance Report

To be a Global Leader in True Love Culture

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About this Report

This report is the Annual Environmental, Social, and Governance Report released by DR Corporation Limited. Adhering to principles of materiality, quantifiability, balance, and consistency, it focuses on disclosing DR Corporation Limited's philosophy, significant progress, achievements, and future plans in environmental, social, and governance aspects, covering the period from January 1, 2023, to December 31, 2023. Any inconsistencies with the coverage period will be explained in specific sections of the content. Performance indicators in this report cover the Company's core and important business units, including operating offices and 528 retail stores within mainland China, Hong Kong, and France.

| Basis of Preparation

This report is primarily based on the *Global Reporting Initiative (GRI) Standards*, the United Nations *Sustainable Development Goals (SDGs) Business Action Guidelines*, and the *Corporate ESG Disclosure Guidelines* published by the China Enterprise Reform and Development Society. It aims to disclose meaningful environmental, social, and governance performance information and report on the transparency of disclosures, responding to the information needs of stakeholders.

| Source of Information and Reliability Statement

The information used in this report is from DR Corporation Limited, and the Board of Directors is responsible for the truthfulness, accuracy, and completeness of the report content.

| Scope and Boundary of the Report

Unless otherwise specified, the policies, statements, and data in this report cover the actual business scope of DR Corporation Limited, consistent with the Company's annual report. Unless otherwise stated, the currency mentioned in this report is denominated in RMB.

| Confirmation & Approval

This report has been confirmed and approved by the Board of Directors for release.

| Title Clarification

For ease of expression and reading, "DR Corporation," "DR Group," "the Company," "we" in this report refer to Corporation Limited. "DR","DR Diamond Ring" in this report refer to a jewelry brand owned by DR Corporation Limited

Unless otherwise indicated, the terms used in this report have the same meanings as defined in the Company's *2023 Annual Report*.

| Accessing and Responding to this Report

The electronic version of this report can be viewed and downloaded from the information disclosure website designated by Shenzhen Stock Exchange, i.e., Juchao Information Website (www.cninfo.com.cn), and from the official website of the Company (www.darryringgroup.com). If you have any questions or suggestions about the report, you can send an email to ir@darryring.com or call 0755-86664586.

Message from the Management



The Company values sustainable development. Adhering to an attitude of fairness, openness, co-creation, and dedication, we have established good interactive relationships with numerous consumers, suppliers, shareholders, and other stakeholders. By continuously improving in various aspects such as products, services, responsibilities, supply chain, organizational development, and employee development, we solidify the foundation for the Company's sustainable development to earnestly practice and vigorously move forward. We are committed to building the Company into an outstanding entity that embodies "compliant governance, cherishing resources, focusing on business ethics, emphasizing information security, and caring for employees." In 2023, the Company perfected its sustainable development governance structure. At the board level, a Strategic and Sustainable Development Committee was established, leading the work of Sustainable Development Guidance Workgroups and Sustainable Development Offices. The Strategic and Sustainable Development Committee is responsible for the review and supervision of the Company's long-term development strategy and ESG matters, while the Sustainable Development Guidance Workgroups conduct research and analysis on the Company's ESG status and risk mitigation, and the Sustainable Development Offices are responsible for the daily execution of ESG-related work and collection of relevant information and data. This three-tier structure collectively promotes the implementation and continuous improvement of the Company's ESG management.

The Company has made comprehensive plans and implementations in governance structure, investor communication, compliance operations, business integrity, and anti-corruption to ensure the Company's operations are healthy, standardized, and sustainable. The Company operates the General Meeting of Shareholders, Board of Directors, and Board of Supervisors legally, strengthens communication with investors, and improves the investor relations management system. From multiple dimensions, the Company combs through operational compliance to avoid risks, continues to implement anti-corruption policies, and improves a series of detailed integrity system processes.

Through product innovation, service enhancement, and manufacturing process innovation, the Company provides a unique true love experience for every customer. We are committed to creating high-quality innovative products and ultimate services, continuously

introducing unique products and experiences through the construction of an intellectual property system and a culture of innovation among all employees.

The Company ensures the high quality of its products through strict quality selection restrictions, review processes, and regular supplier assessments. The Company has also established a rigorous supply chain management system, in order to promote sustainable development, and ensure continuous progress and growth of suppliers through responsible procurement, thereby guaranteeing users' true love experience.

The Company is committed to providing employees with a comfortable and fair employment environment, providing opportunities for growth and development, and ensuring that every employee enjoys the rights granted by local laws and regulations. Through setting up communication channels and providing

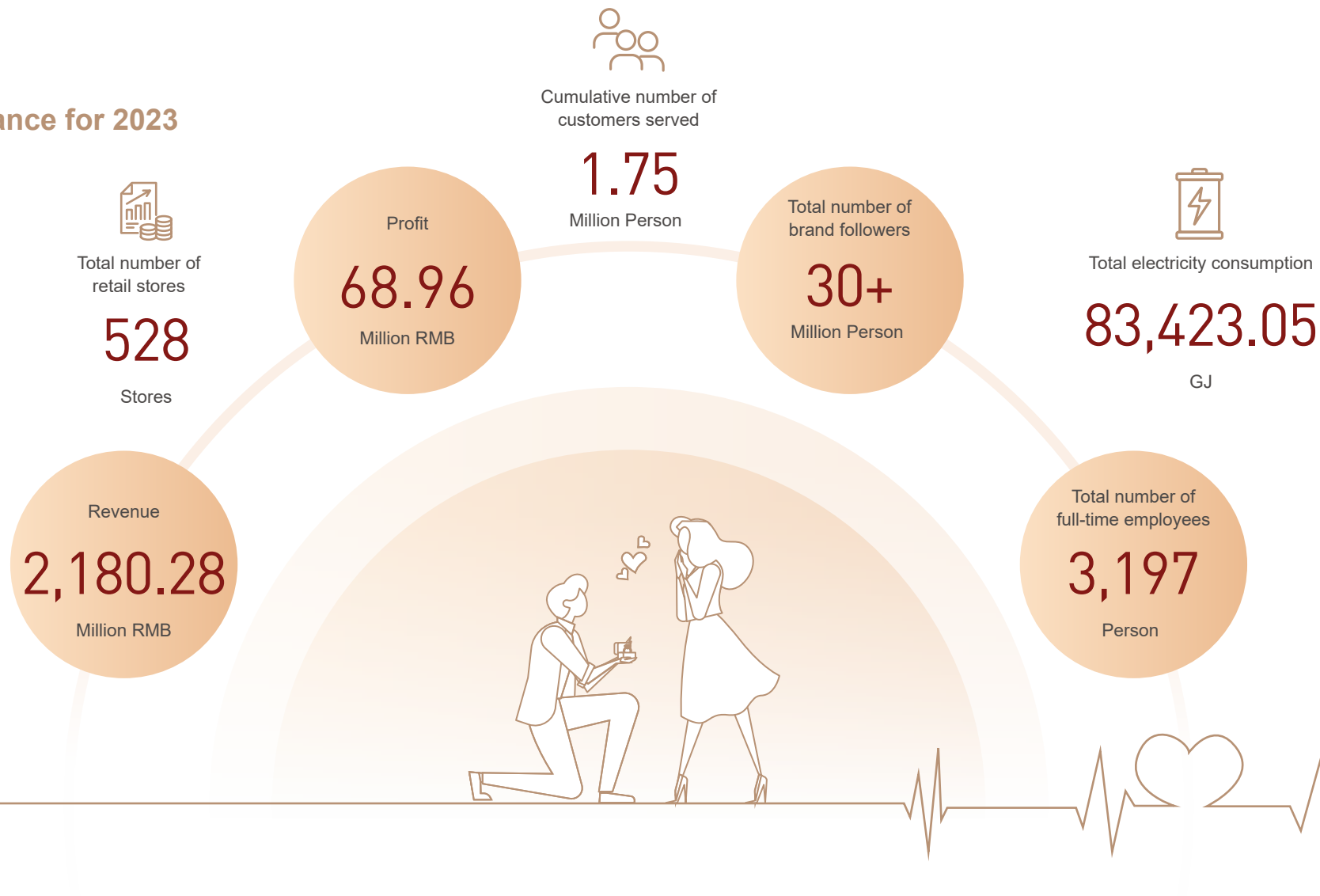
various benefits, the Company focuses on the development and work-life balance of employees, enabling them to achieve self-improvement with the support of the Company, and continuously contributing to the development and improvement of the community, promoting the realization of the true love mission.

The Company strictly adheres to environmental protection regulations, integrating green operation concepts and environmental protection into its operation management. Through measures such as improving energy efficiency, reducing carbon footprint, and optimizing resource utilization, we respond to climate change and achieve sustainable development. Meanwhile, in various aspects such as store design, construction, and operation, the Company adopts energy-saving, water-saving, material-saving, and emission-reducing measures, reduces environmental impact, improves resource utilization efficiency, and conveys green and low-carbon concepts to customers.

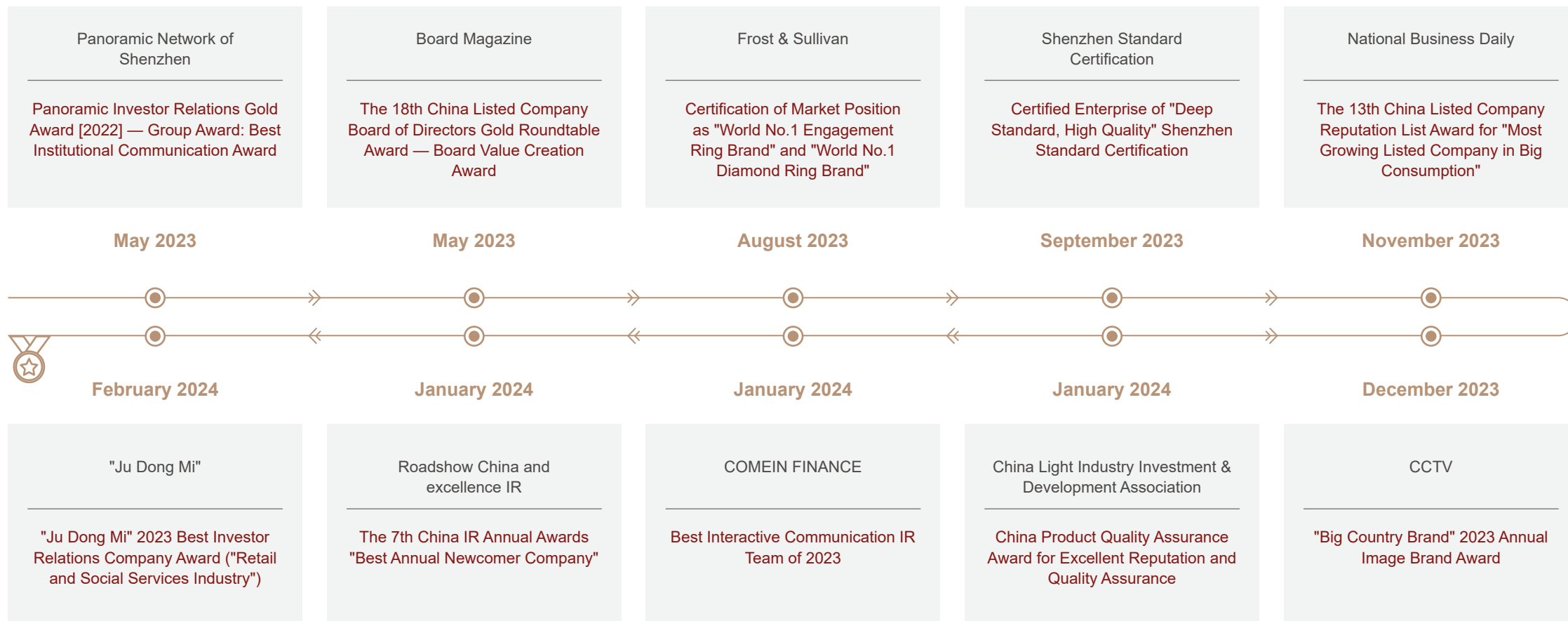
With the vision of becoming a "global leader in true love culture " and bearing the brand mission of "helping more people express love, and letting love be happy and lasting," the Company strives to spread and witness true love and romance in the world, and continues to provide high-quality jewelry products and unique true love culture experiences and services for global consumers. To achieve this, we will continue to enhance our management capabilities, focus on sustainable development issues facing humanity, balance various interests of all parties concerned, and strive to create more value for society, shareholders, consumers, and employees.

Our 2023

Key ESG Performance for 2023



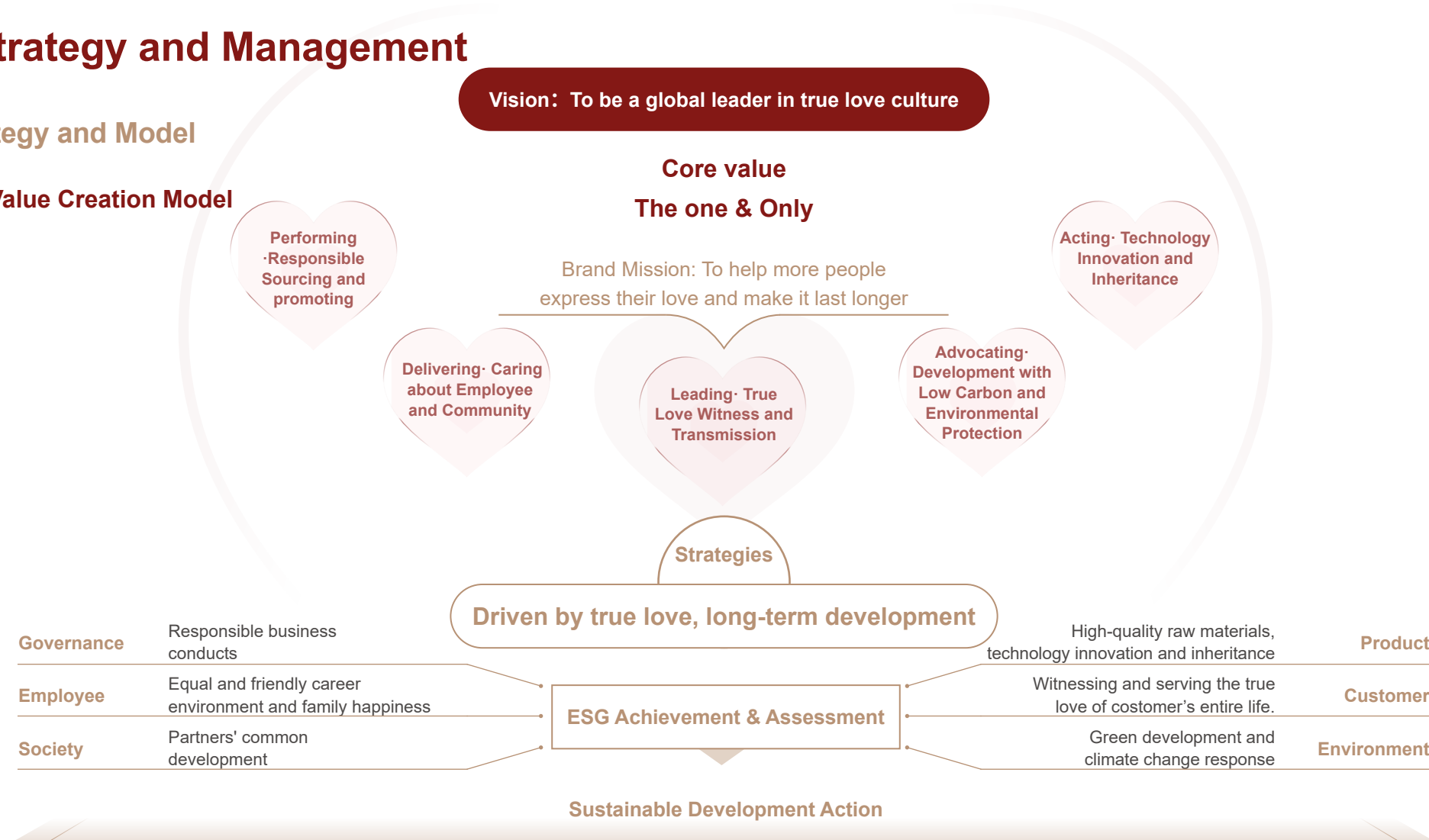
Awards and Honors



ESG Strategy and Management

ESG Strategy and Model

Company Value Creation Model



ESG Framework and Contribution to SDGs

- Solidify corporate governance structure, strengthen investor communication
- Operate with responsible business conduct and compliance



