

LEADING SUSTAINABLE FASHION



2025/26

Environmental, Social and Governance Report

Bosideng International Holdings Limited

Incorporated in the Cayman Islands with limited liability

Stock Code: 3998

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ABOUT THIS REPORT

This report is the tenth Environmental, Social and Governance ("ESG") report (the "ESG Report" or "this Report") released by Bosideng International Holdings Limited (the "Company"). The previous report was released in July 2025. This Report discloses in detail the concepts, practices and performance of the Company and its subsidiaries (collectively referred to as "Bosideng", "we", the "Company", or the "Group") with respect to ESG issues. On the one hand, we hope to improve various aspects of ESG performance based on relevant rules and on the other hand, we also hope to facilitate the continuous progress of the Group in ESG development through internal innovations and reforms.

For the purpose of preparing this Report, we have engaged independent professional institutions which have been in touch with our major stakeholders in a comprehensive manner and considered adopting their opinions to identify material issues and formulate the specific contents of this Report. We will continue promoting information collection to improve our reporting performance and disclosure capacity in the area of sustainable development.



BASIS OF PREPARATION

This Report is prepared in accordance with the "Environmental, Social and Governance Reporting Code" (the "ESG Code") in Appendix C2 to the Rules Governing the Listing of Securities (the "Listing Rules") on The Stock Exchange of Hong Kong Limited (the "Stock Exchange"), adhering to the principles of materiality, quantitative, balance and consistency. The contents disclosed comply with the mandatory disclosure requirements and the "comply or explain" requirements under the ESG Code. This Report also makes reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards and the United Nations 2030 Agenda for Sustainable Development.

PERIOD AND SCOPE

This Report is issued on an annual basis, covering the period from April 1, 2025 to March 31, 2026 (the "FY2025/26" or the "Year"). To enhance comparability, parts of the content can be appropriately traced back to past financial years. Particularly significant initiatives and events in FY2026/27 already known as of the date of this Report are also included. To maintain the continuity and integrity of information, some contents of this Report have been reviewed and extended.

This Report focuses on disclosing the Group's management policies on ESG material issues. Considering that the branded down apparel business is the Group's most important business segment (accounting for approximately 86.2% of the Group's total revenue for the Year), this Report will focus on conducting analysis and disclosure on the branded down apparel business. Unless otherwise indicated, the key environmental performance indicators disclosed in this Report cover only the Group's headquarters and self-operated branded down apparel retail stores (including specialty stores and concessionary retail outlets), logistics centers and warehouses in the People's Republic of China (the "PRC"). The economic and social key performance indicators disclosed in this Report cover all members of the Group. We will expand our scope of disclosure to the non-down apparel businesses when feasible in the future.

For more details on the major subsidiaries of the Group, please refer to the Annual Report FY2025/26.

REPORT AVAILABILITY

You may visit the Company's ESG official website at <https://sustainability.bosideng.com> and the website of the Stock Exchange at <https://www.hkexnews.hk> for the electronic version of the ESG Report. To better understand your needs, improve the quality of the ESG report and provide more valuable information to all stakeholders, you are welcome to contact the Capital Market Center at bosideng_ir@bosideng.com to submit any comments or suggestions on this Report or the ESG performance of the Group. We promise not to disclose any of your information to third parties without your consent.



FIFTY YEARS OF WARMTH AND HERITAGE, PIONEERING A SUSTAINABLE FUTURE

Dear shareholders, partners, industry colleagues, and friends from all sectors of society,

As global sustainable development enters a period of profound transformation, the implementation of the "Dual Carbon" strategy continues to deepen, and the United Nations Sustainable Development Goals (SDGs) have become a core consensus for global corporate value creation. The textile and apparel industry is moving beyond the traditional scale-driven growth model and entering a new stage of high-quality development characterized by green, digital-intelligent, circular, and premium transformation. ESG governance has evolved from a fundamental principle of corporate compliance and operations and a value-added advantage for differentiated competition into a core cornerstone and new quality productive forces for global brands to achieve steady and long-term development.

As time passes and the years unfold, in 2026, Bosideng Group (hereinafter referred to as the "Group" or "we") celebrates the milestone 50th anniversary of its founding. Over the past five decades of challenges and growth, we have remained committed to our original aspiration and mission of serving the country through industrial excellence and strengthening the nation through brand leadership. We have stayed committed to the real economy, focused on our core down apparel business, and continuously evolved amid the tides of the times. Over the past five decades of pursuing positive impact, we have consistently integrated business value with social value and environmental responsibility, embedding sustainability principles throughout our corporate governance, R&D innovation, production operations, and ecosystem empowerment across the entire value chain. On the occasion of the Group's release of the FY2025/26 ESG Report, on behalf of Bosideng Group, I would like to extend my sincere gratitude to all shareholders, partners, employees, and people from all sectors of society for their long-standing trust, support, and companionship in our development.

Great achievements stem from ambition, and success is built upon diligence. During the Year, the Group closely followed global ESG development trends and the latest ESG information disclosure requirements of the Hong Kong Stock Exchange, deeply aligned with China's Dual Carbon strategy and the United Nations SDGs. We comprehensively upgraded our ESG governance system, innovated sustainable development practices, and deepened green transformation across the entire value chain, achieving comprehensive improvements in ESG governance capabilities, brand value, and industry influence. The Group achieved a historic breakthrough in ESG ratings, obtaining the highest MSCI ESG Rating of "AAA", becoming the only enterprise in the Asian textile and apparel industry to receive such recognition. We were also included in S&P Global's Sustainability Yearbook 2026 and the Dow Jones Best-in-Class Index (DJ BIC) for the first time, while continuing to maintain our leading position in CDP climate change management with a "B" rating, with multiple core indicators ranking among the top tier globally within the industry.

Meanwhile, the Group was selected as one of the inaugural members of the United Nations Global Compact "25 Sustainable Supply Chain Leaders' Alliance" in recognition of its systematic efforts to build a transparent, symbiotic, and responsible supply chain ecosystem. Our circular fashion innovation practices were also selected as a representative case for the United Nations' 2025 "Building Sustainable Brands" Visionary Initiative. This series of authoritative international recognitions marks that Bosideng's ESG governance has moved from system development to a new stage of value leadership.



CHAIRMAN'S STATEMENT

01

Governance Advancement, Systematic Transformation Building Sustainable Development Governance

Governance lays the foundation, making ESG the underlying logic of corporate operations. During the Year, we explicitly introduced a groundbreaking initiative to systematically embed its ESG strategy into the three core business areas - product development, brand communication, and retail services. This integration fully supports the Group's three strategic pillars of "Good Products, Good Stories, and Good Experiences", creating a sustainable value closed-loop that spans from production to consumption. The Board of Directors of the Group has entrusted me personally with direct responsibility for decision-making on sustainability and environmental issues. My remuneration structure includes an incentive component linked to climate action performance, accounting for 5% of total remuneration, ensuring accountability permeates every level of the organization. We are comprehensively upgrading the ESG digital management platform, with plans to support ESG management across a broad range of operational scenarios such as retail stores, supply chains, logistics, office environment, and employee behavior. We aim to set a leading benchmark for

comprehensive ESG digital intelligence in the textile and apparel industry. Through digital technologies, Bosideng is transforming ESG management from "experience-driven" to "data-driven", ensuring that every gram of carbon emission can be traced and every green initiative delivers tangible results.

Nature positive, fulfilling the "warmth" commitment with climate action. Carbon reduction is the essential first step in sustainable development and the fundamental survival imperative for enterprises in future development. With the goal of "achieving net-zero emissions in its operations by 2038", we released our first independent Climate Responsibility Report during the Year, as part of its concrete actions in response to the newly updated Nationally Determined Contributions (NDC) targets at both the international and domestic levels, further strengthening climate information disclosure and climate action management. In terms of energy transition, the Group's logistics parks annually generated 953.0 MWh of photovoltaic power, while purchasing 3,018 MWh of green electricity, and actively encouraged upstream suppliers to transition to clean energy, with upstream suppliers' total clean energy consumption reaching 5,455 MWh in the Year. In terms of ecological restoration, we launched a new phase of the Alxa League "Carbon Neutral Forest" project, covering an area of 660 Chinese acres and planning to plant 33,000 trees, contributing our efforts to desertification prevention and

control. In terms of waste management, we fully upgraded the waste full-chain management system and obtained the first Diamond-Level Certification for Zero Waste to Landfill Management System issued by the China Quality Certification Centre (CQC). Notably, the Group has achieved FSC or FSC Mix certification for 100% of logistics transportation cartons for all of its core apparel brands, and 100% of product paper handbags used in Bosideng offline stores are FSC or FSC Mix certified, embedding green principles into every detail. Energy-saving renovation has been completed for more than 1,000 self-operated stores nationwide, with a coverage ratio of 100%, and the Beijing Sanlitun Summit Concept Store actively participated in the formulation of the industry's first "Carbon Neutral Store" standard, setting a benchmark for decarbonization in retail scenarios.

Product positive, defining sustainable fashion with technological innovation. During the Year, the core Bosideng brand adhered to its brand positioning of "the world's leading expert in down apparel", driving high-quality brand development with innovation, with a brand value reaching RMB135.687 billion, and was consecutively selected as the Top 500 World Brands by the World Brand Lab and the Brand Finance Apparel 50. The Group continued to advance across multiple dimensions, including category innovation, technological innovation, and channel innovation. Offline, we deepened the enhancement and evolution of our premium

retail store network and refined single-store operations. Online, we continued to cultivate high-quality users, recording approximately 1.0 million new fans and approximately 2.1 million new members on the Tmall and JD.com platforms throughout the Year, bringing its cumulative membership base to over 23.0 million. In terms of product innovation, 100% of our down obtained Responsible Down Standard (RDS) certification, 92% of down passed OEKO-TEX® STANDARD 100 certification, and 53% of down was bluesign® certified, achieving dual guarantees of animal welfare and raw material traceability. In terms of chemical management, we completed 100% on-site verification of third-party InCheck reports for suppliers participating in the ZDHC project, the total achievement rate of supplier MRSL Level 1/2/3 increased to 80%, and we continuously tracked and rectified non-compliant behaviors. In the field of circular economy, the Circular 3.0 product was awarded the CIRCULARITY certification launched by TESTEX, a Swiss testing agency, making it the only Chinese apparel brand to receive such certification, marking a milestone advancement in circular fashion. As of the end of the Year, the Group had a cumulative total of 1,812 granted patents, demonstrating fruitful achievements in technological innovation. Customer satisfaction reached 96%, with customer satisfaction for the Bosideng 400 hotline service at 98.7%, and customer satisfaction for the mini-program and official account services at 95.42%, reflecting growing consumer trust in our brand.

CHAIRMAN'S STATEMENT

02

Advancing Together Through Shared Values, Creating a Sustainable Future Through Collective Efforts Leading Sustainable Fashion Across the Industry

One may move faster alone, but one can go further together. Sustainable fashion has never been the pursuit of a single enterprise, but rather a civilization-wide evolution requiring collaboration across the entire industry chain and participation from society as a whole. As a Chinese brand with five decades of dedicated commitment to the industry, Bosideng embraces its responsibility as a leader along the value chain, advancing industry empowerment, humanistic care, and social welfare initiatives. Through diverse and inclusive development, collaborative upgrading of the industrial chain, and fulfillment of social responsibility, we convey the warmth of our brand and build a sustainable ecosystem that enables win-win outcomes among enterprises, employees, partners, society, and the environment.

