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波司登國際控股有限公司

Bosideng International Holdings Limited

(incorporated in the Cayman Islands with limited liability)

(Stock Code: 3998)

SUPPLEMENTAL ANNOUNCEMENT GRANT OF SHARE OPTIONS AND SHARE AWARDS

Reference is made to the announcement of Bosideng International Holdings Limited (the “**Company**”) dated January 14, 2025 (the “**Announcement**”) in relation to the grant of Share Options and Share Awards. Unless otherwise defined, capitalized terms used herein have the same meanings as defined in the Announcement.

The Company wishes to provide further information in relation to the performance targets and the clawback mechanism relating to the grant of this batch of Share Options and Share Awards:

The Grantees and the awardees shall be subject to a multi-dimensional evaluation process prior to the vesting of the Share Options and/or the Share Awards, including but not limited to the assessment of the business performance and financial performance targets of the Group and/or related business segment and a matrix of indicators that vary according to their specific roles and responsibilities across different business divisions. The Company has established targets for the Group and/or related business segment, such as revenue and profit, etc., which must be achieved for the three financial years ending March 31, 2025, 2026 and 2027. The Company has also put in place a standardized performance assessment system to comprehensively evaluate the performance and contribution of each of the Grantees and awardees based on individual key performance indicators that reflect their unique roles and responsibilities in the relevant departments and/or business units. In the event of unsatisfactory rating in the annual performance assessment results, the relevant batch of Share Options and/or the Awarded Shares may lapse.

Share Options granted to a Grantee shall be clawed back and lapsed if he/she fails to effectively perform or commits a serious breach of their work duties, causes significant losses to the Company due to his/her non-performance of duties, engagement in illegal activities (like bribery or theft), breach of applicable laws or regulations or constitutional documents or non-compete covenants.

Awarded Shares granted to an awardee shall be clawed back and lapsed if such awardee ceases to be eligible for the Grant by reason of summary dismissal for misconduct, committing a criminal offense or other breach of the terms of his/her contract of employment with any members of the Group or is in bankruptcy.

By order of the Board
Bosideng International Holdings Limited
Gao Dekang
Chairman

Hong Kong, January 27, 2025

As at the date of this announcement, the executive Directors are Mr. Gao Dekang, Ms. Mei Dong, Ms. Huang Qiaolian, Mr. Rui Jinsong and Mr. Gao Xiaodong; and the independent non-executive Directors are Mr. Dong Binggen, Mr. Wang Yao and Dr. Ngai Wai Fung.