- Enhance the strength and breadth of witnessing true love and conveying it
- Increase fan attraction; continuously serve over one million couples



- Promote industry craftsmanship and product innovation
- Provide comprehensive true love services to customers



- Establish and implement leading international supplier responsibility standards
- Ensure long-term stable cooperation and key suppliers' compliance with supplier responsibility standards



- Safeguard employee rights and enhance employee value
- Support social development and promote social harmony



- Reduce energy consumption and lower carbon emissions
- Reduce unit energy consumption and unit greenhouse gas emissions



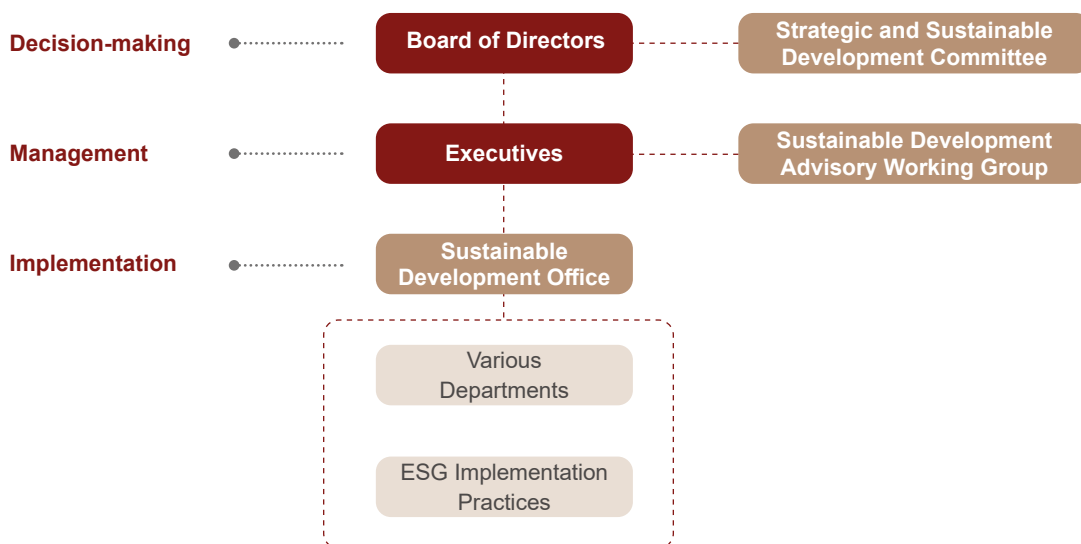
ESG Management System

| ESG Governance Structure and Functional Responsibilities

To meet the strategic and sustainable development needs of the Company, to develop and implement environmental, social, and governance (ESG) work, and to enhance the Company's core competitiveness and sustainable development capabilities, the Company established a special Strategic and Sustainable Development Committee of the Board of Directors, and gradually improved the Company's ESG system construction in 2023, integrating ESG management into the Company's daily operations.

Additionally, the Board of Directors and senior management participated in ESG training and capacity-building activities organized by the Company, including the ESG report kickoff meeting and advanced ESG management training courses.

DR Corporation ESG Governance Structure



Strategic and Sustainable Development Committee

- Coordinated by the Company's chairman, and its responsibilities include:
- Researching and proposing suggestions for the Company's long-term development strategy and special plans;
 - Studying and proposing suggestions for major investment and financing schemes requiring the Board approval according to the *Company's Articles of Association*;
 - Researching and proposing suggestions for major capital operations and asset management projects requiring the Board approval according to the *Company's Articles of Association*;
 - Studying and proposing suggestions for other significant matters affecting the Company's development;
 - Reviewing and supervising ESG matters of the Company, including strategic planning, goal setting, policy formulation, execution management, risk assessment, performance evaluation, information disclosure, etc., and reporting to the Board;
 - Inspecting the implementation of the above matters;
 - Legal regulations, rules, regulations, regulatory requirements, and other matters authorized by the Board.

Sustainable Development Advisory Working Group

- Composed of executives and department managers of the Company, and its responsibilities include:
- Conducting research and analysis on the Company's ESG status, providing a decision-making basis for integrating ESG into the Company's overall strategic planning;
 - Properly mitigating ESG risks and promoting continuous improvement of significant ESG issues;
 - Establishing inter-departmental linkage mechanisms for ESG work;
 - Formulating implementation measures for ESG strategies and goals, making requests to the executive level;
 - Regularly reporting the implementation results of various work to the Committee.

Sustainable Development Office

- Composed of ESG coordinators from various departments, and its responsibilities include:
- Daily execution of ESG-related work and tracking of related effectiveness;
 - Collecting ESG-related information and data.

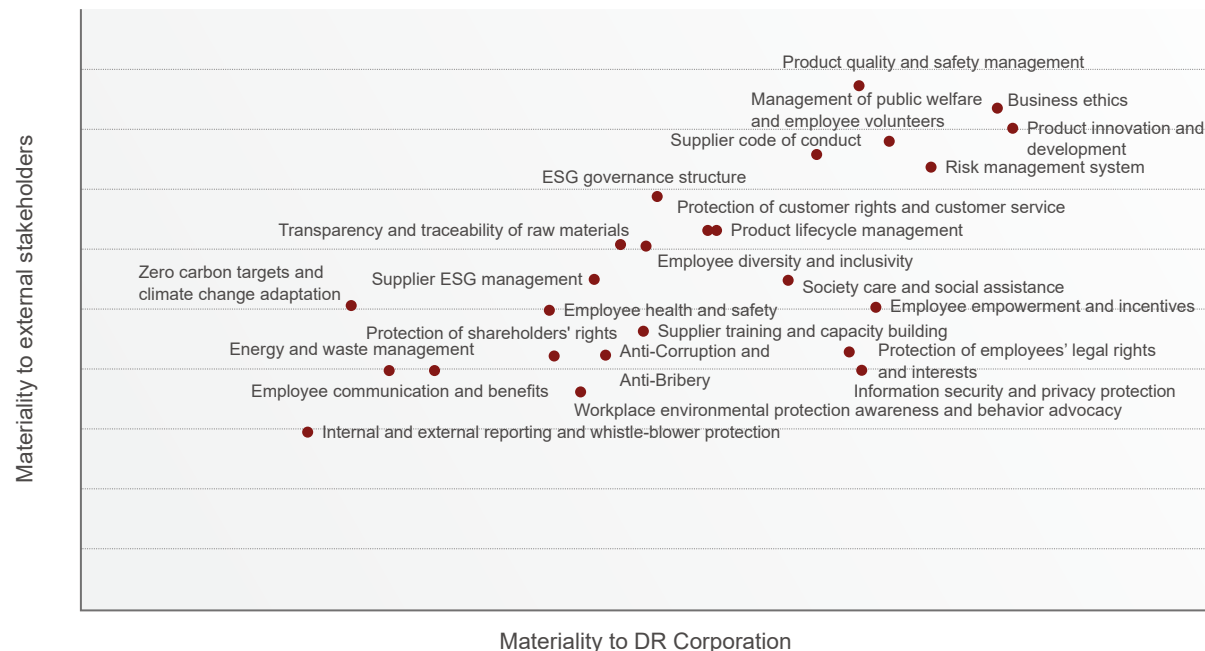
ESG Materiality Analysis

Materiality Analysis Process

In 2023, the Company conducted a comprehensive analysis and assessment of the materiality of ESG management issues for stakeholders. Combining its own business development and external research, the Company conducted questionnaire surveys among stakeholders, including employees, customers, government and regulatory agencies, suppliers, investors, media, etc., to identify the most important ESG issues for the Company and form a materiality analysis matrix. The progress made on material issues in 2023 will be explained in subsequent sections.










DR Corporation's 2023 material issues distribution matrix



Governance	Environmental	Social	
01 ESG governance structure	07 Zero carbon targets and climate change adaptation	11 Protection of employees' legal rights and interests	19 Information security and privacy protection
02 Business ethics	08 Product lifecycle management	12 Employee diversity and inclusivity	20 Supplier code of conduct
03 Risk management system	09 Energy and waste management	13 Employee health and safety	21 Supplier ESG management
04 Anti-Corruption and Anti-Bribery	10 Workplace environmental protection awareness and behavior advocacy	14 Employee communication and benefits	22 Supplier training and capacity building
05 Internal and external reporting and whistle-blower protection		15 Employee empowerment and incentives	23 Transparency and traceability of raw materials
06 Protection of shareholders' rights		16 Product quality and safety management	24 Management of public welfare and employee volunteers
		17 Product innovation and development	25 Society care and social assistance
		18 Protection of customer rights and customer service	

Stakeholder Communication and Engagement

Stakeholder Composition	 Shareholders and Investors	 Regulatory institutions	 Customers	 Employees	 Suppliers	 Communities	 Social organizations
Representatives of Stakeholders	<ul style="list-style-type: none"> Investors 	<ul style="list-style-type: none"> Government authorities at all levels Shenzhen Stock Exchange China Securities Regulatory Commission 	<ul style="list-style-type: none"> Domestic and international consumers 	<ul style="list-style-type: none"> All employees 	<ul style="list-style-type: none"> Engineering suppliers Administrative suppliers Raw material or processing suppliers Wedding planning or KOL suppliers 	<ul style="list-style-type: none"> Key special groups 	<ul style="list-style-type: none"> Media NGOs Industry associations, etc.
Stakeholder Focus Areas	<ul style="list-style-type: none"> Company business performance Financial performance and ESG planning Corporate governance and risk management Investor communication and interaction 	<ul style="list-style-type: none"> Corporate governance and compliance operations Environmental protection and climate change Protection of the rights and interests of customers, employees, and other stakeholders 	<ul style="list-style-type: none"> Product innovation and design Product quality assurance Customer service guarantee Overall social responsibility performance 	<ul style="list-style-type: none"> Salary and benefits Capacity building and training Open and transparent development pathways Work-life balance Employee health and safety 	<ul style="list-style-type: none"> Stable financial performance and payment policies Fair and transparent selection procedures Fair, just, and transparent procurement environment 	<ul style="list-style-type: none"> Contribution to the sustainable development of communities Conveying and safeguarding true love 	<ul style="list-style-type: none"> Good cooperative relationships Transparent information communication and sharing Industry common development
Communication Participation Methods	<ul style="list-style-type: none"> Regular disclosure of information Online/offline investor communication Phone and email communication 	<ul style="list-style-type: none"> Participation in relevant meetings Institutional communication Regular report submission 	<ul style="list-style-type: none"> Pre-sales communication After-sales service Routine communication (such as customer visits, etc.) Marketing and branding activities 	<ul style="list-style-type: none"> Union and employee representatives Online communication platforms Employee complaint hotline Face-to-face meetings with executives and other internal events 	<ul style="list-style-type: none"> Supplier training Supplier audits and communication 	<ul style="list-style-type: none"> Welfare activities Complaint hotline 	<ul style="list-style-type: none"> Media activities and communication Project cooperation Company official website, public accounts, and other public channels



Corporate Governance and Business Ethics

The Company continues to strengthen its governance structure, ensuring fairness, integrity, responsibility, and efficiency in business activities through responsible business conduct, promoting social well-being and harmony.

Our Goals

- Establish a sound corporate governance model to effectively protect investor rights and ensure comprehensive compliance in operations.

Our Progress

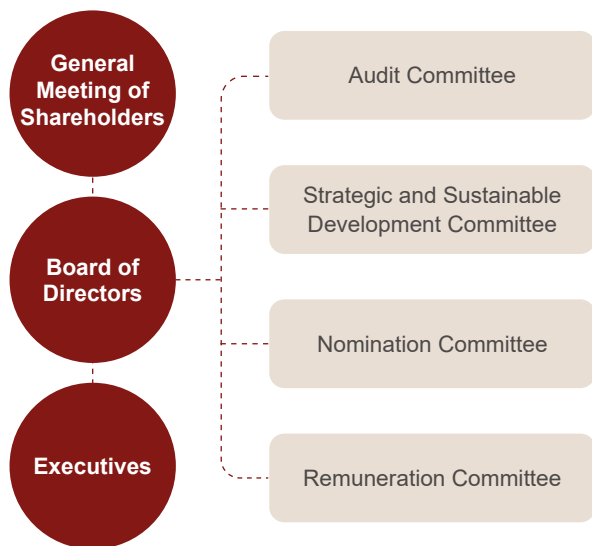
- The Company's General Meeting of Shareholders, Board of Directors, and Board of Supervisors have been orderly convened, and resolutions have been effectively passed.
- Diversified and timely communication channels with investors have been established.
- Comprehensive compliance in human resources, fund management, tax governance, privacy protection, and other areas has been steadily progressing.

Supporting to SDGs



Establishing Sound Corporate Governance

The Company operates General Meeting of Shareholders, Board of Directors, and Board of Supervisors according to relevant laws and regulations such as the *Company Law*, the *Securities Law*, the *Code of Corporate Governance for Listed Companies*, the *Rules Governing the Listing of Shares on the ChiNext Market of Shenzhen Stock Exchange*, and *Shenzhen Stock Exchange Guideline No. 2 on Self-Regulation of Listed Companies - Standardized Operation of Listed Companies on the ChiNext Market*, establishing a sustainable development management system, timely disclosing relevant information to ensure compliance, continuously enhancing communication with investors, and improving the investor relations management system and communication channels.