People positive, building a warm and humanistic ecosystem. During the Year, the percentage of female management in the Group reached approximately 52.5%, further consolidating the effectiveness of diversity management. A total of eight tranches of equity incentives were granted to employees, covering 285 core employees, enabling those who contribute to share the fruits of corporate development. The coverage ratio of the Group's employee

training reached 100%, with total training hours completed by employees reaching 185,885 hours. We are committed to building a learning organization, enabling every employee to realize personal value on the Bosideng platform. In terms of industry empowerment, a total of 10 sessions of supplier training were provided throughout the Year, with a 100% coverage rate for suppliers, and 100% supplier audit coverage was achieved, with a clear commitment to prioritizing cooperation with suppliers with excellent ESG management to drive sustainable industry practices. In terms of social public welfare, as of the end of the Year, the Group and the Bosideng Charity Foundation have cumulatively donated over RMB1.55 billion in funds and supplies, benefiting 1.923 million people in need, allowing "warmth" to transcend the boundaries of commerce and become embedded as the brand's core values.

Value chain leadership driving green transformation across the industry. As a leading enterprise in China's textile and apparel industry, Bosideng has consistently promoted collaborative carbon reduction across upstream and downstream partners through its role as a "chain leader". Our independently developed supply chain ESG digital management platform will empower more suppliers to achieve green transformation in the future. The Group actively implemented green logistics practices with core logistics partners by continuously expanding the size of our new energy vehicle fleet, optimizing routes, and utilizing smart logistics and warehousing, with the average carbon footprint of each express delivery item decreased significantly year-on-year. We firmly believe that sustainable fashion can only truly take root when the entire value chain transitions towards green development.

03

Fifty Years of Refinement, Advancing Towards a Greener Future Embracing Long-Termism to Secure Future Success

At present, the global ESG governance system continues to improve, China's Dual Carbon strategy continues to deepen, and the transformation towards sustainable fashion in the textile industry has become an inevitable trend and the direction of future development.

Standing at the development intersection of the commencement of the "15th Five-Year Plan" and the 50th anniversary of our founding, Bosideng will always steadfastly uphold its original aspiration of long-termism, continue to deepen the "1+3+X" ESG strategic layout, and adhere to the target of achieving net-zero emissions in its operations by 2038. We will continue to deeply cultivate the core areas of green operations, low-carbon innovation, circular economy, ecological protection, humanistic empowerment and industrial synergy, and comprehensively enhance the sustainability resilience and core competitiveness of the enterprise with more stringent standards, more pragmatic measures, more transparent disclosures and more innovative practices. We will continue to empower green product iteration with technology, upgrade comprehensive governance with digital intelligence, achieve win-win cooperation across the industrial chain with synergy, and fulfil social responsibility

with our original aspiration, while deeply aligning with the United Nations SDGs targets and cutting-edge global ESG rules, and actively participating in global climate governance and transformation of the fashion industry.

"Where aspiration leads, no distance is too far; even the most formidable mountains and seas cannot stand in our way." We stand ready to collaborate with global partners and all stakeholders, uphold long-termism and value creation through action, jointly build a new industrial ecosystem characterized by green and low-carbon development, symbiosis and mutual success, and continue to contribute the strength of Chinese brands to the high-quality development of China's textile industry, global climate governance and the advancement of sustainable fashion.



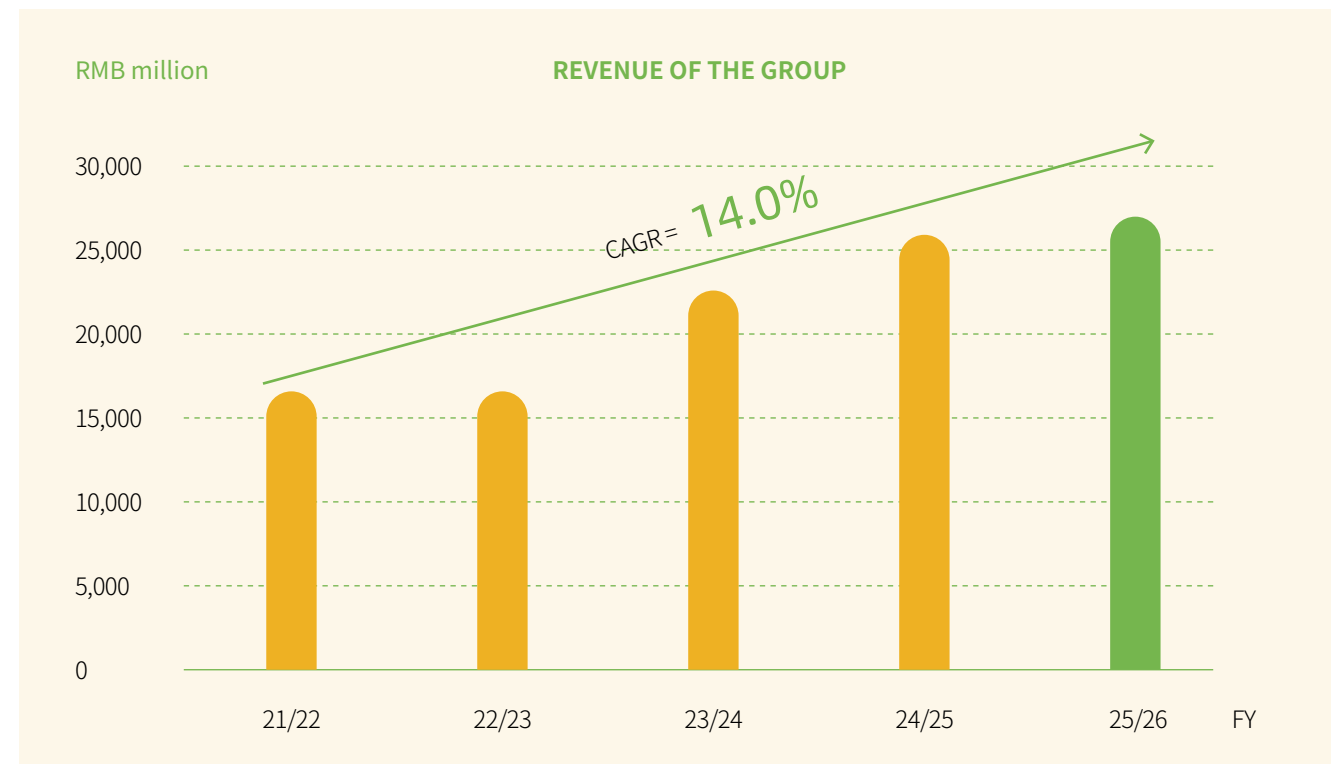
Gao Dekang

Chairman of the Board and President

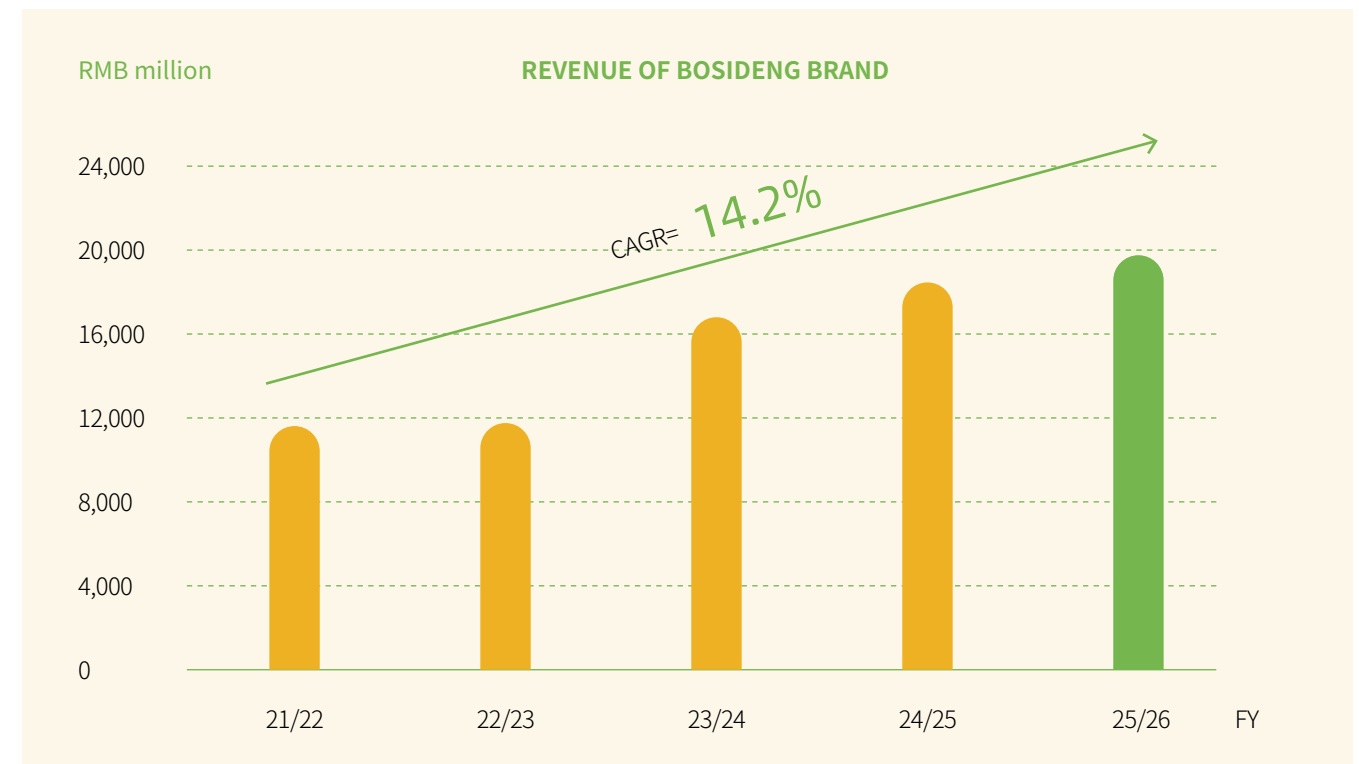
July 27, 2026

PERFORMANCE REVIEW

GROUP FINANCIAL PERFORMANCE



PERFORMANCE OF BOSIDENG BRANDED DOWN APPAREL



CAPITAL MARKET RECOGNITION

MSCI ESG RATINGS **AAA**

Received a rating of **AAA** in the MSCI ESG ^(Note) Ratings assessment

CDP

Received a **B** grade for "Climate Change" from CDP

S&P Global

Recognized in S&P Global's Sustainability Yearbook 2026 for the first time and included in the Dow Jones Best-in-Class Index (DJ BIC)

Note: Neither Bosideng's use of any MSCI ESG Research LLC or its related companies (MSCI) data nor any use of the MSCI logos, trademarks, service labels or index names herein constitutes any form of sponsorship, endorsement, recommendation or promotion of Bosideng by MSCI. The services and data provided by MSCI are the property of MSCI or its information providers, and are provided in strict accordance with the standard of "no modification, no tampering", thus the authenticity of such information is not guaranteed. The name and logo of MSCI are its trademarks or service labels.

OFFLINE DEVELOPMENT HIGHLIGHTS

- Strengthening brand leadership by adhering to the strategic development direction of "the world's leading expert in down apparel"
- Enhancing product category management through innovation in product category, material and technology, earning recognition from mainstream consumers
- Enhancing channel operation by consolidating the TOP store system and iterating tiered channel management to solidify single-store operations
- Improving customer experience by establishing deeper connection with customers based on customer needs

ONLINE DEVELOPMENT HIGHLIGHTS

- The online platform of the branded down apparel has achieved consistent, sound and high-quality growth
- Executing integrated brand campaigns to increase brand awareness
- Effectively expanding customer base and focusing on accumulation of high-quality customer
- In FY2025/26, the Bosideng brand gained approximately 1.0 million new fans and approximately 2.1 million new members on the Tmall and JD.com platforms, bringing its cumulative membership base to approximately 23.1 million members across the two platforms

PERFORMANCE REVIEW

ESG MANAGEMENT

- Bosideng systematically communicates its ESG philosophy, objectives and specific requirements across internal business units through Group-wide ESG kick-off meetings, enabling the effective execution of its ESG strategy
- The Group's remuneration policy is linked to ESG performance, with the Chairman of the Board and the CEO bearing direct responsibility for ESG-related issues. Climate-related performance indicators account for **5%** of his total remuneration
- Bosideng is comprehensively upgrading its ESG digital management platform to fully support its ESG management across a broad range of operational scenarios, including retail stores, supply chains, logistics, office operations, and employee engagement. Through this initiative, we aim to set a leading benchmark for ESG digitalization in the textile and apparel industry
- Selected as **one of the inaugural members of the UN Global Compact 25 Sustainable Supply Chain Leaders' Alliance** in recognition of its systematic efforts to build a transparent, symbiotic, and responsible supply chain ecosystem
- Selected as **a representative case for the United Nations' Building Sustainable Brands Visionary Initiative 2025** in recognition of its comprehensive ESG strategic framework and innovative circular fashion practices



NATURE POSITIVE

- Energy-saving renovation has been completed at more than **1,000** self-operated stores nationwide, achieving **100%** coverage. The Beijing Sanlitun Summit Concept Store contributed to the development of the industry's **first** "Carbon Neutral Store" standard
- Published its **first** Climate Responsibility Report in response to the updated Nationally Determined Contributions (NDCs) at both the international and national levels, further strengthening climate-related disclosure and climate governance
- Photovoltaic power generation for the year reached **953.0** MWh, and **3,018** MWh of green electricity were purchased
- Actively promoted and encouraged upstream suppliers to transition to clean energy, with their total clean energy consumption reaching **5,455** MWh this year
- Launched new phase of the Alxa League "Carbon Neutral Forest" project, planning to cover an area of **660** Chinese acres and plant **33,000** trees
- Upgraded its end-to-end waste management system and obtained **the first** Diamond-Level Certification for Zero Waste to Landfill Management System issued by the China Quality Certification Centre (CQC)
- Achieved **100%** FSC or FSC Mix certification for logistics cartons used across all core apparel brands, with **100%** of paper shopping handbags used in Bosideng's offline stores also FSC or FSC Mix certified
- Implemented green logistics practices in collaboration with core logistics partners by continuously expanding the use of new energy vehicles, optimizing delivery routes and utilizing smart logistics and warehousing solutions, achieving an approximately **28%** year-on-year reduction in the average carbon footprint per parcel

PRODUCT POSITIVE

- Bosideng has been consecutively selected as **"Brand Finance Apparel 50"** since 2021, ranking **45th** in 2025
- 100%** of down apparel obtained Responsible Down Standard (RDS) certification, **92%** of obtained OEKO-TEX® STANDARD 100 certification, and **53%** were bluesign® certified
- Completed on-site verification of third-party ZDHC InCheck reports for **100%** of participating, with **80%** of suppliers achieving MRS Level 1/2/3, and continuously tracking and remediating identified non-conformities
- Applied for **471** patents and received **314** patent grants, with a cumulative total of **1,812** granted patents
- Customer satisfaction reached **96%**, with customer satisfaction of **98.7%** for the Bosideng 400 hotline service and **95.42%** for its WeChat mini-program and official account services
- The Circular 3.0 product was awarded the CIRCULARITY certification from TESTEX, a Swiss testing agency, making Bosideng the **only** Chinese apparel brand to achieve this certification
- Multiple products have obtained carbon footprint certification from the China Quality Certification Centre (CQC) and achieved **carbon-neutral status** by leveraging their low-carbon attributes

PEOPLE POSITIVE

- The percentage of female management reached approximately **52.5%**, up by approximately **0.7** percentage points as compared to the corresponding period of last year, further consolidating the effectiveness of the Group's diversity management
- A total of eight tranches of equity incentives were granted, covering **285** core employees
- Achieved **100%** employee training coverage, with a total of **185,885** training hours completed during the Year
- 10** sessions of supplier training were provided during the Year, with a **100%** coverage rate for suppliers
- Achieved **100%** supplier audit coverage, with a clear commitment to prioritizing cooperation with suppliers with excellent ESG management
- Over the years, the Group has contributed a cumulative total of RMB**1.55** billion in cash and in-kind donations, benefiting **1.923** million people in need



1.1 GROUP PROFILE

Bosideng is a renowned operator with down apparel brands in the PRC. It was founded in 1976 and focuses on the development and management of a down apparel brand portfolio, mainly including the research, design and development, raw material procurement, outsourcing production and marketing and distribution of branded down apparel products, OEM products, ladieswear and other products. The Company has been listed on the Main Board of the Stock Exchange since October 2007 (stock code: 3998).

With a focus on its down apparel business, the Group is dedicated to becoming a down apparel expert widely recognized by consumers and leading the development of the industry. Currently, the Group's down apparel brands include Bosideng, Snow Flying and Binjora. Non-core businesses include the OEM management business, ladieswear business and diversified apparel business. The customers of the OEM management business are mainly famous European and American brands. The Group's ladieswear brands include JESSIE, BUOU BUOU, KOREANO and KLOVA, and the diversified apparel business mainly includes its school uniform business, with Sameite as the uniform brand.

1.3 MAJOR BRANDS

In Bosideng, our brands connect people in a warm manner, which has a positive impact on our community and the planet in various ways. We always adhere to the mission of "Warming the People of the World" with ingenuity and quality, sincere service, technological innovation as well as value symbiosis to establish customers' love and trust for a better life.

1.2 OUR CULTURE

MISSION	Warming the People of the World
VISION	Being the leading fashionable, technological and functional apparel group in the world
CORE VALUES	Customer Foremost, Openness and Innovation, Results Driven, Striving for the Best
BRAND POSITIONING OF BOSIDENG	The world's leading expert in down apparel

波司登
BOSIDENG

Bosideng has been dedicating to the research and development (R&D), design and production of down apparel for 50 years. Each piece of down apparel goes through at least 150 processes. Over the years, Bosideng has continued to innovate in down, fabrics, craftsmanship and apparel patterns, and its down apparel is widely praised at home and abroad for its quality, warmth and style. According to the statistics jointly released by the China General Chamber of Commerce and the China National Commercial Information Center, Bosideng has maintained a significant lead in the industry in terms of sales in the PRC for the past 31 consecutive years (1995 - 2025).

雪中飞
SNOW FLYING

Adhering to the brand concept of "create a wonderful life for all", Snow Flying always insists on taking user needs as the basis and is committed to creating user value. With its brand positioning centered on "vitality, fashion and sports" and its brand personality leading the lifestyle of young consumers in the new era, Snow Flying has become a highly popular down apparel brand.



1.4 BOSIDENG'S SUSTAINABLE DEVELOPMENT OVER ITS 50-YEAR JOURNEY TO THE SUMMIT

1976

Bosideng was founded in Changshu City, Jiangsu Province.

2007

Bosideng was listed on the Main Board of the Hong Kong Stock Exchange, further standardizing corporate governance and enhancing transparency.

2011

The Bosideng Charity Foundation was established, formally incorporating social responsibility into the Group's development strategy.

2017

Bosideng published its first ESG Report.

2018

Bosideng was awarded the "12th People's Enterprise Social Responsibility Award – "Environmental Protection Award of the Year" by People's Daily Online.

2019

Bosideng established an ESG Reporting Leadership Committee, strengthening the Board's oversight of ESG matters.

2021

In partnership with the Tengger Desert Locking Edge Ecological Public Welfare Base (騰格里沙漠鎖邊生態公益基地) of the China Green Foundation, Bosideng launched the "Carbon Neutral Forest" project on the eastern edge of the Tengger Desert in Alxa, Inner Mongolia.

2022

Bosideng was recognized as one of the "2022 China Sustainable Fashion Influential Enterprises".

2023

Bosideng's MSCI ESG Rating was upgraded to A; introduced the "Sustainable Fashion" initiative; and the Group was honored as the "China Industrial Carbon Peak Pioneer Enterprise" by the China Federation of Industrial Economics.

2024

Bosideng introduced the "1+3+X" ESG strategy for the first time, setting a clear goal of achieving net-zero emissions across its operations by 2038.

2025

Bosideng's MSCI ESG Rating was upgraded to AAA, marking three consecutive years of steady ESG rating improvement.

Selected as one of the inaugural members of the United Nations Global Compact "25 Sustainable Supply Chain Leaders' Alliance".

2026

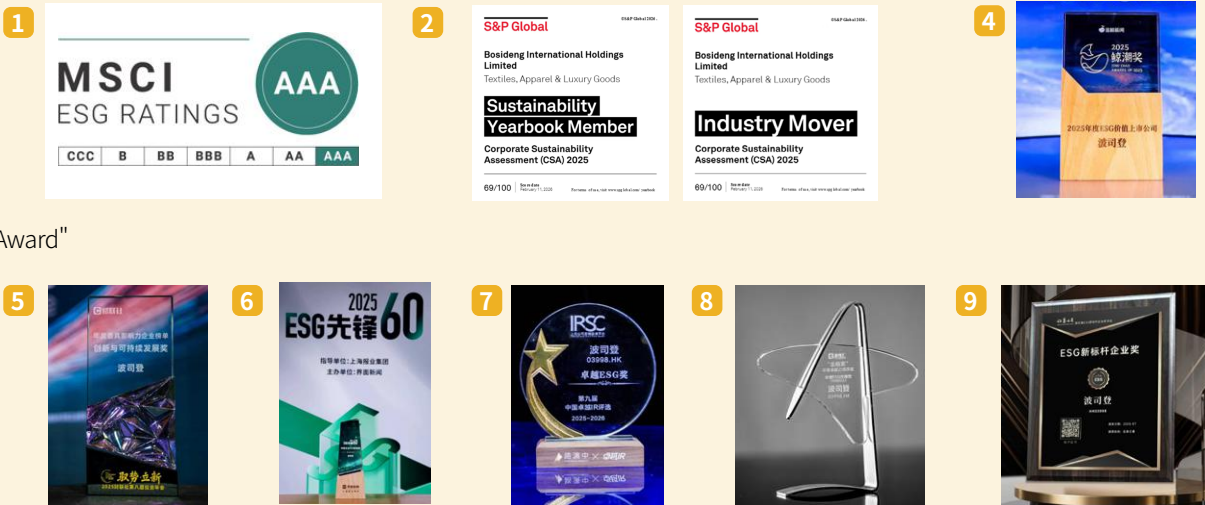
Bosideng was included in the S&P Global's Sustainability Yearbook for the first time and was selected as a constituent of the Dow Jones Best-in-Class Index (DJ BIC).