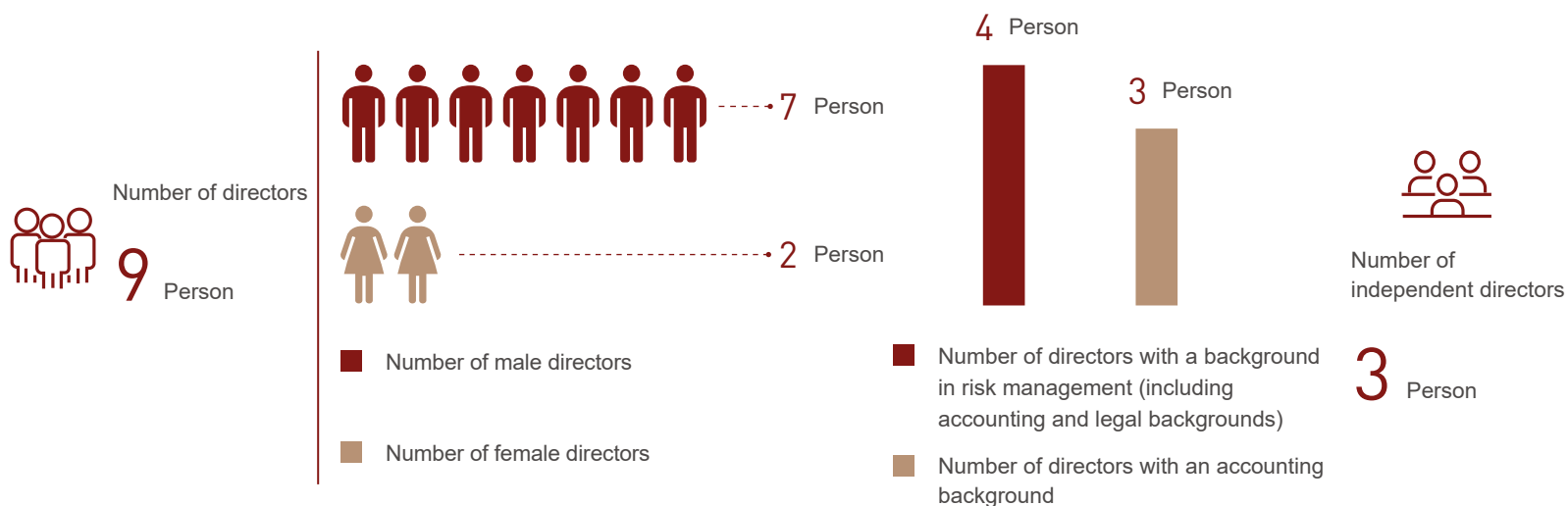


Corporate Governance Structure and Operations

The General Meeting of Shareholders is the Company's highest governing body. In 2023, the Company held two shareholders' meetings, including one extraordinary shareholders' meeting and the 2022 annual shareholders' meeting. The convening and holding procedures of the two shareholders' meetings comply with laws, regulations, rules, and the *Company's Articles of Association*. The qualifications of attendees and conveners are legitimate and effective, and the voting procedures and results of the meetings are legal and effective. Shareholders or their proxies voted on various meeting resolutions through on-site and online voting, and all resolutions were unanimously passed by vote.

The Board of Directors is the corporate governance body designated by the General Meeting of Shareholders to exercise governance functions on behalf of the Company. In 2023, the Company's Board of Directors and its various specialized committees orderly convened to discuss and make resolutions on key reports, financial decisions, internal control and internal audit systems, appointment of new directors, director and senior executive compensation plans, engagement of external audit firms, regulations on executive shareholdings, and management of related-party transactions. All resolutions of the Board of Directors were passed unanimously.

The compensation of executives (executive directors) is determined based on their positions, the Company's compensation system, and industry salary levels. It comprises fixed compensation and performance-based compensation, with the latter depending on both Company performance and individual achievements. Key performance indicators include but are not limited to company performance metrics.



Investor Communication and Protection

The Company has always attached great importance to investor relations, continuously building and exploring models for investor relations management, promoting two-way communication with investors, and striving to safeguard their interests. The Company strictly complies with relevant laws and regulations such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Guidelines on Investor Relations Management of Listed Companies*, and internal regulations such as the *Company's Articles of Association*, adhering to the basic principles of "full compliance, equal treatment of investors, proactive communication, honesty, and integrity," ensuring that information disclosure is truthful, accurate, complete, and timely, and ensuring that all investors have fair access to information.

The Company has established a comprehensive investor relations management system and set up a dedicated investor relations position to strengthen communication with investors and sell-side analysts, enhance the capital market's understanding and recognition of the Company. In August 2022, the Company formulated the *Investor Relations Management Policy* in accordance with relevant regulations and the *Guidelines on Investor Relations Management of Listed Companies*. In 2023, based on the revised *Shenzhen Stock Exchange Guideline No. 2 on Self-Regulation of Listed Companies - Standardized Operation of Listed Companies on the ChiNext Market* and other relevant regulations issued by the Shenzhen Stock Exchange, the Company revised the *Investor Relations Management Policy* based on its operating environment, clarifying the content, methods, organization, and implementation of investor relations management.

The Company continues to standardize the process of investor relations management to improve efficiency, maintain consistency, and ensure smooth communication with investors to the greatest extent possible through telephone, new media platforms, the official "DR Corporation Limited" WeChat public account, fax, email, the "Investor Relations" section of the Company's official website, and on-site reception. In 2023, the Company continued to strengthen comprehensive and effective communication with investors, ensuring that small and medium-sized shareholders have the right to fair and impartial access to Company information. It held regular online performance explanation meetings for all shareholders and disclosed daily research contents of investment institutions through the *Investor Relations Activity Record Form*. The Company also actively disclosed bilingual versions of its annual report and sustainability report, publishing financial and non-financial information to global investors.

Case Company's External Communication Situation in 2023

- The Company issued a total of **4** regular reports (excluding summary reports) and **111** interim reports (excluding investor relations activity record form).
- The Company conducted investor research communication activities **36** times online and on-site, with nearly **700** investors received (including nearly **500** institutional investors).
- The Company replied to **110** interactions on the irm.cninfo.com.cn platform.
- The Company held **2** general meetings of stockholders with an average attendance rate of **88.19%**.

The Company's Investor Relations Department has established a regular information collection and feedback mechanism to ensure that investors and shareholders are promptly informed of the latest developments in the business departments. Additionally, the department promptly provides feedback to the management on investor concerns and suggestions collected from the "irm.cninfo.com.cn" platform, IR mailbox, and daily research, for management decision-making reference. In 2023, the Company further deepened communication with sell-side analysts, with securities firms publishing approximately 40 research reports on the Company throughout the year (not a complete count). Among these, six reports achieved initial coverage, contributing to the Company's presence in the capital market.



with securities firms publishing approximately 40 research reports on the Company throughout the year (not a complete count)

40 year (not a complete count)



6

reports achieved initial coverage year (not a complete count)

Standardizing Responsible Business Conduct

The Company continuously standardizes responsible business operations to ensure corporate compliance and governance.



Ensuring Compliance in Business Operations

The Company conducts compliance risk assessment and control in various dimensions, including labor compliance, contract management, fund usage, and data privacy in 2023.

In 2023, the Legal Affairs Department and Human Resources Department organized labor compliance training, addressing labor consultation issues, the latest labor case precedents, providing relevant legal interpretations, guiding case studies, and answering frequent labor relations risk questions to prevent labor employment risks. To further enhance contract document management and standardize the transfer and custody of contract documents, the Legal Affairs Department designated contract administrators in each department, and established departmental contract document management ledgers, gradually achieving the standardization and institutionalization of the Company's contract document management.

The Asset Management Department enhanced the compliance of the Company's asset management process, implementing full-cycle management and specialized management for pre-investment due

diligence, mid-investment monitoring, and post-investment review of invested assets. The investment decision-making process is stratified based on asset risk categories and investment amounts, with any member of the decision-making group having veto power to minimize investment risks. Simultaneously, the Audit Department focused on auditing raised fund storage and usage, including account deposit status, balance changes, specialized use, non-raised investment project usage, appropriate approval, compliance with regulatory requirements, usage progress, project income, and financial product purchases.

The Finance Department established a flexible and adaptable global tax management framework to ensure tax compliance and efficiency in various countries. Since 2023, the Company has established subsidiaries in Singapore, the United States, and Malaysia and implemented localized operation strategies. To ensure tax compliance globally, the Company not only hires professional agencies for its overseas subsidiaries but also continues to cooperate with domestic

consulting agencies to leverage overall advantages and ensure compliance with domestic and international tax environments.

Regarding data privacy compliance, the Company refers to the EU's GDPR to conduct comprehensive inspections of internal and external data to determine data categories, storage locations, and sensitivity. The Company provides employees with GDPR training to ensure they understand how to handle data compliantly. The Company regularly reviews and updates its privacy policies, clarifying the lawful processing of data, and establishes a periodic risk assessment mechanism to monitor and respond promptly to potential threats that may affect GDPR compliance.

To achieve visualized business processes, evidence-based execution, and streamline business execution processes, the Operations Management Department established smooth and efficient business standard operating procedures and authorization systems in 2023.

Business Integrity and Anti-Corruption

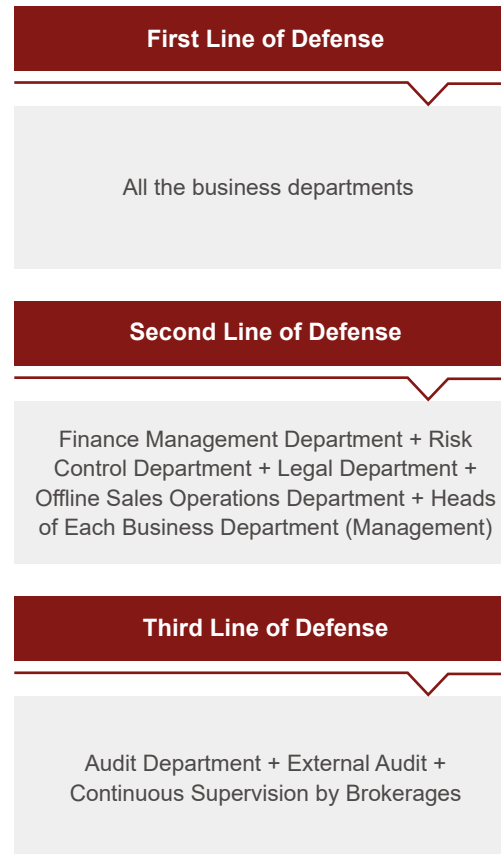
The Company considers corruption as a red line in its operations. The Company has published the *Anti-Corruption Policy* on its official website, clearly defining various corrupt behaviors that the Company has zero tolerance for, standardizing guidelines and reporting processes for accepting gifts, conflicts of interest, and more. Simultaneously, the Company has internally developed a series of detailed integrity system processes, detailing supervision and reporting, declaration of conflicts of interest, acceptance of gifts, integrity construction, and reward and punishment systems, which have strongly constrained the Company's employees.

By signing standard contracts and integrity agreements with suppliers, the Company ensures that suppliers fully understand and adhere to principles of fair trade, business ethics, and confidentiality standards. The agreements stipulate equal integrity obligations for both parties and the accountability mechanism for corruption cases, and the Company discloses the contact information of its Audit Department to partners. In 2023, the coverage rate of integrity agreements signed with perennially stable and key suppliers reached 100%.

The Audit Department independently conducts audits and reports to the Board's Audit Committee and audit supervisors. In 2023, the Audit Department completed a total of 9 planned special audit projects, with 63 audit recommendations proposed and a corrective completion rate of 98%. Additionally, the Audit Department completed 14 ad-hoc audit projects in 2023, with 18 audit recommendations proposed and a corrective completion rate of 90%. The Audit Department also conducts engineering audits to ensure the authenticity and accuracy of the capacities of store decoration projects, as well as the construction quality in line with the Company's requirements.

The Company has established a three-line defense mechanism, clarifying the responsibilities of employees in various business departments, the Finance Management Department, Risk Control Department, Legal Department, heads of business departments, and internal and external audits.

The Audit Department publishes integrity promotional articles monthly, summarizing real or online cases and reporting channels to enhance the integrity awareness of employees in all defense lines.



廉洁宣传——礼品收受

原则

根据《DR员工收受礼品管理制度》规定，员工不得在对外商务交往和经营活动中，明示、暗示或变相索要礼品及其他有价证券，因各种原因不能拒收或不能退回而收受的，应及时进行上交和登记。

收受礼品管理

上交与登记

- 深圳区域：收受礼品3个工作日内，收受人须向总部前台行政专员进行报备，并如实填写《礼品登记表》。
- 非深圳区域：自收受之日起3天内，向总部前台行政专员进行报备，并于10个自然日内，邮寄至总部前台行政专员处代登记。

使用处理

- 礼品使用须由使用部门发起邮件申请，填写并提交《礼品使用申请表》，使用部门负责人及行政负责人完成审批后，方可出库使用。

违规处理

自登记、上交的礼品不登记或不上交的，一经发现视同侵占，由行政服务部责令其补办登记手续，礼品收讫，并按公司PAP-HRA-HR-008《奖惩管理制度》给予处理。

廉洁宣传——如何写一封有效的举报信?

有效的举报信要点:

- 明确举报人与被举报人基本信息;
- 有理有据，证据确凿;
- 属于审计受理的举报范围。

举报信示例:

审计部:

我所属单位/部门职务姓名存在违规行为，特此举报，违规行为具体情况如下:

- 一、收受商业贿赂。
- “*年*月*日，事实描述，证据123，照片/文件附后。
- 二、与供应商串通以次充好。
- “*年*月*日，事实描述，证据123，照片/文件附后。
- 三、舞弊，侵占公司资产。
- “*年*月*日，事实描述，证据123，照片/文件附后。
- 四、利用职务便利进行关联交易，为关联方输送利益。
- “*年*月*日，事实描述，证据123，照片/文件附后。

附件: *****

举报人***
*年*月*日

《监督举报制度》相关:

1. 举报范围:

- 收受商业贿赂或回扣;
- 无正当理由情况下将公司控制的交易事项转移给他人;
- 违规使用公司资产、资金、票据、监管公司资产;
- 使公司为虚假的经济事项支付款项或承担债务;
- 以假借销售、提供交易事项、以假借销售、提供交易事项、以假借销售、提供交易事项等方式出现质量问题，误导性陈述或有重大遗漏等;
- 泄露公司的商业秘密或技术秘密;
- 控股股东、实际控制人或关联方导致公司利益受到损害，利用职权便利进行关联交易，为本人、亲友或特定人牟取不正当利益;
- 因与内幕信息交易涉嫌违法违规的经济活动;
- 其他损害公司利益或股东经济利益的行为。

2. 保护措施: 鼓励举报时留下举报人的姓名和联系方式，内部审计人员将对举报人个人信息予以保密，不得擅自泄露信息。

3. 受理流程: 审计部在5个工作日内做出是否，结合举报实际情况确定是否受理，实名举报会优先受理，为了更方便快捷确保取证，审计部建议举报人尽可能提供详细事实和线索。

举报途径 >>>

地址: 深圳市福田区福华大道1111号审计部
邮箱: is@darrying.com
电话: 18923789796

举报渠道

Improving Business Ethics Mechanisms

The Company has published the "*Code of Business Conduct*" on its official website, clearly defining its user-centered and user-demand-oriented approach, as well as red lines regarding corruption, commercial bribery, prevention of insider trading and misuse of internal information, safeguarding information and data security, responsible business conduct with partners, and employee behavior norms such as honoring commitments, preserving business confidentiality, integrity, anti-discrimination, and anti-harassment. The Company's *Rewards and Punishments Policy* provides clear definitions of positive and negative business ethics behaviors for each department, allocates detailed responsibilities, outlines fair and effective reward and punishment systems, and sets criteria for reward and punishment judgments, effectively motivating and encouraging employees.