Our attendance at the 2026 Climate Stewardship • Fashion Conference demonstrated the practical commitment of Chinese brands in global fashion climate governance.

1.5 REWARDS AND RECOGNITION

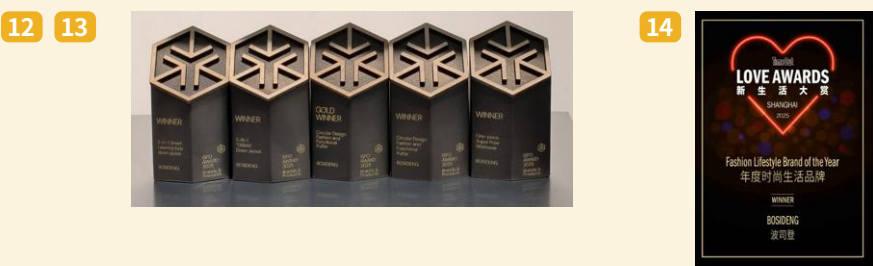
ESG ratings or awards

- 1Received a rating of AAA in the MSCI ESG Ratings assessment in 2025, becoming the first and only textile and apparel brand enterprise in Asia to receive this highest rating
- 2Selected into the S&P Global Sustainability Yearbook 2026 for the first time and received the Industry Mover Award
- 3Achieved B Climate Change Score in CDP's 2025 Assessment
- 4Awarded the "2025 Jing Chao Awards - Annual ESG Value Listed Company" by lanjinger.com
- 5Included into the "Annual Most Influential Enterprise List" by Cailian Press and awarded the "Innovation and Sustainable Development Award"
- 6Awarded "Annual Corporate ESG Practice Award" in the 2025 ESG Pioneer 60 by Jiemian News
- 7Awarded "Excellent ESG Award" by Roadshow China and Excellence IR
- 8Awarded "Annual ESG Pioneer Award" by Gelonghui
- 9Awarded the 4th "ESG New Benchmark Enterprise Award" by www.stockstar.com



R&D innovation

- 10Awarded "2025 Top Ten Textile Innovation Products - Fashion and Trendy Products - Lightweight Functional Puff Collection Down Apparel" by China Textile Information Center and China Textile Product Development Center
- 11Awarded "Continuing Innovator" for Top Ten Textile Innovation Products by China Textile Information Center and China Textile Product Development Center
- 12Awarded "Gold Winner" of the ISPO Award
- 13Circular Design Fashion and Functional Puffer Jacket, 3-in-1 Smart Layering Kids Down Jacket, 3-in-1 Layered Goose Down Hardshell Jacket and One-piece Super Polar Expedition Workwear were "Winners" of the ISPO Award
- 14Awarded "Fashion and Lifestyle Brand of the Year" at the Time Out Love Awards



Standardization or certification

- 15Led the formulation of the "Specification for Circular Fashion Design" in conjunction with the China Fashion & Color Association
- 16Awarded the Certificate of Major Drafting Units for Group Standards of the China Feather and Down Industrial Association - "Quantification Methods and Requirements for Carbon Footprint of Greenhouse Gas Products - Feather, Down and Their Products"
- 17Awarded the Certificate of Major Drafting Units for Group Standards of the China Feather and Down Industrial Association - "Guidelines for Environmental, Social and Governance (ESG) Disclosure for Enterprises in the Down Industry"
- 18Recognized as one of the "2025 Model Cases of Private Enterprises Developing New Quality Productive Forces" by the ACFIC General Office

Social responsibility

- 19
- Awarded "Most Socially Responsible Listed Company Award" in the 2025 Listed Company Word-of-Mouth List by the Listed Company Development Annual Conference
- 20
- Awarded "Most Socially Responsible Listed Company" in the 10th Zhitong Caijing Listed Company Selection by Zhitong Caijing and INBFUND
- 21
- Named among the top brands in the apparel industry in the "Good Brand 100" selection by Jiemian News



Best employer

- 22
- Awarded "Annual Influential Employer" by 58.com
- 23
- Awarded "Most Popular Employer Brand among University Students" by 51 Job
- 24
- Awarded "Talent-Loving Employer" by BOSS Zhipin
- 25
- Awarded "2025 Extraordinary Employer" by www.liepin.com
- 26
- Awarded "2025 China Talent Management Excellence Model Award" by Beisen



Investor relation

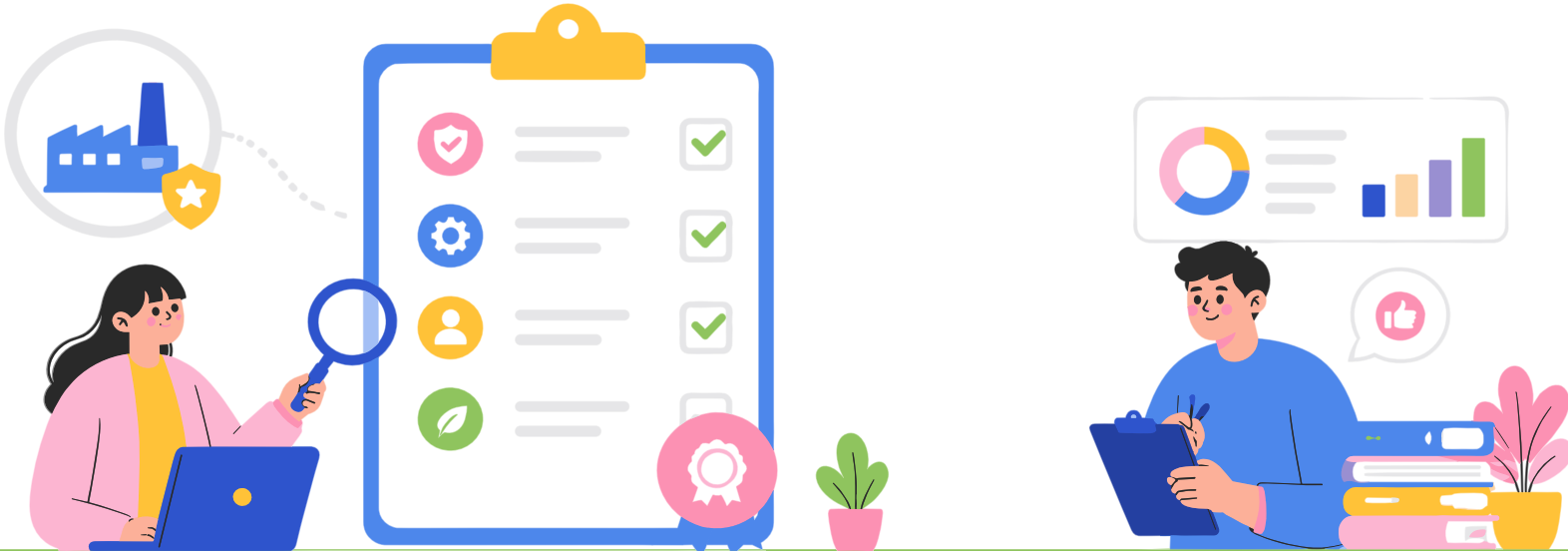
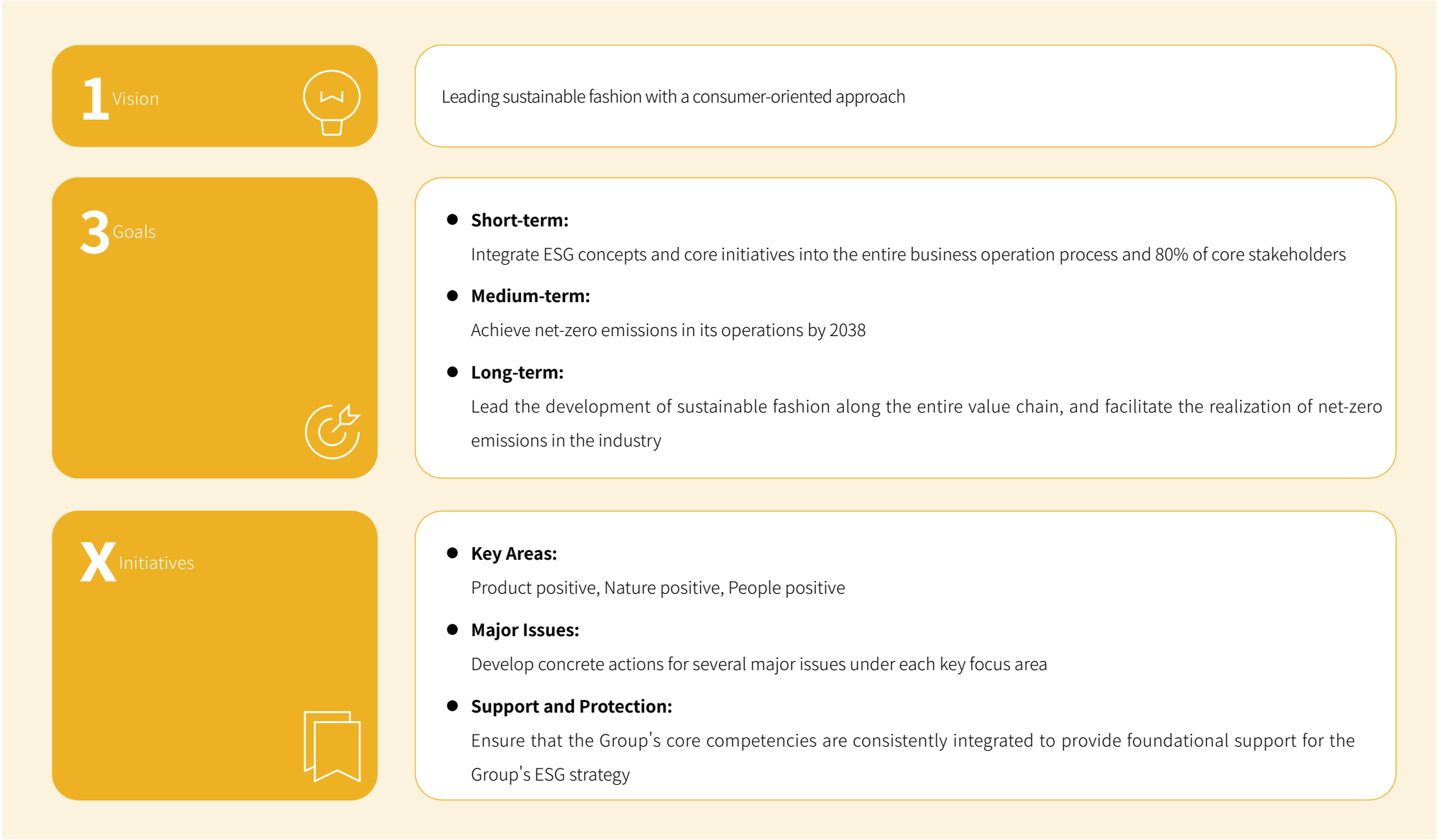
- 27
- Awarded "Excellent Capital Market Communication Award" in the 9th China Excellence IR Selection
- 28
- Awarded "Annual Investment Value Award" by Gelonghui
- 29
- Awarded "Outstanding Brand Award" and "Most Investment Value Award" by The Power of Capital Annual Selection 2025 of www.stockstar.com
- 30
- Awarded "2025 Listed Company with the Best Shareholder Return" by Phoenix Satellite Television and PhoenixNet



2.1 ESG STRATEGIC SYSTEM

Against the backdrop of increasingly severe global climate change and mounting resource constraints, the United Nations Sustainable Development Goals (UN SDGs) and China's "3060" Dual Carbon Goals provide clear direction for industrial transformation. For the textile and apparel industry, advancing sustainable development has become an imperative. As a leader in the down apparel industry, Bosideng fully recognizes its significant responsibilities in ESG matters. The Group is committed to leading the industry's sustainable transformation, promoting responsible consumption and lifestyles, and contributing to addressing global climate challenges.

Bosideng has established the "1+3+X" ESG Strategic Framework. Guided by the vision of "leading sustainable fashion with a consumer-oriented approach", this framework focuses on three core areas of "product positive, nature positive and people positive" and related ESG issues, to promote comprehensive coverage of green management and effectively strengthen the Group's ESG capabilities. We have set short-term, medium-term, and long-term ESG goals, supported by a series of specific and potential "X" initiatives, aiming to meet consumers' fashion needs while significantly improving environmental performance, creating social value, and leading the entire value chain towards a sustainable transformation.



2.2 ESG STRATEGIC PILLARS

Under the "1+3+X" ESG strategy framework, Bosideng has continued to deepen its ESG practices, proposing "1 Central Platform, 6 Core Themes, and 13 Key Programs" as its ESG strategic pillars. This approach deeply integrates the concept of sustainable development into the core operation to effectively respond to the expectations of internal and external stakeholders, laying a solid foundation for long-term value creation and resilient development, and allowing us to become an industry-leading ESG benchmark.

1 Central Platform:
ESG digital management platform for foundation building and efficiency enhancement

Bosideng independently developed an ESG digital management platform by applying scientific management methodologies from the University of Hong Kong. The core deployment of this platform has now been completed and the platform is in operation. This platform is dedicated to efficiently managing ESG risks and performance of participants across the Group's value chain, significantly enhancing data management efficiency and transparency. It also provides solid data and technical support for ESG risk warnings, performance evaluation, data collection and report preparation, driving intelligent management decisions.

6 Core Themes:
Focusing on key areas to respond to expectations

Based on in-depth internal and external stakeholder surveys, Bosideng has identified 6 core ESG themes to accurately respond to the core concerns:

 **Nature positive**

Focusing on the impact of the Group's entire value chain on natural ecosystems and climate change.

01

 **Circular economy**

Promoting the formation of a closed loop for resource utilization and striving to extend the lifetime of products.

02

 **Product positive**

Leading high-quality innovative products with technology, and actively developing green products and zero-carbon products.

03

 **Green retail**

Building green retail stores and a green membership system to encourage consumer participation in sustainable development.

04

 **People positive**

Ensuring the basic rights and interests of employees and community members, focusing on key issues such as their health and safety, development and training and fostering an inclusive, diverse and equal environment.

05

 **Industry leadership**

Building an "industry-university-research" community, deepening the industry's best practices, actively participating in the formulation of industry standards and leading the sustainable development of the industry.

06

13 Key Programs:
Deepening the implementation of issue objectives

Under the 6 key topics, the Group has further broken down and established 13 ESG programs, comprehensively advancing the realization of various objectives within these key themes. For example:

In the nature positive area

We launched initiatives such as the "value chain carbon data management and emission reduction pathway optimization" and "comprehensive plastics phase-out" to ensure the green development of the Group's operations.

In the circular economy area

We implemented initiatives like "product refresh", working with consumers on product maintenance and exploring various possibilities for recycling old items.

In the product positive area

We promoted the "chemical management" initiative, leveraging the ZDHC platform for systematic management of supplier chemical safety. Additionally, the Group conducted the "leading materials" initiative to drive the R&D and application of innovative and technological fabrics.

In the green retail area

We established a "green membership system", encouraging consumers to engage in green consumption through green rewards, while integrating Bosideng's sustainable fashion concepts to enhance consumer interaction points.

In the people positive area

We increased efforts and resources in employee training to safeguard competitive advantages and drive innovation. Concurrently, initiatives such as the "charity foundation" were rolled out to precisely provide further support to vulnerable social groups.

In the industry leadership area

We actively participated in cutting-edge domestic and international summits and industry standard formulation processes, becoming a demonstration unit for ESG-related activities by local governments and industry associations.

2.3 ESG STRATEGY INTEGRATION

In 2026, Bosideng introduced a strategic initiative to systematically embed its ESG strategy into its three core business areas - product development, brand communication, and retail services. This integration fully supports the Group's three strategic pillars of "Good Products", "Good Stories", and "Good Experiences", creating a closed-loop sustainable value chain that connects production with consumption. By co-creating sustainable value with consumers, Bosideng is committed to making ESG a key driver of sustainable business growth.

Good Products:
Driving Product Innovation and Risk
Management through Sustainability

Products represent the most direct connection between a brand and its consumers. In 2026, Bosideng formulated and refined the Green Product Principles, providing a clear framework for the identification and development of green products, and providing a clear roadmap for sustainable product development. Building on this foundation, a number of Bosideng products obtained carbon footprint certification, while the Group advanced circular and carbon-neutral products from concept development to in-store commercialization, achieving a significant transition from technical readiness to market implementation. These initiatives not only enhance the environmental performance of Bosideng's products, but also create differentiated value that is recognized by the market.

In its strategic selection of functional materials, Bosideng has actively expanded the application of fluorine-free technologies across multiple premium business-wear and high-end outdoor collections. Addressing the potential environmental and health risks of traditional fluorinated materials, the Group continuously optimizes product materials by replacing traditional fluorinated materials with fluorine-free alternatives, which reduces product environmental and compliance risks at the source, and minimizes the likelihood of recalls,

complaints, and reputational damage. This further enhances product safety and supply chain risk management levels, and continuously strengthens the long-term resilience of the brand.

In terms of design innovation, Bosideng continues to develop flagship products featuring recyclable design principles (such as the Circular 3.0 product) and constantly promotes the research, development, and application of innovative and eco-friendly fabrics. Through detachable, recyclable, and renewable structural design features, our products meet the functional requirements of outdoor activities while extending product life cycles and reducing environmental impacts at the end-of-use stage. These innovations strengthen Bosideng's technological capabilities and product quality, enhancing the Group's competitiveness in the mid to high-end market.

Good Stories:
Building Brand Trust and Communication
Effectiveness through Authentic
Storytelling

Brand communication is a critical channel for translating sustainability commitments into market impact. Bosideng brings its ESG initiatives to life through authentic and engaging storytelling, sharing its sustainability journey and progress with consumers across social media. During FY2025/26, Bosideng appointed its first Global ESG

Ambassador, and invited spokespersons and fashion KOLs to help promote the Bosideng's ESG concepts. By leveraging an authentic and recognizable public figure to communicate sustainability concepts, Bosideng has fostered stronger value resonance with consumers. At the retail level, Bosideng has integrated ESG highlights into product communications and consumer interactions. Store employees communicate the environmental commitments and technical innovations embedded in products through customer service interactions, enabling ESG messages to be seamlessly integrated across consumption scenarios and customer touchpoints.

Good Experiences:
Enhancing Customer Engagement and
Store Conversion through Interactive
Experiences

Retail stores are a direct touchpoint where consumers experience Bosideng's sustainability commitments firsthand, providing an important opportunity to translate sustainability concepts into customer engagement, loyalty and long-term business value. During FY2025/26, Bosideng organized a variety of ESG-themed member activities across multiple cities, including "Leave No Trace" (LNT) campaign and green cycling activities, transforming sustainability from a one-way brand message into a shared journey of consumer participation. Bosideng also regularly hosts "Renewal Workshop" sessions,

inviting members to create handcrafted items using production offcuts, or to participate in product repair activities. In addition, the Group provides premium cleaning and repair services to help extend product life. Together, these initiatives not only embody Bosideng's commitment to sustainable development, but also strengthen the emotional connection between consumers and the brand through co-creation and active engagement, encouraging more sustainable lifestyles.

Within its retail stores, Bosideng actively incorporates biodegradable and recyclable materials into store fit-outs, and reduce the use of single-use plastics, transforming the "plastics phase-out" concept into a tangible sense of environmental responsibility for consumers. The Group has also introduced dedicated green display areas in its stores, showcasing eco-friendly technologies, carbon footprint certification, and other product sustainable features. These visual and interactive experiences help consumers better understand the principles and value behind sustainable design, enhancing both purchase confidence and brand affinity.

Through the integrated advancement of "Good Products", "Good Stories", and "Good Experiences", Bosideng is transforming ESG from a strategic concept into tangible and measurable business practices. These initiatives not only help reduce environmental and social risks, but also strengthen brand differentiation, deepen customer engagement and support the Group's long-term sustainable growth. Through this approach, ESG becomes not only a strategic commitment, but also something customers can see, experience and value.



2.4 ESG CULTURE BUILDING

The continuous advancement of Bosideng’s ESG journey is underpinned by a strong culture led from the top and embedded through the organization. This culture has been developed progressively through three interconnected dimensions—governance, consensus building, and employee engagement. Together, these efforts have gradually transformed ESG principles into shared organizational values and behavioral norms, providing sustained internal momentum for the effective integration of ESG into the Group’s business operations.

Cultural Foundation:
Embedding ESG into the Brand DNA through
Leadership Commitment

The "Summit-Seeking Spirit" cultivated throughout Bosideng’s 50-year journey reflects values that are closely aligned with the principles of sustainability. Rather than seeking to conquer nature, mountaineers move forward with respect and humility. This philosophy of coexistence with nature represents Bosideng’s long-term commitment to sustainable development. This commitment is further reinforced by the long-term vision and craftsmanship championed by Mr. Gao Dekang, Founder, President, and Chairman of the Board of Bosideng. Guided by his belief in "dedicating a lifetime to doing one thing well", Mr.Gao has embedded sustainability into the Group’s long-term development strategy and corporate culture. Mr. Gao plays an active leadership role in overseeing the Group’s ESG strategy and implementation. To strengthen executive accountability, climate-related performance indicators have been incorporated into the Chairman’s remuneration framework, accounting for 5% of total compensation. This links sustainability performance directly to executive incentives and reinforces ESG governance at the highest level. At the Group’s annual meeting, Mr. Gao personally presented the Group’s sustainability strategy and principles, while continuing to oversee progress against ESG objectives through the Group’s governance and management. This strong leadership commitment ensures that ESG remains embedded in strategic decision-making across the Group and provides a solid foundation for advancing green product innovation, sustainability-driven brand communications, and enhanced customer experiences.

Cultural Alignment:
Ongoing Communication and Leadership
Mindset Cultivation

ESG is a shared responsibility that requires collaboration across the entire value chain. To foster this shared commitment, Bosideng

systematically communicates its ESG philosophy, objectives and expectations across internal business units and external partners through initiatives such as Group-level ESG kick-off meetings and supplier conferences. Through ongoing communication, training and engagement, the Group helps employees, suppliers, and other value chain partners strengthen their understanding of sustainability and their role in advancing the Group’s ESG objectives. These continuous efforts enable sustainable development to evolve from an externally imposed requirement into a shared organizational belief and collective responsibility.

Deepening such consensus also requires sustained investment and cultivation. During the year, Bosideng Business School invests approximately RMB 9.0422 million in employee training. Beyond enhancing professional capabilities, we have integrated ESG-related contents into leadership development programs such as the "Eagle Program", ensuring that sustainability becomes a core competency for our managers. This means that future managers are equipped with a fundamental understanding of climate-related risks, social responsibility and ESG governance before taking up key roles. They are therefore able to incorporate ESG considerations into concrete business scenarios such as product design, supply chain management, and store operations. By embedding ESG into leadership development and everyday decision-making, Bosideng is fostering a culture in which sustainability is an integral part of how managers lead, make decisions and create long-term value.