Whistleblowing and Whistleblower Protection

To ensure the effective operation of the Company's business ethics and anti-corruption mechanisms, the Company has clarified the reporting channels for corrupt practices and publicly released the *Whistleblowing and Whistleblower Protection Policy* on its official website. This policy delineates the content of reports, reporting methods, measures to protect whistleblowers, and the process for receiving and investigating reports to ensure the confidentiality of whistleblowers' identities and protect them from retaliation. For reporting violations of the Company's regulations or harm to the Company's interests, upon verification, the perpetrators are punished according to the provisions of the Company's *Rewards and Punishments Policy*. In cases of serious offenses or violations of the law, they are handed over to the Legal Department for further actions, and whistleblowers are rewarded according to the provisions of the Company's *Rewards and Punishments Policy*.

In 2023, the Company did not experience any major embezzlement lawsuits, violations of business ethics, or corruption incidents.





Witnessing and Spreading True Love

As the "global leader in true love culture," the Company aims to "help more people express love and let love be happy and lasting," creating a once-in-a-lifetime love experience for customers and allowing more people to feel the power and beauty of true love.

Our Goals

- Enhance the strength and breadth of witnessing and spreading true love

Our Progress

- Increase the loyalty of DR brand followers
- Continue to establish connections with customers who believe in true love



Supporting to SDGs



Discovering True Love

Guided by the brand, the Company continuously conveys the beauty and power of love, explores the profundity and values of true love, and inspires the public's longing for and trust in true love.

Case Searching for 100 Diamond Wedding Couples Worldwide

How to turn love into a lifetime of true love? In fact, love is a series of positive resonances in small moments. It is because of these significant moments that love transcends fleetingness and becomes eternal, extending continuously throughout life. In 2023, DR launched the "Search for 100 Diamond Wedding Couples Worldwide" charity campaign, allowing diamond wedding couples to provide their answers. With over 60 years of marriage, they tell us: as long as true love is firm and faithful, love will compose the most touching chapters for each other's life, turning all joys and sorrows into strength.

Love is practical actions of silent dedication

Grandpa Wu Wenzhang would go far and spend extra time to save a few cents buying salt; but for the clothes Grandma likes, he wouldn't hesitate to spend thousands. He said, "Even if I starve, I must ensure she lives well." Grandma has been in two car accidents, and though Grandpa was scared in the hospital, he left a strong impression on the children. He said, "If I panic, the kids will too."



Love is every footprint walked together

Brought together by literature, they were moved by the phrase "love can conquer the world" from a book, so they traveled through many countries hand in hand, conquering the world with parallel steps. During their diamond wedding anniversary, residing in a corner of France, they affectionately put on DR rings for each other, saying, "The ring represents a lifetime of marriage." In their hearts, they saw each other through all the scenery, shining brighter than any landscape.



Love is every meal shared together

From the first ice cream date to the meticulously prepared meals on birthdays, Grandma sings and laughs while Grandpa hands her fruits when she's tired from singing. Grandpa, who rarely expresses love, always fulfills his promise from youth: "Never make her sad in this life." Tears flowed when he put on the DR ring for Grandma, expressing gratitude.



It seems that the love stories of people from Guangdong are always accompanied by the aroma of food, but what truly saturates the heart is the process of the loved one infusing the food with aroma, the courage behind each expression of love and fulfillment of promises.

Through the footprints of their lives, they interpret the romance of France: not as grand as many imagine, but like what countless people anticipate, spending a lifetime seeing different scenery with the same person, considering trivialities and bickering as sweet.

As of 2023, DR has visited and presented the stories of 100 diamond wedding couples in 26 cities, sparking nearly 200 million global touched responses. The map of true love has illuminated many cities, but DR's true love campaign with diamond rings will continue. Because "Empower more people to express their love, and let the happiness of love endure forever" is not only DR's mission but will also become a shared vision of the entire world.

Spreading True Love Culture

Every product of the Company embodies a unique emotional concept. Through different products, the Company aims to assist users not only in purchasing products but also in choosing a beautiful belief in true love.



DR HEART Heart Shaped Halo Pave Engagement Ring

Legend has it that lovers who are favored by the god of love will have a heart-shaped mark for life and will never be separated.



TRUE LOVE Simple Luxury Model Engagement Diamond Ring

Wishing all lovers in the world to fulfill each other: from the beginning to the end, a lifetime of companionship.



JUST YOU Starry Side-stone Engagement Ring

Taking down the guardian hexagram from the sky, guarding only you for a lifetime.



LOVE MARK Logo Weddings Rings

This is the most dazzling declaration: our love, fervent and radiant, stunning through time.



YOU & ME Love Without End Wedding Rings

My love for you, changing day and night, is never-ending.



D Lifetime Contract Simple Luxury Model Bicolor Rings & Bracelets

I entrust my entire life to you, promising a lifetime commitment, never to change.



DR HEART Affectionate Heart Pendant Set

You are the note of my heartbeats, never ceasing. My love for you, fervent and eternal.



First Snow Lifetime Devotion Pendant Set

Legend has it that the gods will listen to the sincerest wishes when the first snow falls.

I make a wish to the gods: first, to watch the first snow with you year after year, second, to share a lifetime with you.

For the engagement diamond ring series, the Company has established the rule of "The only & One" for purchases. When customizing the engagement diamond ring, customers are required to present valid identification for verification and sign the True Love Agreement to leave a mark of true love.

To enhance customer service quality and promote the culture of true love, the Company has set up an internal sharing section, the "Museum of True Love". Starting in 2023, the Company encourages employees to share touching stories discovered during receptions in the Museum of True Love, and selects outstanding service cases for commendation, allowing more employees to truly experience the charm of the brand's true love culture.

DR Diamond Ring is dedicated to letting love be better and has been taking action to promote this through various forms and activities.

真爱故事博物馆 (标杆评选中)



Based on the traditional Chinese Valentine's Day, DR Diamond Ring inherits and promotes Chinese culture with the theme of "Red Line," creating the DR Cliff Hall in Dali to spread the brand's true love concept.



On the Chinese Valentine's Day, DR launched the DR Emergency Rose Global True Love Charity Campaign in Paris, France, and landmark business districts in China. Through emergency gift boxes filled with love, traditional Chinese Valentine's Day cultural brochures, and emergency boxes of roses, DR reminds and encourages the public to express love to their significant others on this Day.

DR collaborated with the well-known book brand Fan Shu (formerly Fan Deng Reading) to hold offline *intimate relationship* sharing sessions. DR also invited Fudan University professor Liang Yong'an and Christopher Meng, author of *Intimate Relations*, to interact live on the scene, providing guidance and answers to questions about love for young people.



Witnessing True Love

As people's living standards improve and their views on marriage and love evolve, proposal is no longer a simple expression of love; more people aspire to have an unforgettable and romantic engagement experience. In July 2023, DR Diamond Ring initiated the "DR Wedding Ecology" project to create a platform for couples that integrates proposal, wedding preparation, and wedding ceremony services, establishing a high-end wedding ecosystem covering the entire process. "DR Proposal," an engagement planning brand under DR Corporation Limited, is committed to the core concept of "creating every proposal with care." Starting from an engagement diamond ring, it crafts enduring symbols of true love and romantic services for consumers, witnessing every joyful moment in their lives.



DR Proposal Planning Scenes

Case 520 Proposal Season

Through special events, the Company aims to help more people express love and let their love be happy and lasting. In May 2023, the Company launched the 520 proposal season campaign, encouraging more people to bravely declare their love with DR.



DR's "Big Red Heart" checkpoint provides a personalized DR certification photo for every visitor

Guarding True Love

True love is not just about moments of excitement and passion, but a commitment to "one lifetime, one couple" and unwavering companionship. DR not only allows users to enjoy and experience true love but also assists them in nurturing it with comprehensive services.

Case

DR Corporation mission is to "help more people express love and let love be happy and lasting." As DR Love Ambassadors, witnessing every moment of true love of our customers, we assist them in taking action for true love. Being able to make DR a very significant gift in their lives is the responsibility of every member of the DR team. We also hope to spread the concept of "The One & Only" to more users in the future and help more people witness true love.

I used to walk on the moon

Just because **you**'re in the mountains

The girl and her boyfriend have been together for eight years. After graduating from college, they are separated by work, the boy made a very brave decision to come to the girl's city and her development, breaking through the difficulties finally came to the girl. The girl was very touched, but also more determined to be together.

Later they stepped into the marriage hall, from the campus period of love has been through a lot of dlibs and drabs, are contained in the boy gave the girl DR diamond ring.

Probably the best thing about love is that your significant other has chosen a DR diamond ring for you. DR wedding ring, and DR HEART series can be more intuitive expression of Mr. love for women, a true heart only for the only you.



Dreaming back to the time when we were young and innocent

A smile in the face and a whisper in the ear

Mr. Liao and Ms. Pu have been neighbors since childhood, like an elder brother and a younger sister, have chosen to express their lifelong commitment through the purchase of a DR ring. After several fittings, they selected the Snow Heart Mark minimalist style. The snowflake ring symbolizes, "There are no two identical snowflakes in the world, just as you are a unique existence," complemented by the "Heart of a Maiden," leaving both extremely satisfied.

The girl shared their love story with a face full of happiness, "When we were little, he would always sneak into my house, take my bowl, and eat together at his place," she said. "He always took me to the mountain to play, pick flowers, and dig for fruits..." Their childhood friendship is the envy of many.

The couple was photographed at the Proposal Pavilion, and the True Love Agreement Wall. When the boy put the veil on the girl, his hands shook with nervousness. As they left, he held her hand tightly, as if he was holding onto the whole world.





Product Innovation and Service Enhancement

The Company is committed to creating high-quality innovative products and providing ultimate services to give each customer a unique true love experience.

Our Goal

- Drive industry craftsmanship and product innovation to create the ultimate user experience

Our Progress

- Developed the DR HEART "Italian Masterpiece Edition" engagement diamond ring "Ti Amo".
- Invented the double-plated electroplating process for 18K white gold. In 2023, customer satisfaction reached 99%

Supporting to SDGs



Leading Development with Innovation

Innovation is the cornerstone of the Company's development and the driving force behind safeguarding true love for each customer throughout their lives. The Company continuously motivates employees to provide unique products and experiences for every customer through the construction of an intellectual property system and a culture of innovation among all staff.

Intellectual Property Layout and Management

With a unique aesthetic attitude and strict craftsmanship standards, the Company meticulously crafts each jewelry piece representing "The One & Only," making it extremely important to protect the Company's product designs from infringement by others.

The Company's intellectual property protection has transitioned from a single protection dimension to a parallel protection mode using multiple methods, ensuring both protection strength and cost-effectiveness. In 2023, the Legal Department organized training on the timestamp platform electronic evidence, introducing protection methods and the timestamp electronic evidence platform to the Company's relevant design personnel based on the current status of core product protection, enabling participants to independently certify original product design content with legal validity. The Legal Department and the Product Department regularly hold monthly meetings to align work progress, clarify monthly intellectual property application plans of the Product Department, align corresponding product certificate data, and standardize the effectiveness of the Company's independent intellectual property protection. The Company has also established an intellectual property file management system and intellectual property ledger, completing past intellectual property inventory, archiving all certificates, maintaining real-time effectiveness updates, and synchronizing data with required departments, providing a strong basis for effectively addressing risks and protecting rights.

The Company adheres to independent innovation, preventing supplier intellectual property risks through contractual constraints. The Company requires suppliers to explicitly guarantee in the contract that the products provided do not infringe on others' intellectual property rights. In case of infringement, the supplier should bear corresponding infringement liability. When entrusting suppliers to manufacture products, the contract stipulates that the Company keeps confidential any intellectual property that is not applied for protection by the other party. For cooperative development technologies, the cooperation contract specifies the ownership, usage rights, and profit rights of both parties regarding research and development results.

Product and Experience Innovation

The Company incorporates innovative spirit into product design and supporting services to ensure the uniqueness of each customer's custom diamond ring, dedicated to creating a completely customized product and service experience for every customer.

In 2023, the Company's Product Department completed the design and craftsmanship upgrade of the DR HEART 3.0, continuously upgrading and iterating while maintaining the original appearance. It added five unique design and craftsmanship highlights, with its concentric cutting technique obtaining relevant national patents. The unique heart-shaped cutting technique presents a visual effect of "hearts intertwined," conveying exclusive love that lasts forever. The entire series was quickly embraced by customers upon its launch.

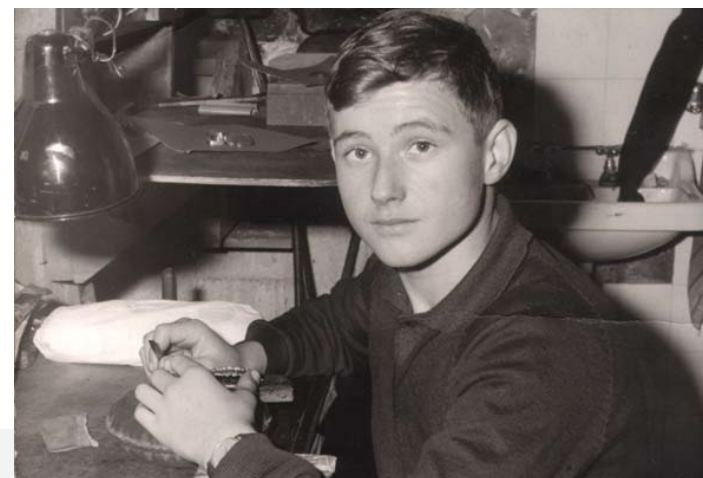
In 2023, the uniquely styled D series, bearing the distinctive DR brand characteristics, was developed and launched. Inspired by the brand's initials, with "I" for men and "U" for women, they closely combine to form a "D," symbolizing the timeless confession of "I LOVE YOU." This style became a favorite among many fashion icons, crafted from high-quality diamonds and winning numerous prestigious awards domestically and internationally, including the French Design Award, MUSE Award, and the Bronze Award at the American IDA International Design Awards.

In 2023, the Company collaborated for the first time with the MEINI workshop in Florence, Italy, to develop the DR HEART "Italian Masterpiece Edition" engagement ring "Ti Amo." The master craftsmen of the Italian workshop, inheriting 60 years of jewelry essence, used filigree carving techniques. After over a hundred days of manual carving, they presented the ancient gold jewelry art and carving craftsmanship in an artistic manner, polishing out engagement rings with a style reminiscent of the Renaissance period, evoking a profound historical atmosphere and stunning beauty.



The Company also innovated systematically in terms of its operational capabilities. Offline experience stores are an important part of the Company's operations. The Company's Smart Technology Department provides digital support for the guidance service process in experience stores. Through the simulation exercises of the digital platform's practical module, different customers' needs in different operational stages can be simulated, enabling store employees to communicate with the models through multiple rounds to improve their service capabilities. During the dialogue simulation, if there is uncertainty in how to respond to questions related to professional knowledge, sales can strengthen memory and communication skills according to the guidance.

The Company expanded the "Wedding+" new business platform to support the diversification of the main business in 2023. It introduced cooperation with wedding planning businesses, empowering them with digital management, and jointly promoting the development of the "Wedding+" business. The "Wedding+" platform covers proposal/wedding planning, wedding photography, wedding portraits, and other sectors, finely managing various aspects such as merchant entry, solution shelving, sales, delivery, and merchant settlement, complementing the Company's main business.



MEINI Florence Workshop, Italy



Engagement Ring "Ti Amo"

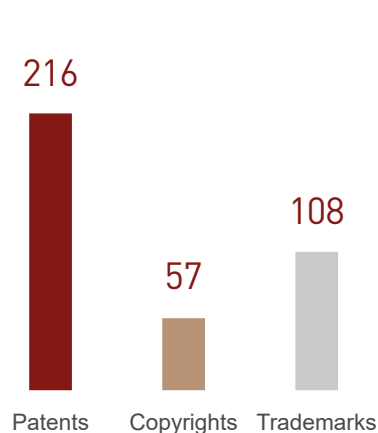
Manufacturing Process Innovation

The Company always focuses on solutions that combine aesthetics with comfortable wear, continually exploring overlooked areas of comfortable wear. Through millions of sample data, the research and development team spent three years calculating the ergonomic comfort angles. Through tens of thousands of parameterized experiments, they developed the piano master ring wall craftsmanship, which combines design aesthetics and ergonomics. The curvature of the ring shank fits the skin lines of the ring finger like silk, achieving a "no sensation" wearing experience akin to the second layer of skin.

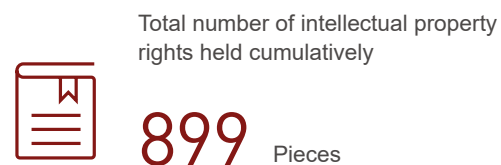
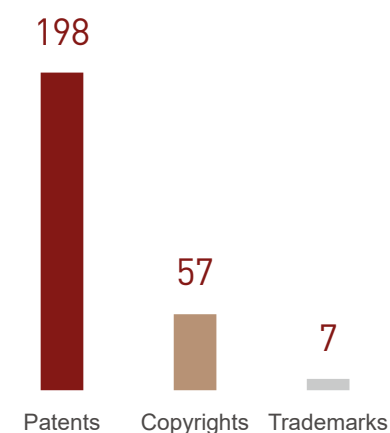
The Company has also invented an 18K white gold dual-plating electroplating process for material innovation, firmly fixing the plating on the 18K base material. This reduces the wear of the 18K white gold plating, ensuring the product's durability and colorfastness. The Company's dual-plating electroplating process has been certified by national authoritative testing agencies and has undergone three rigorous tests. Its authenticity, wear resistance, and resistance to acid and alkali corrosion have all received international recognition. In 2023, all of the Company's products underwent an upgrade to the dual-plating process.



Categorized by type of intellectual property (Pieces)



Categorized by type of intellectual property (Pieces)



Advocating Ultimate Service

The Company reciprocates ultimate love with ultimate service, ensuring superior customer experiences from multiple dimensions and responding to customers' dedication to true love with our dedication to service quality.

Ensuring Sales Compliance

To safeguard customers' legal rights and prevent negative impacts due to improper sales practices, the Company issued the *Store Operation Execution Manual* in 2023. All store staff members adhere to its guidelines. The "DR Diamond Ring Customization Notice" emphasizes customer education before placing orders, ensuring customers understand purchasing rules and have control over their purchased product information.

To ensure customers accurately understand product cost information, the Company prints separate sales and customization expense breakdowns on orders. Customers receive both a sales order and a customized service order, clearly outlining the breakdown of each expense, thus ensuring their awareness of customization costs. The Company also offers a 15-day cooling-off period for every customer, allowing to return or exchange within 15 days after receiving our products, safeguarding customers' reasonable rights.

In consideration of customer privacy protection and to prevent information leaks due to operational or account security issues, the Company conducted comprehensive training on information security for all employees, reducing the risk of employee disclosure of customer information. Simultaneously, the Company optimized the customer information query process and added permission requirements to ensure the confidentiality of customer information.

Creating Customer Experience

Offline experience stores are the preferred venues for customers to customize engagement rings and experience the Company's ultimate service. The Company provides comprehensive training for store staff to ensure they meet customers' inquiries and needs with the best attitude and professional knowledge when receiving them.

New employees at the experience stores undergo a 35-day on-site training, consisting of a 7-day basic learning period, a 7-day skills training period, and a 21-day practical application period, which was rigorously designed to quickly enhance new employees' service quality.

The staff of experience store undergo regular service training each year, focusing on overcoming difficulties encountered in customer communication to enhance employees' empathy, communication fluency, language accuracy, and multidimensional communication skills.

For all staff of experience store, the Offline Sales Operation Department regularly conducts service course training to enhance employees' service capabilities in three major modules: brand strength, service standards and satisfaction improvement, and service awareness and skills.



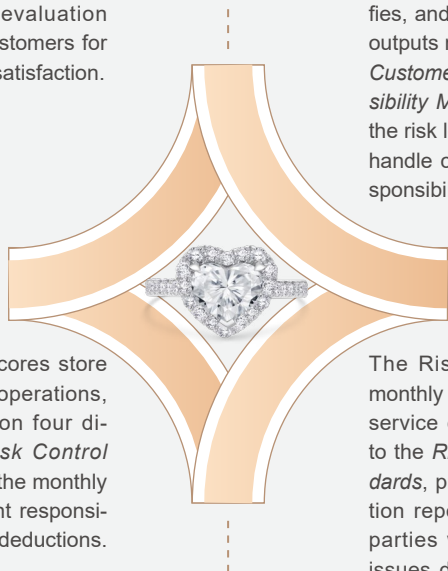
The Risk Control Department is the main management department for customer experience and satisfaction, evaluating and managing the service level of offline experience stores through four major modules, including service evaluation questionnaires, customer complaints, internal store inspections, and online quality inspections.

The Company's internal middleware system automatically pushes service evaluation questionnaires to visitors and customers for real-time feedback on customer satisfaction.

The Company records, summarizes, classifies, and analyzes customer complaints and outputs monthly reports according to the *DR Customer Complaint Handling and Responsibility Management System* to standardize the risk level of complaints and crisis events, handle complaint events, and determine responsibility.

The Risk Control Department scores store locations, staff services, store operations, and decoration quality based on four dimensions, issuing monthly *Risk Control Inspection Reports* to showcase the monthly inspection data and urge relevant responsible persons to rectify stores with deductions.

The Risk Control Department conducts monthly random checks on online customer service conversation recordings according to the *Risk Control Quality Inspection Standards*, providing at least one quality inspection report per week. It holds responsible parties who are accountable for red flag issues discovered and orders online management to promptly address deficiencies.

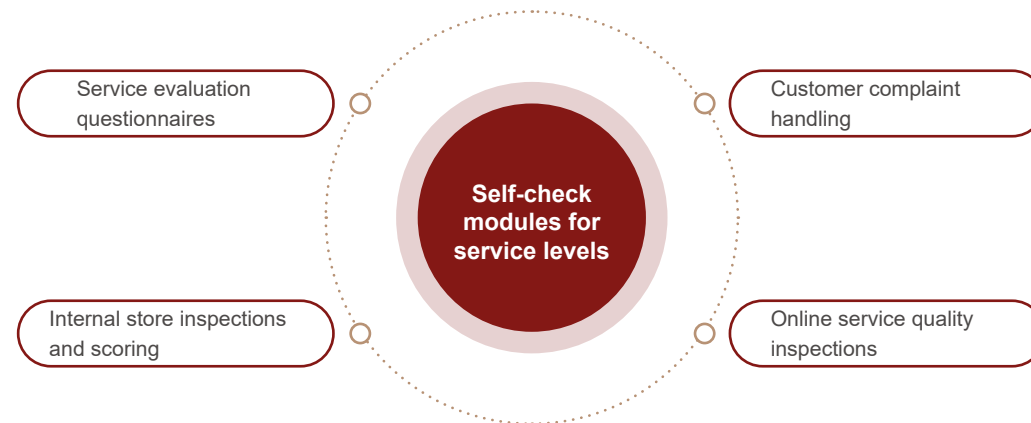


The Offline Sales Operation Department has also established a comprehensive store service assessment mechanism, setting offline service quality goals based on three major service quality data points: customer complaint volume, actual customer satisfaction, and the Risk Control Department's undercover inspection scores. To effectively ensure service quality, the compensation of offline experience store employees is directly linked to the quality of service in the store.



The Company's series of service quality assurance measures have continued to yield results, with customer satisfaction reaching

99% in 2023



Indicators	Units	2023
Number of serviced customers (customers placing orders)	Ten thousand people	175
Total number of brand followers on the Company's internet platforms	Ten thousand people	3,000
Customer satisfaction	%	99%
Number of privacy breach incidents	Pieces	0

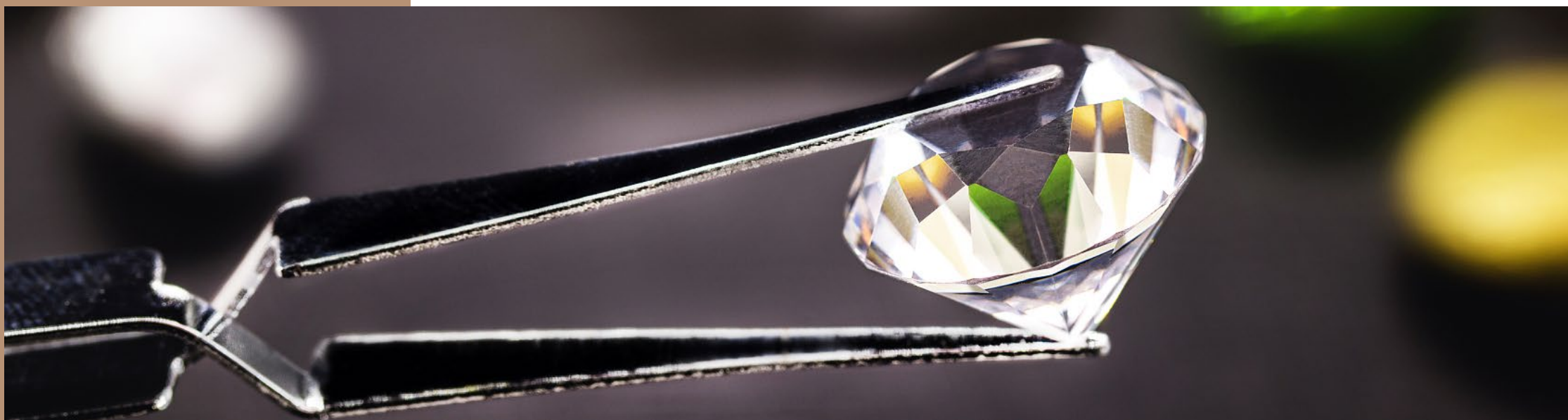
Creating High-Quality Products

The Company firmly believes that high-quality products represent high-quality love. The Rough Stone Procurement Department, Supplier Development Department, and Supply Chain Department work together to ensure that suppliers meet the Company's high-quality requirements for materials and finished products.

Improving Quality Procedures

The Company has strict quality admission standards for processing suppliers, including the Company's size, research and development capabilities, full-process production capacity, industry recognition, and more. There is a rigorous process for assessing new suppliers, including qualification review, simulated quotation, on-site audit, and blind sample testing, with detailed evaluations for each indicator in each module. In the qualification review module, the Company requires all processing suppliers to have ISO 9001 quality management system certification.

The Supply Chain Department regularly evaluates existing processing suppliers, with the highest weight given to product quality and quality system scores. Major quality anomalies are considered as deduction items, which greatly drive suppliers to improve product quality. The Company also grants suppliers access to the supplier management system, allowing them to timely access quality and delivery data. The Company can receive monthly supplier evaluation feedback and make production optimization plans and adjustments promptly. The Supply Chain Department conducts monthly color monitoring to randomly inspect the materials produced by suppliers, ensuring compliance with the Company's specified requirements for content and harmful substances to ensure quality.



Strengthening Quality Management

To ensure the quality of finished products, the Supply Chain Department conducts spot checks on semi-finished products at factories, only issuing orders after passing inspections to ensure stable product quality. The Company employs multiple production process monitoring personnel who conduct spot checks on the quality of semi-finished products when inspecting factories. Production monitoring personnel from the Supply Chain Department directly visit supplier production lines to inspect workers' mastery of production standards and product quality during the production process, ensuring timely delivery of high-quality products. The Company also conducts spot checks on factory quality management system records to ensure that all production indicators are within the specified range.

For finished products in factories, the Company's quality inspectors are stationed at factories to conduct full inspections of all products. Each product is inspected by quality inspectors to meet the Company's quality requirements and customer demands, which ensures the delivery of qualified products. Additionally, the National Gemstone and Jewelry Testing Center (NGTC) tests each finished product and issues NGTC certificates to ensure high-quality standards. The Company conducts a final inspection before shipment, where the Logistics Department rechecks the appearance of the goods to avoid shipping defective products to customers.

For non-conforming products, the Company initiates investigations into the causes from the perspectives of people, machines, materials, methods, environment, and measurement. The Company formulates corrective measures based on the analysis results, and supervises factories to implement corrections. The Company continuously tracks and verifies the effectiveness of corrective measures, and formulates preventive measures based on similar non-conforming events.