Cultural Integration:
Embedding ESG Principles into Daily
Operations and Employee Practices

ESG culture extends beyond meetings and systems — it is fully integrated into a wide range of corporate activities and employee engagement initiatives of the Group, enabling employees to deepen their understanding and commitment to sustainability through active participation and practical experience. These initiatives provide a more vivid interpretation of the "summit-seeking spirit".

Case | Bosideng’s Xibaipo Outward-Bound Activity

As one of the five major revolutionary sites in China, Xibaipo serves as one of the key education venues for Bosideng’s corporate culture and team-building development. In May 2025, the Group organized an outward-bound activity in Xibaipo under the theme "Staying True to Our Original Aspiration, Forging Ahead with Determination", bringing together more than 100 core management members and employees. ESG principles were integrated throughout the event. In terms of waste recycling, approximately 100 participants collected 872 empty plastic bottles during the hiking, equivalent to a reduction of 24 kilograms of carbon emissions (based on calculation using the U.S. Environmental Protection Agency’s ReCon Tool). The collected PET plastic bottles were subsequently recycled through a closed-loop process, including sorting, packing, cleaning, pelletizing, spinning, weaving, and manufacturing, to produce rPET eco-friendly shopping bags and toiletry bags, demonstrating the practical value of circular resource use. In terms of ecological restoration, participants collectively recorded 2,554,791 steps during the activity. Based on a conversion rate of 1,300 steps per tree, 1,966 trees were planted in Alxa League, transforming the green hike into tangible ecological outcomes. In addition, the event was conducted in accordance with green mobility and low-carbon principles throughout its planning and execution, and ultimately obtained carbon-neutral certification from the China Quality Certification Centre (CQC). By integrating sustainability into employee engagement activities, Bosideng provides employees with practical opportunities to experience ESG principles firsthand. These initiatives help translate sustainability commitments into measurable actions while reinforcing the Group’s culture of environmental responsibility and employee participation.



Tree-planting Contribution Certificate for Bosideng’s Xibaipo Outward Bound Activity



rPET eco-friendly shopping bags made from PET plastic bottles

2.5 ESG INDUSTRY LEADERSHIP

Digital Leadership:
Advancing Integrated of ESG Digital
Management

To further strengthen ESG management across the entire value chain, Bosideng is leveraging digital technologies to enhance the Group's ESG management capabilities. Since the launch of supply chain ESG digital management platform in June 2025, we have achieved 100% ESG performance traceability for our core suppliers, including energy consumption and carbon data. In 2026, we initiated a comprehensive upgrade of our ESG digital infrastructure, with plans to establish an integrated ESG digital ecosystem comprising the Bosideng Group ESG Digital Platform, the Product Carbon Footprint Platform, and the Employee Low-carbon Management Platform. Together, these platforms will support ESG management across a broad range of operational scenarios, including retail stores, supply chains, logistics, office operations and employee engagement. In particular, the Employee Low-carbon Management Platform was officially launched in July 2026.

Covering areas from raw material sourcing and energy consumption to packaging, logistics, waste management, water stewardship and employee commuting, the Bosideng ESG digital management will enable systematic data collection and intelligent analysis, enhancing both data quality and compliance efficiency. As the ESG digital platform system continues to develop, it will strengthen carbon footprints measurement, improve the traceability of supplier ESG performance and embed low-carbon concepts into day-to-day operations. By enhancing transparency and accountability throughout the value chain, Bosideng aims to set a leading benchmark for integrated ESG digital management in the textile and apparel industry.

Case | Bosideng Employee Low-carbon Management Platform

In July 2026, we launched the Bosideng Employee Low-carbon Management Platform, providing a digital solution to measure and manage carbon emissions associated with employees' daily commuting and business travel. The platform also integrated various low-carbon engagement initiatives, including green commute check-ins, "Clean Plate" campaign check-ins, paperless office practices, waste recycling, and the recycling of used items. Employees' participation in these activities is recorded and converted into measurable and traceable carbon reduction data in accordance with national and international carbon reduction accounting methodologies. Through initiatives such as encouraging the use of public transport, cycling and walking, as well as promoting food waste reduction, the platform helps employees translate everyday low-carbon actions into measurable environmental outcomes. By digitally recording individual contributions, it establishes a transparent and data-driven mechanism for encouraging sustainable behavior. Beyond supporting employees in developing low-carbon lifestyles, the platform aligns individual actions with the Group's low-carbon development strategy, enabling every employee to contribute to the Group's carbon reduction efforts. Building on this foundation, the platform will further integrate Bosideng's unique corporate culture and employee incentive mechanisms. Supported by data-driven insights, it will help transform low-carbon awareness from a shared aspiration into a sustained practice, and from individual actions into collective impact, ensuring that green lifestyles become a daily manifestation of Bosideng's commitment to sustainable development.



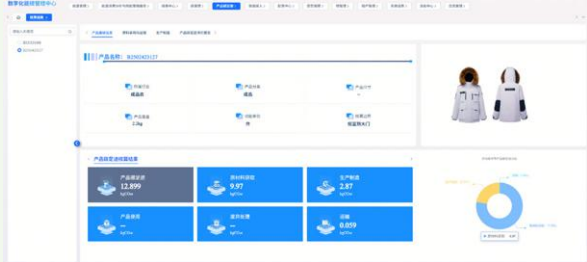
Bosideng Employee Low-carbon Management Platform



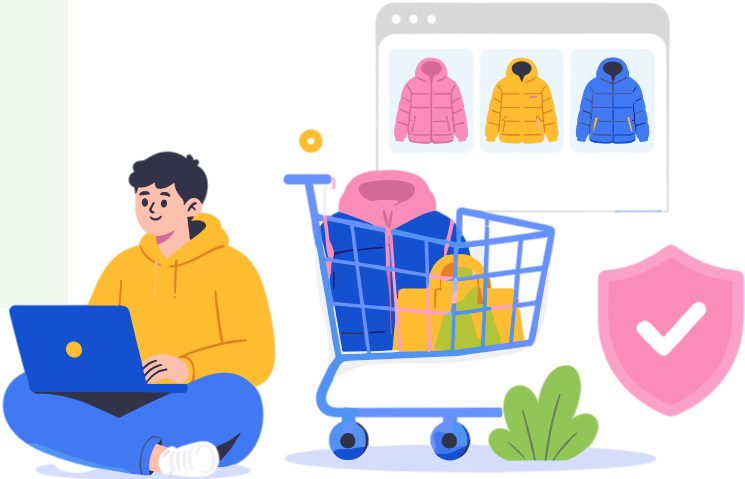
Employee "Clean Plate" Campaign Check-in

Case | Bosideng Product Carbon Footprint Platform

During the Year, the Group innovatively and independently developed a product carbon footprint platform. By embedding a standard carbon emission factor database and supporting integration with the BOM (Bill of Materials) from the ERP system and the production process routes from the Supply Chain Management System, the platform utilizes intelligent carbon emission factor matching technology to calculate, at each stage, the carbon footprint value of each product throughout the entire value chain, from raw material procurement and manufacturing to finished product delivery.



Bosideng Product Carbon Footprint Platform



Industry Leadership:
Promoting the Co-development of
Industry Standards

As one of the leading enterprises driving sustainable development in China's textile industry, Bosideng extends its ESG culture from itself to upstream and downstream, leading industry development and standard setting.

Accumulation of scientific methodology

Framework formulation
Data foundation
Certification standards

The Leadership of Discourse Power of the "China Proposal" in Internationalization Narrative

Bosideng led the formulation of the "Specification for Circular Fashion Design" in conjunction with the China Fashion & Color Association. As a product design standard focusing on "garment-to-garment recycling", this standard has achieved a technological breakthrough in the field of circular design in the industry, and has completed the establishment of a supporting certification system through TESTEX, a Swiss textile testing agency, solving the pain points of "difficult recycling and poor circulation" in the textile and apparel industry from the source of design.

In addition, Bosideng, in collaboration with the World Business Council for Sustainable Development (WBCSD) and the China National Textile and Apparel Council, jointly developed China's first Circular Transition Indicators (CTI) assessment case. This case focuses on a Circular Design Fashion and Functional Puffer Jacket under the Bosideng brand. The assessment strictly followed the internationally recognized seven-step CTI process, evaluating from the two indicator dimensions of circular inflow rate and circular outflow rate, and measured the material circularity rate of this product at 41.2%. This assessment helped Bosideng establish traceable supplier sustainable procurement indicators, driving supply chain synergy, and proactively embedding circular principles at the design end to comprehensively enhance the recyclability potential of products.

Case | Development of Group Standards –
From Executor to Rule Co-developer



As a deputy group leader unit, Bosideng deeply participated in the drafting of the group standard "Technical Specifications for Carbon Neutrality Store Evaluation in the Textile and Apparel Industry" of the China National Textile and Apparel Council. In June 2025, the working group held a standard consultation seminar at the Bosideng Beijing Sanlitun Summit Concept Store, and officially released the standard to the public in December 2025. As the first group standard in the industry to systematically standardize the carbon neutrality evaluation method for retail stores, its introduction provides a strong operational guide and quantitative basis for textile and apparel enterprises to achieve the "Dual Carbon" goals. It will also encourage more brands to deepen their green development commitments in the terminal retail segment, bringing consumers a more eco-friendly and sustainable shopping experience.

In addition, as a deputy group leader unit, Bosideng participated in the formulation of the group standard "Carbon Footprint Management System for the Textile and Apparel Industry", which was officially released in December 2025. As the industry's first group standard focusing on "product carbon footprint" management methods, this standard provides enterprises with a systematic carbon management tool.



Standard Consultation Seminar by the Working Group

Case | Sustainable Development Standardization Work in the Down Industry



In September 2025, the Down Industry Sustainable Development Standard Seminar, led by the China Feather and Down Industrial Association and hosted by Bosideng, was successfully held at the Bosideng Group headquarters. The meeting conducted in-depth discussions on the formulation of two group standards. The two standards were officially released in December 2025:

- "Guidelines for Environmental, Social and Governance (ESG) Disclosure for the Down Industry": This standard overcomes the industry's pain point of lacking unified and targeted guidance on ESG information disclosure. It provides systematic guidance for enterprises, enabling them to integrate sustainability concepts into the entire process of strategy and operations, comprehensively enhancing the transparency and quality of information disclosure, and promoting the healthy and orderly development of the down industry.
- "Greenhouse Gas - Quantification Method and Requirements for Carbon Footprint of Products - Down Feathers and Products": This standard is a key step in leading the industry towards precise carbon reduction. It is committed to establishing a unified and scientific product full lifecycle carbon emission accounting method, which not only promotes collaborative carbon reduction across the entire supply chain, but also provides solid technical support for the industry's green transformation, helping enterprises obtain a "green pass" to participate in international competition.



Group Photo of Participants at the Down Industry Sustainable
Development Standard Seminar

3 ESG MANAGEMENT

In aligning with global sustainable development trends and the requirements of domestic and international sustainability standards, Bosideng continues to improve its ESG management structure. We have established mechanisms for identifying, assessing, responding to, and managing sustainability-related impacts, risks, and opportunities, while integrating ESG considerations and management practices into the Group's strategic planning and corporate operations. The Group implements ethics, compliance, and risk management initiatives to strengthen collaborative ESG management across the supply chain, and is committed to building a solid foundation for long-term development, thereby supporting the steady and sustainable growth of the enterprise.