In the process of introducing new materials and new processes, the Company organizes personnel and external association experts to discuss the feasibility of production of new materials and processes, collectively solving problems and difficulties. After the solution is formed, the Company conducts trial production of new materials and processes, instructs suppliers to produce samples according to the style, compares differences between samples and actual goods, and sends products to third-party institutions for testing to evaluate the feasibility of implementing new materials and processes and whether

they meet the set expectations. After conducting multiple rounds of trial production, the Company confirms various parameters of new materials and processes. In the early stages of mass production, the Quality Department focuses on potential quality issues with new products to ensure the reliability of new materials and processes.

Indicators	Units	2023
Number of litigation cases faced by the Company due to product quality safety violations	Pieces	0
Penalties imposed due to product quality safety violations resulting in litigation	RMB 10,000	0
Incidents requiring recall from the total sold or shipped products due to safety and/or health reasons	Cases	0
Quantity of products requiring recall from the total sold or shipped products due to safety and/or health reasons	Pieces	0

Responsible Procurement and Sustainable Development

The Company has established a rigorous supply chain management system and is committed to promoting the continuous progress and growth of suppliers, inspiring them with a sense of responsibility for true love, and ensuring the true love experience for users.

Our Goals

- Establish and implement internationally leading supplier responsibility standards

Our Progress

- Developed the *Supplier Code of Conduct*, covering three categories: legal and compliance, social performance, and environmental performance
- Ensured that long-term stable cooperation and key suppliers adhere to supplier responsibility standards



Supporting to SDGs



Supplier Responsibility Management

Standards and Management Specifications for Suppliers

Supplier responsibility management is the foundation for establishing long-term, successful business partnerships and achieving business success between the Company and its suppliers. The Company not only requires suppliers to strictly comply with all applicable laws, regulations, and rules, but also hopes that suppliers can strive to meet internationally recognized standards for human rights, business ethics, and social and environmental responsibility.

The Company integrates corporate social responsibility and sustainable development principles into the daily management and business cooperation with suppliers. To this end, the Company has formulated the *Supplier Code of Conduct*, which sets requirements and regulations for all supplier facilities, activities, and employees contributing to contract fulfillment.

The main contents of the *Supplier Code of Conduct* include three parts: legal and compliance, social performance, and environmental performance:



- Legal and Compliance**
 - Ethical integrity, anti-bribery and corruption, labor rights and legal compliance, intellectual property rights, anti-money laundering, product safety, etc.
- Social Performance**
 - Human rights and employee rights, fair wages and equal treatment, occupational safety and health, etc.
- Environmental Performance**
 - Environmental management systems, resource use and recycling, waste management, greenhouse gas management, biodiversity conservation, etc.



To ensure the quality and safety of the supply chain, the Company regularly assesses and inspects suppliers based on actual conditions. If any violations of the Supplier Code of Conduct are found, the Company will require the supplier to make corrections or impose penalties. Suppliers are obliged to take appropriate corrective or remedial measures and complete rectification within the specified time frame. If the Company finds that the supplier has not corrected the violations during follow-up, the Company reserves the right to take further measures.

Case **Supplier Anti-Corruption Advocacy and Investigation Visits Project**

In 2023, the Company maintained a clean and self-disciplined work style, protecting the legitimate rights and interests of both suppliers and the Company, and conducted self-inspections and surveys on integrity and confidentiality during cooperation.

Supplier Audit and Compliance Management

During the supplier admission phase, the Company conducts a comprehensive review of the supplier's basic qualifications. For production suppliers, the Company checks their scale, tax qualifications, business licenses, social security contributions, registered capital, paid-in capital, fire acceptance documents, etc. The Company also examines whether suppliers have international certifications such as ISO 9001, ISO 14001, OHSAS 18001/ISO 45001, and encourages suppliers to continuously optimize their operational management. Additionally, the Company assesses supplier risks and arranges on-site factory inspections. Finally, the Company integrates scoring evaluations from multiple departments (order delivery, quality, finance, merchandise, etc.) to determine whether to introduce suppliers.

During the supplier management phase, the Company conducts a percentage-based assessment of suppliers in six fields, with different departments assessing different areas.



Special Topic: Diamond Traceability and Precious Metal Procurement

The Company purchases rough diamonds from suppliers in mainland China and Hong Kong. All rough diamond suppliers in mainland China are members of the Shanghai Diamond Exchange, while those in Hong Kong are top suppliers in the industry. The Company's Rough Diamond Procurement Department has established an optimized quality inspection process for rough diamond channels and cross-border customs clearance. All rough diamonds undergo at least two quality inspections, with complete examinations of the five major quality indicators: weight, color, clarity, cut, and fluorescence. Only qualified products are allowed to enter the Company's rough diamond warehouse. The Company uses DV5000 instruments to professionally test diamond fluorescence, ensuring the superior quality of the Company's rough diamond raw materials.



Percentage of products with traceable raw materials

Supplier Capacity Building

To enhance supplier capabilities and assist them in mutual growth, the Company conducts periodic empowerment activities for suppliers, including training on the introduction process for new suppliers, monthly quality communication and training, quarterly themed training, etc.

The Company manages suppliers online through the SRM Supplier Management System, where relevant processes and instructional documents are set up to help suppliers proficiently use the supplier operation system. This enables quick uploading and approval of expenses, saving communication costs and time. Additionally, suppliers can promptly track their own quality and delivery status through the system. Based on the Company's monthly evaluation feedback, they can devise and implement production optimization plans and adjustments to enhance product quality and performance.

Employee Growth and Community Welfare

The Company focuses on employee development and well-being, enabling them to achieve self-improvement while continuously contributing to community development and enhancement, thereby promoting the realization of the True Love mission.

Our Goal

- To promote employee development and enhance the happiness of employees' families and careers

Our Progress

- Established a comprehensive employee training system and improved performance evaluation and incentive mechanisms
- Fostered a favorable workplace environment, safeguarding women's long-term career development rights

Supporting to SDGs



Supporting Employee Growth

Protection of Employee Rights

| Labor Rights Maintenance

The Company is committed to establishing a comfortable and fair employment environment for employees, providing opportunities for growth and development, and ensuring that each employee enjoys the rights conferred by local laws and regulations. The Company adheres to the *Labor Law of the People's Republic of China*, supports the UN's *Universal Declaration of Human Rights*, and the International Labor Organization's *Declaration on Fundamental Principles and Rights at Work of the International Labor Organization*. It has established an *Employee Handbook* opposing any form of child labor and forced labor, prohibiting all forms of discrimination, harassment, or bullying, and safeguarding the legitimate rights and interests of employees.

In 2023, to effectively safeguard and maintain labor-related rights, the Company improved and standardized management systems such as the *Rewards and Punishments Policy*, *Attendance and Leave Management System (Headquarters)*, and *Employee Performance Improvement System*, ensuring employees' rights and interests in various aspects including recruitment and compensation.

Furthermore, the Company has established a Women Employees Committee to create a fair and conducive workplace environment, ensuring equal protection of all employees' rights and providing a solid foundation for the long-term development of employees in the workplace. The Committee is currently composed of employees from three departments, effectively listening to and addressing female career predicament, empowering employees.



| Equal Recruitment

The Company strictly adheres to recruitment and hiring processes that comply with labor laws and regulations, verifying the identity information of applicants during recruitment and onboarding to prevent the employment of minors. It upholds fair and compliant employment principles, signing labor contracts with employees according to the law, without discrimination based on nationality, race, religion, age, gender, marital or family status, or sexual orientation, providing inclusive and fair development and promotion opportunities, ensuring a mutual choice between the Company and talent.

Regarding recruitment channels, talent recruitment for fundamental positions to meet daily departmental needs mainly utilizes "recruitment websites" as the primary channels, considering multidimensional competency models for optimal selection. Besides recruitment websites, critical core talent recruitment also involves "talent referrals" and "headhunter cooperation" to meet the Company's strategic development needs by filling the gap of high-quality talent. Additionally, the Company internally promotes "internal recommendation" and "job competitions" to elevate outstanding employees, offering extensive development opportunities, addressing departmental talent needs, and providing broad development prospects for employees.

In 2023, through social recruitment channels, the Company recruited over 300 outstanding talents, not only meeting the Company's business development needs but also contributing to the realization of the mission of "helping more people express love and let love be happy and lasting."



Company recruited over

300

outstanding talents

Case TRUE LOVE Program

In the direction of campus recruitment, the Company values the cultivation of new employees and campus recruits, establishing the "TRUE LOVE Program" and developing a brand-new track specifically designed for new employees and campus recruits. Rich learning content and engaging formats help newcomers integrate quickly, providing different dimensions and levels of empowerment for employees in professional and management systems, helping them hone their skills, enhance their thinking, continually tap into and expand their talents, and providing ample energy for their career development paths.



| Employee Health and Safety

The Company places a high priority on the health and safety of its employees, strictly adhering to relevant laws and regulations such as the *Fire Prevention Law of the People's Republic of China* and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, comprehensively ensuring the physical and mental well-being of employees.

An emergency response management system has been established by the Company, with fire extinguishers and fire masks provided in various areas of the office, and regular inspections conducted to ensure the proper functioning of protective equipment. The Company provides employees with hardware and facilities conducive to their physical and mental health, as well as a variety of social activities, to help them maintain health and vitality.



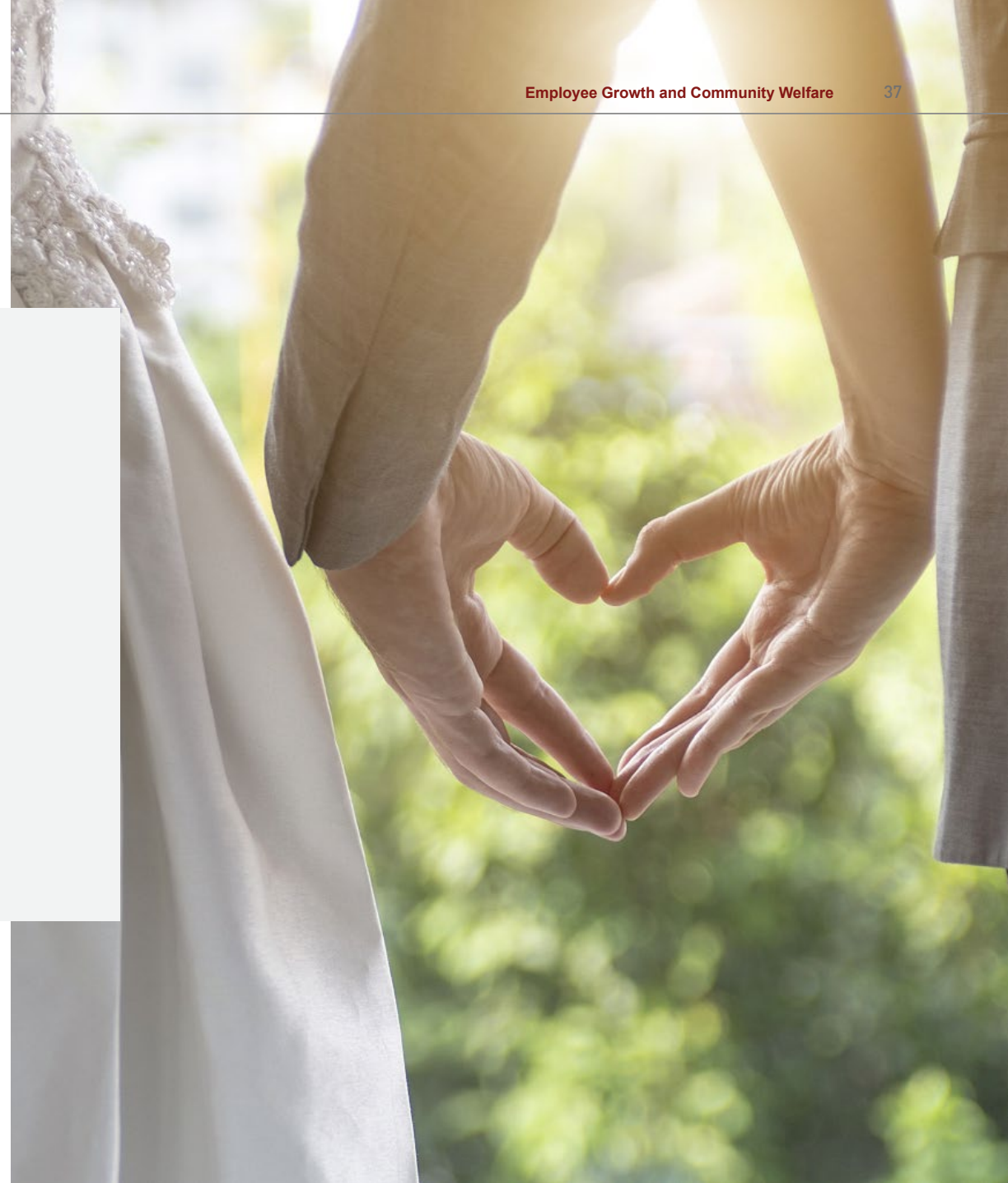
Safety drill activities

2 Times



Employee safety training coverage

100 %



Employee Training and Development

| Employee Training

The Company places great emphasis on training employees and planning for their lifelong career development, providing targeted training courses for different types of employees.



The Company organizes online learning and offline training every quarter, covering topics such as corporate culture, brand introduction, departmental operations, various rules and regulations, daily office systems, and software. The aim is to help new employees integrate quickly into the Company and carry out their work more smoothly.



The Company provides professional guidance and training for employees at different functions and levels to empower their growth.

In 2023, the company held a variety of trainings such as "How to Read People Accurately—Scientific Selection and Employment for Cadres", "Practical Sharing of Labor Disputes and Risk Prevention", "Strategy Decoding Session", "Strategy Training and Warfare Session" and other trainings for employees of different departments and levels to empower their professionalism in various fields such as business, risk management, and strategy execution.

| Employee Incentives and Promotion

Regarding promotions, the Company has established different promotion paths for employees in management and professional channels. Each employee has the option to choose between vertical and horizontal development paths, enabling them to progress vertically within one path or transition horizontally between the two paths.

In terms of employee incentives, the Company's headquarters links performance with incentives. Performance management is carried out according to the *Headquarters Performance Management System*, which underwent two iterations in 2023. Additionally, to ensure smooth collaboration across departments, the Company regularly organizes cross-departmental cooperation satisfaction surveys, the results of which are incorporated into the assessment of relevant executive members. For employees at different levels, the Company conducts assessments based on both quantitative and qualitative evaluations on a semi-annual and annual basis.

To ensure fairness and impartiality in performance assessment and promotion, the Company requires every team manager to conduct performance interviews with their team members. The purpose of these interviews is to provide formal feedback on performance results and set work plans/performance goals for the next cycle, aiming to eliminate biases, achieve consensus, and promote performance improvement and enhancement.

The Company pays performance assessment bonuses based on the final performance results. Additionally, the Company has instituted "timely incentive bonuses" to reward outstanding individuals and teams.



| Employee Communication and Care

Employee Communication

To facilitate better communication with company employees, various communication channels have been established. The Company has a public email address (bmd@darryring.com) to collect feedback, complaints, and suggestions from employees regarding work-related issues. Additionally, the Company hosts a "Ask the CEO" section, where employees can submit questions for the CEO to address topics of employees' concern directly. Furthermore, the Company has established a labor union to gather and address employee demands through employee representative conferences, effectively safeguarding employee rights.

In June 2023, the Company conducted an "Organizational Atmosphere Survey," covering all headquarters employees. After completing the survey, the Human Resources Department categorized and analyzed the data collected to identify the Company's organizational atmosphere strengths and pain points from various perspectives, providing targeted improvement suggestions.

Employee Care Activities



Regular Benefits

To enhance employee happiness, the Company has established the *Headquarters and Store Employee Welfare Management System* and the *Hong Kong Employee Welfare System* in its regulations. Benefits include monthly employee birthday parties, gift boxes for traditional festivals such as Spring Festival, Dragon Boat Festival, and Mid-Autumn Festival, early dismissal one hour before love-related festivals such as February 14th, May 20th, and Chinese Valentine's Day, department team building funds, marriage/birth/hospitalization condolence red envelopes, anniversary souvenirs for joining the Company, employee medical checkups, etc.



Caring Maternity Room

The Company headquarters has set up a "loving mother-and-baby rooms" equipped with a refrigerator and comfortable desks and chairs to provide pregnant employees with a safe, clean, and private space.



Heartwarming Fund

The Company also has a "Warm Heart Fund" to provide strong support to employees and their families facing major illnesses. In 2023, it assisted 26 employees, distributing heartwarming funds exceeding RMB 200,000.



Union Welfare Activities

In 2023, the Company's labor union promoted various welfare activities through email, Enterprise WeChat, and other forms, such as the Staff Badminton and Table Tennis Competition organized by the Shenzhen Federation of Trade Unions and the Luohu District Trade Union, staff mental health surveys, distribution of consumer coupons, etc.

Contributing to Community Welfare

In 2023, while focusing on established development goals and fulfilling social responsibilities, the Company achieved significant achievements and breakthroughs in external cooperation.

All departments of the Company participated in the charity event "Walk Together: Walking for Charity" organized by the Nanshan Charity Federation. By recording steps through WeChat movement and donating, the Company demonstrated its concern for social responsibility, promoted team cohesion among employees, and enhanced corporate culture.

In September 2023, the Natural Diamond Council and DR Diamond Ring reached an annual strategic cooperation to carry out the "Thank You for Being There, Guarding Public Welfare" campaign. Through cooperation with the Natural Diamond Council on public welfare projects, including online channels and offline store promotions, advocating for the purchase of sustainably produced natural diamond products, the Company contributed to the sustainable development of society.

only
NATURAL
DIAMONDS

天然钻石协会倾情呈现



DR钻戒 ♥ 一生只送一人



Number of philanthropic projects

3 Pieces



Climate Change and Green & Low-carbon

The Company strictly adheres to the *Environmental Protection Law of the People's Republic of China* and the applicable laws and regulations in various operating regions, integrating the concept of green operation and environmental protection into its own operational management, continuously enhancing its ability to address climate change.

Our Goal

- Reduce energy consumption, lower greenhouse gas emissions, and identify and prevent climate risks

Our Progress

- Reduced energy consumption and greenhouse gas emissions per unit of revenue
- Identified climate-related physical and transition risks and developed corresponding risk control measures

Supporting to SDGs



Addressing Climate Change



Climate Risk Management

In 2023, the Company established the Strategic and Sustainable Development Committee to strengthen governance in sustainable development, including climate change management. It continuously enhances environmental awareness among employees and strengthens the Company's ability to address climate change.

We employ various measures to improve energy efficiency, reduce carbon footprint, and mitigate the impact of climate change through financial initiatives. Currently, the Company is exploring ESG asset allocation. In 2023, the Company participated in the Green Deposits Program to support eligible environmental projects and businesses, promote green and low-carbon development, and build a sustainable business future.



To understand the impact of climate change on our business, the Company conducted an assessment of climate-related risks throughout its operations and value chain in 2023. We are taking action to address future physical risks (risks associated with the physical impacts of climate change that may affect the Company's assets, operations, or supply chain) and transition risks (risks associated with transitioning to a lower-carbon economy, which may involve regulatory, technological, or market changes).

Risk Types	Risk Description	Potential Impact on the Company	Actions Taken by the Company
 Physical Risks	Natural disasters such as floods, typhoons, and strong winds	Increased operational and maintenance costs due to natural disasters	Fully consider the potential impact of natural weather changes and disasters, and prioritize shopping malls and office buildings with comprehensive natural disaster records when selecting store locations and implementing outdoor brand activities
	Extreme weather like cold and heat waves	Increased operating costs such as energy costs Factory production and supply chain instability caused by extreme weather	Prioritize the use of environmentally friendly equipment in factory operations to improve energy efficiency Strengthen ESG management for suppliers and ensure their ability to address climate change by assessing their environmental performance
 Transition Risks	Growing demand in the market for low-carbon products and operations	Inability of existing products or company operations to meet market and consumer demand for sustainable consumption, leading to reduced competitiveness	Promote ESG management, continuously strengthen green operations, and contribute to climate change mitigation through the construction of green stores, enhancing the Company's brand image in the minds of consumers
	Increasingly stringent regulations on climate change	Possible penalties for non-compliance with relevant policies	Regularly comb and analyze the development trends of laws and regulations to ensure the compliance of Company operations

Construction of Green Stores

Throughout the design, construction, and operation of its stores, the Company implements measures such as energy conservation, water conservation, material conservation, and emission reduction to reduce the environmental impact of its stores. This enhances resource utilization efficiency and environmental friendliness, supporting the consumer goods industry in addressing the challenges of climate change and conveying green and low-carbon concepts to customers.

The Company has implemented a series of energy-saving and environmentally friendly measures in store design and asset management, improving material efficiency and reducing unnecessary waste. Specific measures include:



In store design

The Company uses a large amount of recyclable or renewable materials, such as recycled paper and wood products. In 2023, the proportion of such materials used in props and display fixtures in nationwide stores reached 75%.



The Company primarily

Uses metal and glass materials in display cabinet production. In 2023, the Company adopted newly developed lightweight metal display cabinets, with a recycling rate of up to 90% for recycled materials.



In store construction

The Company has developed a modular construction and installation system, standardizing display cabinets and interior decoration styles. This enables module turnover utilization in processes such as opening new stores and refurbishing closed ones. In 2023, the module turnover rate accounted for 540% of the total project cost and is expected to continue to increase.



For store demolition

The Company has established nationwide resource recovery units to standardized recycling of scrapped assets, achieving resource recycling.



with a recycling rate of up to

90 %



the module turnover rate accounted for

540 %

Additionally, the Company follows green and environmental principles in material selection for store construction, continuously optimizing:

- For basic decorative materials, the Company requires the use of materials that meet national environmental standards, such as selecting E0 grade wood to reduce the emission of volatile pollutants. It also increases the use of renewable materials such as metal keels, with a usage proportion exceeding 50%.
- For surface decorative materials, the Company uses finished wall panels to avoid the emission of volatile gases from on-site paint construction, ensuring that stores can pass volatile gas tests upon completion and be put into use immediately. In processes where paint coatings are necessary, the Company requires the 100% use of water-based paints and natural adhesives for construction.



Managing Environmental Impact

Enhancing Greenhouse Gas Management

As a non-production enterprise, the Company's most significant source of greenhouse gas emissions in daily operations is the purchase of electricity.

The Company has implemented a fully automatic lighting-off system, which can automatically turn off lights at set times or remotely via mobile phones. This significantly reduces electricity consumption due to lights being left on in offices. For exhaust gases generated during the production process, the Company utilizes activated carbon and filter cotton treatment. After passing environmental equipment inspection, the gases are discharged in compliance with regulations.

Water Resource Management

The Company's water resource usage mainly involves domestic water and small-scale production wastewater, primarily from municipal water sources, with minimal production water consumption. Therefore, the Company faces a low water risk.

For daily operations, water-saving signs are posted in office restrooms, and property management of office buildings is responsible for the recycling and treatment of daily operation water in accordance with legal requirements. Regarding production wastewater, it undergoes sedimentation in water tanks, chemical decomposition and filtration in sewage treatment equipment, and centralized storage of waste residue for unified hazardous waste treatment.

Advancing Waste Management

In the Company's operations, minimizing waste generation is prioritized. For different types of waste, the Company implements various methods for recycling, reuse, and resource conservation to minimize environmental impact.

General Waste

In daily office activities, the Company sorts general waste such as kitchen waste, discarded office supplies, and waste paper for recycling. The company also recycles recyclable resources from departing employees, such as office stationery and badges. In the production process, the Company registers waste residue, activated carbon, and filter cotton replacements, which are then processed by hazardous waste companies, with records kept.

Hazardous Waste

The Company sets up designated areas in offices to collect and recycle used batteries, electronics, etc., which are then properly handled by recycling companies.

Additionally, the Company promotes "paperless office" practices, utilizes electronic channels instead of paper, employs double-sided printing, avoids unnecessary color printing, and encourages internal document sharing using reusable paper. To cultivate energy-saving and emission-reducing awareness and habits among employees in scenarios like reimbursement and filing, the Company uses a paperless expense reimbursement system, reducing traditional paper-based transaction emissions by 1,487.41 kilograms of CO₂ in 2023. Through electronic reimbursement and archiving, the Company has indirectly saved the felling of eight trees.

Enhancing Environmental Awareness

- Posting Notices and Energy Conservation Promotion in Daily Office Activities:** The Company increases the posting of notices and promotion of energy conservation to as many areas within the office as possible. Relevant slogans are posted in areas where they are prominently visible to employees, reinforcing the impression and encouraging them to participate in energy-saving actions. Additionally, the Company selects indoor plants more suitable for office placement based on office layout, lighting, and ventilation conditions. This reduces the probability of frequent plant withering due to environmental discomfort, maintaining the vitality of office plants and creating a better office environment.
- Improving the Company's Vehicle Management System:** In 2023, the Company revised the *Company Vehicle Management System*, refining vehicle regulations and penalties for violations. The Company incorporates these penalties into its reward and punishment system to constrain and reduce the misuse of company vehicles, thereby decreasing gasoline or diesel consumption.
- Flexible Use of Meeting Rooms and Site Inspections:** To fully utilize meeting space and efficiently advance work, the Administrative Services Department regularly sends administrative information updates and promotes discussions within office groups. Meeting agreements are displayed inside meeting rooms to remind employees to book meeting rooms as needed and use them reasonably. The department also coordinates meeting room usage for employees. Through periodic and frequent promotion, employees' awareness has been significantly enhanced, leading to a substantial improvement in the effective utilization of meeting rooms and a reduction in instances of rooms being reserved but not used. Daily site inspections involve promptly shutting down unnecessary equipment to reduce energy consumption and identifying any faults for timely repairs, minimizing unnecessary losses.

Indicators	Units	2023
Weight of harmless waste generated from store decoration	Tons	300
Annual paper usage	Tons	323.00
Total electricity consumption	GJ	83,423.05
Annual municipal water usage	Tons	531.00



ESG Key Performance Indicator

ESG metrics	unit	2023
Environmental indicators		
Greenhouse gases and energy emissions		
Scope 1: Direct greenhouse gas emissions ¹	Ton CO ₂ e	0
Scope 2: Indirect greenhouse gas emissions ² Calculation formula: emission coefficient * purchased electricity	Ton CO ₂ e	12,902.78
Total GHG emissions	Ton CO ₂ e	12,902.78
Greenhouse gas emission intensity	Ton CO ₂ e/Million RMB Revenue	5.92
CO ₂ emissions from business activities per capita	Ton CO ₂ e /person	4.02
Total energy consumption	GJ	83,423.05
Energy consumption intensity	GJ/million revenue	38.26
Total electricity consumption	GJ	83,423.05
Purchased electricity from the grid	GJ	82,658.82
Electricity consumption per capita	kWh/person	25.97
Annual municipal water withdrawals	Tons	531.00
Water consumption per capita	Tons	0.17

¹ Scope 1: Since the company's office is located in a commercial building, the energy consumption generated by daily operations is included in the overall energy consumption of the commercial building, so it is not covered in the company's operation in Scope 1.

² Scope 2: Indirect CO₂ emissions are derived from the carbon dioxide embodied in the electricity used in workplace offices and external computer rooms. The calculation is based on the national power grid emission factor 0.5568 tCO₂/MWh proposed by the Ministry of Ecology and Environment and the National Bureau of Statistics in the Announcement on the Release of Power Carbon Dioxide Emission Factors in 2021.