SDGs



Materiality Issues:

Communication with stakeholders

Privacy protection and information security

Anti-corruption and anti-unfair competition

Responsible procurement

Stable operations to control and prevent risks

Building a stable green supply chain

3.1 GOVERNANCE STRUCTURE

By establishing a comprehensive ESG management framework, Bosideng actively cultivates diverse stakeholder engagement channels, listens to and responds to stakeholder expectations, advances the implementation of its ESG strategy, and promotes the coordinated development of business, society and environment. Simultaneously, we continue to standardize the Group's corporate governance framework to ensure stable business operations on the basis of checks and balances and scientific management practices.

3.1.1 ESG GOVERNANCE

The Group has established a tiered ESG governance structure to steadily implement its sustainable development strategy and effectively evaluate and manage ESG-related risks and opportunities. With the Board serving as the primary decision-making body, management acting as the central coordinating function, and various departments operating as executive bodies, the Group promotes the integration of ESG governance into its daily operations through a top-down approach.

The Board holds ultimate responsibility for the Group's overall sustainability direction, strategy, objectives, performance, and reporting. The implementation of ESG initiatives is incorporated into the Board's annual review agenda to ensure ongoing oversight and continuous improvement of the relevant work.

To assist the Board in advancing these efforts, the Board has set up a Sustainability Steering Group, which is led by senior management and supported by cross-departmental collaboration, and is responsible for assisting the Board in evaluating and formulating sustainable development objectives and implementation pathways, as well as driving the effective execution of the Group's sustainable development.

The Sustainability Steering Group is chaired by Mr. Gao Dekang, the Chairman of the Board and the CEO who is mainly responsible for setting the Group's sustainability vision, overall direction, objectives and strategies; identifying, monitoring

and evaluating key ESG issues that may affect business operations and performance; and reviewing the sustainability progress of the Group's respective departments. Members of the Sustainability Steering Group include the heads of various departments involved in the Group's ESG governance, including the Board Office and Capital Market Center, Supply Chain Management Center, Business Division, Logistics, Financial Management, Human Resources, Information Technology, Product R&D, Internal Audit, Legal and Compliance, Administration, Brand Management Center and Party Affairs. The Sustainability Steering Group held regular and occasional work meetings during the Year and reported relevant ESG matters to the Board on a quarterly basis.

To strengthen ESG risk management, Bosideng integrates the management of sustainability-related impacts, risks, and opportunities into the Company's comprehensive risk management framework. Processes including the identification, assessment, and prioritization of ESG issues are leveraged to achieve systematic control of ESG risks and opportunities. During the identification and assessment stage, the Sustainability Steering Group reviews and categorizes issues based on dimensions such as their degree of impact,

urgency, industry trends, and regulatory requirements. For material issues, dedicated objectives and action plans are formulated, and accountability is clearly assigned. The Sustainability Steering Group provides overall coordination for the above processes, regularly assesses issue developments and the effectiveness of related management measures, and oversees resource allocation to ensure that material issues are prioritized and management measures are effectively implemented.

At the decision-making level, the Board fully performs its oversight duties through the regular review of sustainability-related reports, the approval of relevant policies and management systems (including those related to climate change, biodiversity conservation, occupational health and safety, and information security), receipt of recommendations and feedback from the Sustainability Steering Group, and participation in discussions. Based on its comprehensive analysis, the Board makes timely decisions, including optimizing management priorities and setting or updating ESG strategic goals. The implementation of ESG initiatives has been included in the Board's annual review agenda to

ensure ongoing oversight and continuous improvement of the relevant issues.

To steadily advance the implementation of the Group's sustainable development strategy, members of the Sustainability Steering Group regularly report to the Board on the progress of sustainable development initiatives, receive feedback, and continuously drive improvements. In addition to participating in the survey and assessment of material ESG issues, Board members also regularly undergo training delivered by ESG industry experts to enhance their understanding of industry trends, regulatory dynamics, and capital market expectations, thereby drawing upon the most cutting-edge ESG concepts and practical experience. Meanwhile, the Sustainability Steering Group maintains close communication with internal and external ESG professional teams, leveraging their expertise to continuously refine the Group's ESG management system and enhance the strategic foresight and operability of the sustainable development strategy.

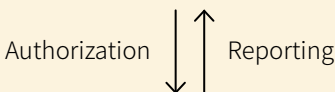


ESG Governance Structure

Decision-Making
Level

The Board

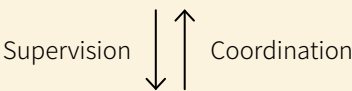
- Review and approve the Group's overall ESG strategies and reporting, and bear ultimate responsibilities for overall direction, strategies, targets, performance and disclosures of sustainability of the Group.



Management
Level

Sustainability
Steering Group

- Formulate the Group's ESG objectives, strategy, work plans etc. for the Board's approval;
- Identify, monitor and review important ESG issues, risks and opportunities that may affect the business operations and performance of the Group for the Board's approval;
- Prioritize ESG issues, risks and opportunities, and conduct materiality assessments to identify and analyze those most likely to affect the Group's business operations and performance;
- Oversee and review the Group's ESG policies, practices, framework and management approach, and propose improvements to the Board;
- Review the Group's annual ESG report and other ESG related disclosures.



Execution Level

All Departments

- Collect data required for the annual ESG report;
- Execute and implement the department's routine and special ESG initiatives;
- Promote sustainability practices among the department's relevant external stakeholders;
- Enhance ESG awareness among employees within departments.



3.1.2 CORPORATE GOVERNANCE

Bosideng strictly complies with the requirements of the Listing Rules and relevant laws and regulations, continuously improves its corporate governance structure, and establishes and strengthens its internal management systems. The Group attaches great importance to maintaining effective checks and balances between decision-making and oversight, thereby promoting scientific and standardized corporate governance. As the highest decision-making body of the Group, the Board comprehensively reviews its corporate governance protocol to ensure compliance with shareholder expectations and the fulfillment of the Company's commitment to excellent corporate governance.

The Group firmly believes that an effective, independent, and diverse Board is core to implementing sound corporate governance. During the Year, the Group conducted an internal Board performance evaluation focusing on six dimensions: board composition and skills, board dynamics, board proceedings, compliance and training, risk management, and stakeholder engagement. Regular Board evaluations help the Board review its operations and decision-making efficiency, ultimately enhancing its overall performance.

The Board has established three committees, namely the Audit Committee, the Remuneration Committee, and the Nomination Committee, which provide independent advice and recommendations on key matters such as the nomination and selection of Directors, remuneration policies and structures for senior management, financial oversight, and independent audits.

The Group's Governance Structure

The Board

Nomination Committee

Remuneration Committee

Audit Committee

The Group's Nomination Committee is vested with responsibility for the nomination and selection of Directors, and is committed to enhancing the transparency of the procedures to select Directors. During the nomination and selection process, the Nomination Committee adheres to the principle of "meritocracy", strictly aligns with the Group's strategic objectives, and implements the Board Diversity Policy, comprehensively reviewing candidates' professional qualifications, industry experience, cultural background and educational level to ensure that the selection process reflects diversity and incorporates multi-dimensional perspectives, including gender, age, culture and professional skills. The final selection is made based on each candidate's personal strengths and the contribution he or she can make to the Board, with the aim of ensuring that the Board possesses both outstanding capabilities and diverse perspectives. As of FY2025/26, the Board comprised eight Directors, of whom female Directors accounted for 25%.

To strictly comply with the provisions of the Corporate Governance Code under the Listing Rules of the Stock Exchange regarding the independence and objectivity of Board decisions, the Group has formulated the "Mechanisms to Ensure Independent Views and Input are Available to the Board". This policy requires a balanced composition of executive Directors and independent non-executive Directors, and explicitly mandates that independent non-executive Directors constitute at least one-third of the Board and number no fewer than three members. This ensures that the Board maintains independent

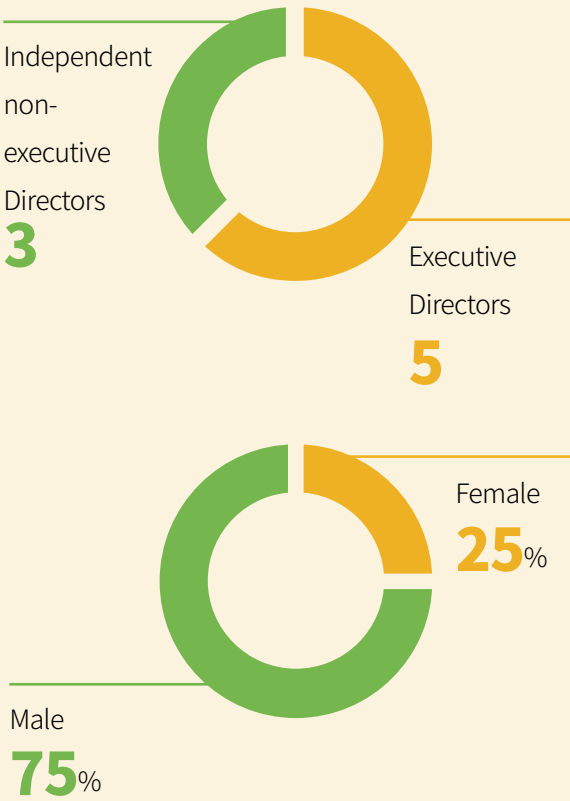
decision-making and oversight function while preventing potential conflicts of interest. In FY2025/26, the Board consisted of five executive Directors and three independent non-executive Directors.

The Remuneration Committee of the Group is responsible for determining the remuneration packages of Directors and senior management, with decisions based strictly on the Company's operating performance, individual performance, and comparable market benchmarks. Furthermore, the Group has integrated ESG performance into its senior executive remuneration evaluation system. Specifically, the Chairman of the Board and the CEO bears responsibility for environmental issues, and his remuneration structure includes specific incentive provisions closely linked to climate action performance, accounting for 5% of his total remuneration. This ensures that management remuneration remains aligned with the Company's long-term sustainability goals. The remuneration policies for other senior management, department managers, and employees of the Group also include performance evaluation indicators related to climate action, ensuring that climate goals and sustainable development strategies are actively implemented from the management level to the operational level. The forms of incentives include, but are not limited to, performance bonuses and priority consideration for promotion. During the Year, the total annual remuneration of the Board represented 2.01% of the total remuneration of the Group.

Bosideng remains committed to achieving long-term sustainable growth as its core objective and continuously optimizes shareholder communication and return mechanisms. Guided by the "Shareholders' Communication Policy", the Group utilizes various channels such as shareholders' general meetings, results releases, site visits, roadshows and reverse roadshows, briefings, and media interviews to ensure shareholders are kept informed of the latest developments in the Group's business and growth, as well as its operational strategies. This helps ensure that shareholder concerns are fully reflected in the strategic decision-making process. Meanwhile, the Group strictly adheres to its Dividend Policy, aiming to enable the Company's shareholders to share in its profits while preserving the Company's liquidity to capture future growth opportunities.