³ The statistical caliber is the waste generated by store decoration

ESG metrics	unit	2023
Annual paper usage	Tons	323.00
Paper consumption per capita	Tons/person	0.10
castoff		
Weight of harmless waste generated from store decoration ³	Tons	300
Total annual hazardous waste	Tons	0.002
Number of discarded toner cartridges in stores	Pieces	90
Weight of discarded toner cartridges in stores	Kilograms	50.40
Number of discarded ink cartridges in stores	Pieces	7,991
Weight of discarded ink cartridges in stores	Kilograms	693.06
Weight of discarded paint buckets generated from store decoration	Kilograms	180.00
Consumption of purchased packaging materials		
Foam cotton	Rolls	400
Cardboard boxes	Pieces	133,418
Express boxes	Pieces	100,297
Handbags	Pieces	345,820

ESG metrics	unit	2023
Document materials	Pieces	340,887
Jewelry boxes	Pieces	443,103
Diamond cleaning cloths	Pieces	93,014
Social indicators		
employee		
Total number of worldwide employees (Includes part-time employees and interns)	Person	3,212
Gender-based statistics		
Male employees	Person	371
Female employees	Person	2,841
Percentage of male employees	%	12
Percentage of female employees	%	88
Age-based statistics		
Employees aged <=29	Person	1,640
Employees aged 30-49	Person	1,568
Employees aged >=50	Person	4
Educational background statistics		
Doctorate degree	Person	1
Master's degree	Person	42

ESG metrics	unit	2023
Bachelor's degree	Person	661
Other degree	Person	2,493
Position-based statistics (specific criteria may be adjusted according to Company practices)		
Number of managerial staff	Person	87
Number of non-managerial staff	Person	3,125
Regional statistics (specific criteria may be adjusted according to Company practices)		
Mainland China	Person	3,199
Hong Kong, Macau, Taiwan, and overseas	Person	13
Statistics by position		
Number of female employees in senior management	Person	11
Number of male employees in senior management	Person	14
Number of female employees in executive management	Person	44
Number of male employees in executive management	Person	18
Statistics by job type (specific criteria may be adjusted according to Company practices)		
Part-time employees	Person	1
Interns	Person	14
Full-time employees	Person	3,197
Total number of newly hired employees	Person	1,958

ESG metrics	unit	2023
Regional statistics		
Mainland China	Person	1,954
Hong Kong, Macau, Taiwan, and overseas	Person	4
Age-based statistics		
Employees aged <=29	Person	1,359
Employees aged 30-49	Person	599
Gender-based statistics		
Number of male employees	Person	232
Number of female employees	Person	1726
Annual employee turnover rate	%	0.50
Regional statistics (specific criteria may be adjusted according to Company practices)		
Mainland China	%	0.50
Hong Kong, Macau, Taiwan, and overseas	%	0.24
Age-based statistics		
Employees aged <=29	%	0.52
Employees aged 30-49	%	0.47
Employees aged >=50	%	0.00
Gender-based statistics		
	%	

ESG metrics	unit	2023
Male employees	%	0.51
Female employees	%	0.50
Average years of service for employees	Year	2.24
Average years of service for female employees	Year	2.14
Average years of service for male employees	Year	2.34
Employee training and development		
Total Number of Trainees	Person-times	52,824
By gender		
Number of male employees trained	Person-times	4,371
Number of female employees trained	Person-times	48,453
Percentage of male employees trained	%	8.00
Percentage of female employees trained	%	92.00
Total training duration for all employees	Hours	599,597.00
By gender		
Total training duration for male employees	Hours	51,533.00
Total training duration for female employees	Hours	548,064.00
By job category (specific criteria may be adjusted according to the Company's practices)		
Number of management personnel	hour	560

ESG metrics	unit	2023
Number of non-management personnel	hour	1,344
Average training duration per employee	person-times	186
Number of new employee training sessions	Periods	5
Number of teaching hours for new employees	Hours	42.00
Total training expenditure for employees	RMB 10,000	58.24
Employee health and safety		
Annual employee occupational injury frequency (worldwide)	Times	6
Recordable occupational injuries	Person	6
Percentage of recordable occupational injuries	%	0.18%
Safety drill activities	Times	2
Number of safety training sessions	Times	2
Employee safety training coverage	%	100.00
Supplier management		
Number of suppliers participating in safety training	Person	3,340
Supplier safety training coverage	%	41.00%
Total number of suppliers	/	2,662
according to regional statistics (specific criteria may be adjusted according to the actual situation of the Company)		
Suppliers within China	/	2,573

ESG metrics	unit	2023
Suppliers in Hong Kong, Macao, and Taiwan	/	58
Suppliers in other regions	/	31
Number of core suppliers	/	108
Annual supplier access and number of audits	/	822
Among them, statistics are based on categories		
Production suppliers	Times	2
Diamond rough and processing suppliers	Times	11
Diamond inlay, gold, and silver jewelry material and processing suppliers	Times	8
Annual stable cooperation and key supplier integrity agreement signing rate	%	100.00%
Number of new supplier CSR audits	/	11
Number of existing supplier CSR audits	/	11
Percentage of products with traceable raw materials	%	100.00%
intellectual property		
Categorized by type of intellectual property		
Patents	Pieces	216
Copyrights	Pieces	57
Trademarks	Pieces	108
Annual number of intellectual property rights obtained	Pieces	232

ESG metrics	unit	2023
Categorized by type of intellectual property		
Patents	Pieces	198
Copyrights	Pieces	57
Trademarks	Pieces	7
Total number of intellectual property rights held cumulatively	Pieces	899
Customer management		
Cumulative number of serviced customers (customers placing orders)	Ten thousand people	175
Total number of brand followers on the Company's internet platforms	Ten thousand people	3,000
Annual cumulative volume of consumer complaints about products and services	item	103
Classified by category (specific criteria can be adjusted according to the Company's actual situation)		
Product quality complaints	item	7
Service complaints	item	96
Product quality complaint rate	%	0.002%

ESG metrics	unit	2023
Percentage of customer complaints handled promptly and closed on time	%	100%
Customer satisfaction	%	99%
quality control		
Annual frequency of external quality system audits received	Times	2
Number of litigation cases faced by the Company due to product quality safety violations	Pieces	0
Penalties imposed due to product quality safety violations resulting in litigation	RMB 10,000	0
Incidents requiring recall from the total sold or shipped products due to safety and/or health reasons	Cases	0
Quantity of products requiring recall from the total sold or shipped products due to safety and/or health reasons	Pieces	0
Public charity		
Number of philanthropic projects	Pieces	3

GRI Standards Index

Statement of use: DR has reported the information cited in this GRI content index for the period January 1, 2023 through December 31, 2023 with reference to the GRI Standards.

GRI used: GRI 1: Foundation 2021

GRI Standard Indicator Contents		Sustainable Development Goals	Where to find	
GRI 2: General Disclosures 2021	2-1	Organizational details	Our 2023	
	2-2	Entities included in the organization's sustainability reporting	Our 2023	
	2-3	Reporting period, frequency and contact point	Our 2023	
	2-4	Restatements of information	Our 2023	
	2-5	External assurance	-	
	2-6	Activities, value chain and other business relationships	Our 2023	
	2-7	Employees	SDG-8, SDG-10	Supporting Employee Growth
	2-8	Workers who are not employees	SDG-8	ESG Key Performance Data
	2-9	Governance structure and composition	SDG-5, SDG-16	Establishing Sound Corporate Governance
	2-10	Nomination and selection of the highest governance body	SDG-5, SDG-16	Establishing Sound Corporate Governance
	2-11	Chair of the highest governance body	SDG-16	Establishing Sound Corporate Governance
	2-12	Role of the highest governance body in overseeing the management of impacts	SDG-16	Establishing Sound Corporate Governance
	2-13	Delegation of responsibility for managing impacts		Message from the Management
	2-14	Role of the highest governance body in sustainability reporting		Message from the Management

GRI Standard Indicator Contents			Sustainable Development Goals	Where to find
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	SDG-16	Communication with stakeholders
	2-16	Communication of critical concerns	SDG-16	Communication with stakeholders
	2-17	Collective knowledge of the highest governance body		Communication with stakeholders
	2-18	Evaluation of the performance of the highest governance body		ESG Strategy and Management
	2-19	Remuneration policies		Establishing Sound Corporate Governance
	2-20	Process to determine remuneration		-
	2-21	Annual total compensation ratio		-
	2-22	Statement on sustainable development strategy		ESG Strategy and Management
	2-23	Policy commitments		-
	2-24	Embedding policy commitments		-
	2-25	Processes to remediate negative impacts		-
	2-26	Mechanisms for seeking advice and raising concerns	SDG-16	Communication with stakeholders
	2-27	Compliance with laws and regulations		-
	2-28	Membership associations		-
	2-29	Approach to stakeholder engagement		Communication with stakeholders
2-30	Collective bargaining agreements	SDG-8	-	
GRI 3: Material Topics 2021	3-1	Process to determine material topics		Materiality Analysis Process
	3-2	List of material topics		Materiality Matrix
	3-3	Management of material topics		Materiality Analysis Process

GRI Standard Indicator Contents			Sustainable Development Goals	Where to find
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	SDG-8, SDG-9	Our 2023
	201-2	Financial implications and other risks and opportunities due to climate change	SDG-13	Addressing Climate Change
	201-3	Defined benefit plan obligations and other retirement plans		Protection of Employee Rights
	201-4	Financial assistance received from government		-
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	SDG-1, SDG-5, SDG-8	-
	202-2	Proportion of senior management hired from the local community	SDG-8	-
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	SDG-5, SDG-9, SDG-11	-
	203-2	Significant indirect economic impacts	SDG-1, SDG-3, SDG-8	-
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	SDG-8	-
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	SDG-16	Business Integrity and Anti-Corruption
	205-2	Communication and training about anti-corruption policies and procedures	SDG-16	Business Integrity and Anti-Corruption
	205-3	Confirmed incidents of corruption and actions taken	SDG-16	Business Integrity and Anti-Corruption
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SDG-16	Improving Business Ethics Mechanisms

GRI Standard Indicator Contents			Sustainable Development Goals	Where to find
GRI 207: Tax 2019	207-1	Approach to tax	SDG-1, SDG-10, SDG-17	Ensuring Compliance in Business Operations
	207-2	Tax governance, control, and risk management	SDG-1, SDG-10, SDG-17	Ensuring Compliance in Business Operations
	207-3	Stakeholder engagement and management of concerns related to tax	SDG-1, SDG-10, SDG-17	Ensuring Compliance in Business Operations
	207-4	Country-by-country reporting	SDG-1, SDG-10, SDG-17	-
GRI 301: Materials 2016	301-1	Materials used by weight or volume	SDG-8, SDG-12	-
	301-2	Recycled input materials used	SDG-8, SDG-12	Construction of Green Stores
	301-3	Reclaimed products and their packaging materials	SDG-8, SDG-12	-
GRI 302: Energy 2016	302-1	Energy consumption within the organization	SDG-7, SDG-8, SDG-12, SDG-13	ESG Key Performance Data
	302-2	Energy consumption outside of the organization	SDG-7, SDG-8, SDG-12, SDG-13	ESG Key Performance Data
	302-3	Energy intensity	SDG-7, SDG-8, SDG-12, SDG-13	ESG Key Performance Data
	302-4	Reduction of energy consumption	SDG-7, SDG-8, SDG-12, SDG-13	ESG Key Performance Data
	302-5	Reductions in energy requirements of products and services	SDG-7, SDG-8, SDG-12, SDG-13	-
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	SDG-6, SDG-12	Water Resource Management
	303-2	Management of water discharge-related impacts	SDG-6	Water Resource Management
	303-3	Water withdrawal	SDG-6	Water Resource Management
	303-4	Water discharge	SDG-6	-
	303-5	Water consumption	SDG-6	Water Resource Management

GRI Standard Indicator Contents			Sustainable Development Goals	Where to find
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SDG-6, SDG-14, SDG-15	-
	304-2	Significant impacts of activities, products and services on biodiversity	SDG-6, SDG-14, SDG-15	-
	304-3	Habitats protected or restored	SDG-6, SDG-14, SDG-15	-
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	SDG-6, SDG-14, SDG-15	-
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	SDG-3, SDG-12, SDG-13, SDG-14, SDG-15	Water Resource Management
	305-2	305-2 Energy indirect (Scope 2) GHG emissions	SDG-3, SDG-12, SDG-13, SDG-14, SDG-15	Water Resource Management
	305-3	305-3 Other indirect (Scope 3) GHG emissions	SDG-3, SDG-12, SDG-13, SDG-14, SDG-15	Water Resource Management
	305-4	GHG emissions intensity	SDG-13, SDG-14, SDG-15	Water Resource Management
	305-5	Reduction of GHG emissions	SDG-13, SDG-14, SDG-15	-
	305-6	Emissions of ozone-depleting substances (ODS)	SDG-3, SDG-12	-
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	SDG-3, SDG-12, SDG-14, SDG-15	-
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	SDG-3, SDG-6, SDG-11, SDG-12	-
	306-2	Management of significant waste-related impacts	SDG-3, SDG-6, SDG-8, SDG-11, SDG-12	Advancing Waste Management
	306-3	Waste generated	SDG-3, SDG-6, SDG-11, SDG-12, SDG-15	ESG Key Performance Data
	306-4	Waste diverted from disposal	SDG-3, SDG-11, SDG-12	-
	306-5	Waste directed to disposal	SDG-3, SDG-6, SDG-11, SDG-12, SDG-15	-
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria		-
	308-2	Negative environmental impacts in the supply chain and actions taken		-

GRI Standard Indicator Contents			Sustainable Development Goals	Where to find
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	SDG-5, SDG-8, SDG-10	ESG Key Performance Data
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SDG-3, SDG-5, SDG-8	Protection of Employee Rights
	401-3	Parental leave	SDG-5, SDG-8	Protection of Employee Rights
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	SDG-8	-
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	SDG-8	Protection of Employee Rights
	403-2	Hazard identification, risk assessment, and incident investigation	SDG-8	Protection of Employee Rights
	403-3	Occupational health services	SDG-8	Protection of Employee Rights
	403-4	Worker participation, consultation, and communication on occupational health and safety	SDG-8, SDG-16	Protection of Employee Rights
	403-5	Worker training on occupational health and safety	SDG-8	Protection of Employee Rights
	403-6	Promotion of worker health	SDG-3	Protection of Employee Rights
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SDG-8	Protection of Employee Rights
	403-8	Workers covered by an occupational health and safety management system	SDG-8	Protection of Employee Rights
	403-9	Work-related injuries	SDG-3, SDG-8, SDG-16	Protection of Employee Rights
	403-10	Work-related ill health	SDG-3, SDG-8, SDG-16	Protection of Employee Rights
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	SDG-4, SDG-5, SDG-8, SDG-10	ESG Key Performance Data
	404-2	Programs for upgrading employee skills and transition assistance programs	SDG-8	Employee Training and Development
	404-3	Percentage of employees receiving regular performance and career development reviews	SDG-5, SDG-8, SDG-10	Employee Training and Development
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	SDG-5, SDG-8	Protection of Employee Rights
	405-2	Ratio of basic salary and remuneration of women to men	SDG-5, SDG-8, SDG-10	-
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	SDG-5, SDG-8	Protection of Employee Rights

GRI Standard Indicator Contents			Sustainable Development Goals	Where to find
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SDG-8	-
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	SDG-5, SDG-8, SDG-16	Protection of Employee Rights
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	SDG-5, SDG-8	Protection of Employee Rights
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	SDG-16	-
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	SDG-2	-
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs		-
	413-2	Operations with significant actual and potential negative impacts on local communities	SDG-2	-
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	SDG-5, SDG-8, SDG-16	-
	414-2	Negative social impacts in the supply chain and actions taken	SDG-5, SDG-8, SDG-16	-
	415-1	Political contributions	SDG-16	-
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories		-
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	SDG-16	-
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	SDG-12	Intellectual Property Layout and Management
	417-2	Incidents of non-compliance concerning product and service information and labeling	SDG-16	Intellectual Property Layout and Management
	417-3	Incidents of non-compliance concerning marketing communications	SDG-16	-
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SDG-16	Ensuring Sales Compliance

Reader Feedback

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Thank you for reading this report! In order to provide you and other stakeholders with more professional and valuable corporate sustainable development information, we sincerely hope you can provide us with your valuable feedback to help us continuously improve the report.

Your evaluation of this report (please check in the appropriate box):

Items	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Was the information you wanted to know fully disclosed in this report?					
Do you think the content structure and wording in this report are clear?					
Do you think our performance in fulfilling social responsibilities is fully disclosed?					
Which part of the report are you most interested in? (Please specify)					
What other information do you think should have been reflected in this report? (Please specify)					
Do you have any suggestions for our future Environmental, Social, and Governance Report? (Please specify)					
Contact Information (We will strictly keep your personal information confidential and will not use it for commercial purposes. This section is optional.)					
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Thank you for your attention to DR Corporation!



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