For details of the Mechanisms to Ensure Independent Views and Input are Available to the Board , please refer to: https://sustainability.bosideng.com/en/media/mechanisms_independent.pdf
For details of the Shareholders' Communication Policy, please refer to: https://company.bosideng.com/en/overview/cg/shareholders_communication.pdf

The Board consists of 8 Directors



3.2 STAKEHOLDER ENGAGEMENT

Bosideng places great importance on communication and engagement with its stakeholders, respects their diverse perspectives, and is committed to building a more transparent and systematic communication mechanism. In response to the key concerns raised by various stakeholders groups, the Group explores diversified communication channels and approaches to comprehensively gather and respond to the concerns and expectations of stakeholders, regarding their diverse concerns and expectations as an important driving force behind the Group's sustainable development.

STAKEHOLDERS	Employees	Customers and consumers	Suppliers and partners	Shareholders and investors	Government and regulators	Communities and the public
COMMUNICATION CHANNELS AND METHODS	- Group intranet - Training - Employee satisfaction surveys - Labor union and employee representative congress - Seminars	- Customer visits - Exhibitions - Customer surveys - Customer service center and hotlines - Official WeChat account and online flagship stores	- On-site due diligence visits - Industry conferences - Suppliers' conferences - Franchisees' conferences - Telephone, E-mail and WeChat	- Shareholders' meetings - Results releases - Group's announcements, circulars and reports - On-site visits - Roadshows and reverse roadshows - Strategy conferences - One-on-one communications - Telephone, E-mail, WeChat and the Company's website	- Regular communication - Regular reporting - Guidance and scrutiny - Special research - On-site visits	- Volunteer activities - Community investment - Disaster relief support
FOCUSES	- Strengthening national brands and enhancing cultural confidence - Product quality and customers' rights protection - Employees' remuneration and benefits - Vocational empowerment and fair promotion - Occupational health and safety - Employees' rights assurance - Building a diversified workplace	- Product quality and customers' rights protection - Strengthening national brands and enhancing cultural confidence - Customer communication and after-sales service - Responsible procurement - Improving product innovation - Anti-corruption and anti-unfair competition	- Strengthening national brands and enhancing cultural confidence - Building a stable green supply chain - Product quality and customers' rights protection - Improving product innovation - Empowerment and training for suppliers - Responsible procurement	- Stable operations to prevent and control risks - Compliant marketing - Operating performance - Product quality and customers' rights - Improving product innovation - Safeguarding shareholders' rights - Building a stable green supply chain	- Strengthening national brands and enhancing cultural confidence - Tax payment in accordance with the law - Supporting regional economic development - Product quality and customers' rights protection - Anti-corruption and anti-unfair competition - Improving product innovation	- Strengthening national brands and enhancing cultural confidence - Building a stable green supply chain - Responsible enterprise - Supporting regional economic development - Chemical safety management - Waste management

3.3 DOUBLE MATERIALITY ASSESSMENT

As part of our stakeholder engagement strategy, we carry out annual materiality assessments of ESG issues. During the Year, with the assistance of an independent third-party institution, we conducted a double materiality identification and analysis for sustainability issues with reference to the guidance provided in the Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI) and the relevant guidelines such as the International Financial Reporting Sustainability Disclosure Standard 1 — General Requirements for Disclosure of Sustainability — related Financial Information (IFRS S1). Taking into account the characteristics of its industry and business operations, the Group identified the short-term (≤ 1 year), medium-term (1-5 years) and long-term (> 5 years) financial impacts of various issues on its operations, as well as the actual and potential impacts of its performance on each issue in relation to the economy, society, and the environment. We collected 1,576 pieces of feedback from internal and external stakeholders through online questionnaires to identify issues of greatest importance to our business and stakeholders, and to inform our ESG reporting and strategy. The results of our materiality analysis were reviewed, discussed, and approved by the Board.

The Group has established a systematic and ongoing management mechanism to integrate the outcomes of its annual materiality assessment into the Group's overall corporate risk management system for unified management. The Group has established its risk control and supervision platform to achieve a shift from passive early warning to proactive prevention of relevant risks. On an annual basis, we conduct a correlation analysis between the "Double Materiality Issues" identified through the double materiality assessment and the Group's major risk list, incorporating the results into the Company's risk assessment matrix for monitoring and follow-up.

Double Materiality Assessment Process



In FY2025/26, Bosideng identified a total of 24 materiality issues. Based on a comprehensive assessment of both impact materiality and financial materiality, we identified 8 issues with double materiality, 4 issues with financial materiality, 7 issues with impact materiality, and 5 issues as general.

Double Materiality Issues Matrix for Bosideng in FY2025/26



Issues of double Materiality

Governance	Operating performance	P. 5
Society	Responsible procurement	Ch. 3, 4, 5
Society	Building a stable green supply chain	Ch. 3, 4, 5
Society	Product quality and customers' rights protection	Ch. 5
Society	Improving product innovation	Ch. 5
Governance	Stable operations to control and prevent risks	Ch. 3
Environment	Focusing on carbon neutrality, continuing the reduction of carbon footprint of products	Ch. 4, 5
Environment	Chemicals safety management	Ch. 5

Financial Materiality Issues

Environment	Resource utilization and energy management	Ch. 4
Governance	Anti-corruption and anti-unfair competition	Ch. 3
Society	High-quality employment and empowering growth	Ch. 6
Society	Employees' rights assurance	Ch. 6

Issues of Materiality of Impact

Society	Strengthening national brands and enhancing cultural confidence	Ch. 5
Governance	Marketing compliance	Ch. 5
Environment	Climate action	Ch. 4
Society	Building new business formats and creating new experiences	Ch. 5
Governance	Privacy protection and information security	Ch. 3, 5
Environment	Strengthening recycling management throughout the whole life cycle	Ch. 4, 5
Society	Supporting community development	Ch. 6

General Issues

Environment	Water resources management	Ch. 4
Governance	Communication with stakeholders	Ch. 3
Society	Occupational health and safety	Ch. 6
Environment	Waste management	Ch. 4
Environment	Biodiversity conservation	Ch. 4

■ 3.4 BOSIDENG AND THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

(3.4.1 Supporting the United Nations Sustainable Development Goals)

In 2015, all members of the United Nations unanimously adopted the "2030 Agenda for Sustainable Development" and its 17 SDGs. The 17 SDGs address a wide range of global challenges facing society today, including poverty, inequality, climate change, environmental degradation as well as peace and justice, and set out a shared global vision and priorities for sustainable development. The SDGs call on the world to take action together to eliminate poverty, protect the earth and improve the lives and future of humankind.

In order to better fulfill its social responsibilities, Bosideng has consistently integrated the concept of sustainable development into the Group's long-term strategy and daily operations, using the SDGs as an important reference for improving ESG management and driving business practices. Focusing on the 16 SDGs most relevant to the Group's business and value chain, we have taken ongoing action, and categorized these initiatives into 4 major action pillars, thereby further clarifying our directions, quantifiable plans and performance indicators.

In September 2023, Bosideng participated in the Official Side Event of the United Nations Sustainable Development Goals Summit and was among the first companies to sign the "Business in Action - Sustainable Industrial Development Commitments", demonstrating its commitment to supporting the United Nations 2030 Agenda for Sustainable Development through concrete actions and promoting the coordinated implementation of high-quality corporate development and the SDGs. In November 2024, Bosideng attended the 29th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP29), where Mr. Gao Dekang, the Chairman and President of the Group participated in the annual conference via video conference, delivering a speech titled "Leading Sustainable Fashion with a Consumer-oriented Approach", which provided a systematic overview of Bosideng's ESG strategy and carbon targets. In FY2024/25, the Group officially joined the UNGC, and made a strong commitment to supporting the UNGC's ten principles across the four areas of human rights, labor, environment and anti-corruption, whilst continuing to refine the Group's sustainability management in line with international initiatives.

In order to help stakeholders gain a clearer understanding of the Group's achievements under the SDG framework, the expected relevant SDGs targets corresponding to the work in each segment will be concisely marked by way of icons in the subsequent sections of this Report.

The 16 SDGs relating to our operations are summarized as below

NO POVERTY



- Help vulnerable groups and continue to support rural revitalization through the Bosideng Charity Foundation

GOOD HEALTH AND WELL-BEING



- Obtain ISO 45001 occupational health and safety management system certification
- Obtain the qualification for Class II production safety standardization
- Assist suppliers to ensure safe production

QUALITY EDUCATION



- Support impoverished students through the Bosideng Charity Foundation "Bosideng Education Assistance Program (波司登助學計劃)"

CLEAN WATER AND SANITATION



- Use water-saving sanitary equipment and sanitary wares
- Cultivate good water-saving habits among employees through water-saving promotion and education

DECENT WORK AND ECONOMIC GROWTH



- Ensure employees' remuneration and benefits
- Ensure the protection of labor rights within the supply chain

REDUCED INEQUALITY



- Advocate equal opportunities, oppose any form of discrimination

RESPONSIBLE CONSUMPTION AND PRODUCTION



- Prioritize the procurement of raw materials certified for sustainability
- Cooperate with suppliers to improve environmental performance

LIFE BELOW WATE



- Prioritize the purchase of down apparel with RDS certification

PEACE, JUSTICE AND STRONG INSTITUTIONS



- Information transparency
- Prohibit all forms of corruption

GENDER EQUALITY



- Ensure gender equality in recruitment and employment

AFFORDABLE AND CLEAN ENERGY



- Photovoltaic power generation in logistics park
- Promote the use of new energy for shuttle buses

INDUSTRY, INNOVATION AND INFRASTRUCTURE



- Build a low-carbon logistics park
- Strengthen technological innovation

SUSTAINABLE CITIES AND COMMUNITIES



- Assist disadvantaged groups and provide community volunteer services

CLIMATE ACTION



- Calculate the carbon emissions of the value chain
- Widely carry out energy conservation and emission reduction actions
- Promote the green transformation of the industry

LIFE ON LAND



- Foster the Bosideng charitable ecological forest plantation

PARTNERSHIPS FOR THE GOALS



- Communicate with stakeholders and publish the annual ESG report

The 16 corresponding SDGs for the 4 action areas are as follows

ESG management

Communicating with stakeholders and regularly publishing the ESG report, with responsible business practices



Nature positive

Using more preferred materials in products, managing product carbon footprint while understanding, evaluating and improving the environmental performance of manufacturing suppliers



Product positive

Providing consumers with comfortable, safe and high-quality apparel products through R&D and innovation



People positive

Promoting decent work in our own operations and supply chains, and promoting social development



3.4.2. Deep engagement in local sustainable development practices

Bosideng not only actively supports the United Nations Sustainable Development Goals, but also engages in local sustainable development practices. Through joining industry associations, industrial alliances, and sustainable development exchange platforms, the Group continues to work with local partners to jointly combat climate change, accelerate the green transition of the industry, and explore a Chinese pathway for the sustainable development of the textile and apparel industry. The Group cooperates with various international initiative organizations and industry associations to actively carry out various sustainable development projects, jointly promoting the sustainable development of society and the industry. However, it has not made any political donations to political activities, political organizations, lobbying groups, industry associations, or other tax-exempt organizations.

The Paris Agreement, adopted in 2015, set out a common direction for global efforts to combat climate change and imposed higher requirements for various industries to accelerate low-carbon transformation. In this context, the green transformation of the textile and apparel industry has become a broad industry consensus. China made a solemn commitment to the international community in 2020 to achieve peak carbon emissions by 2030 and carbon neutrality by 2060. As a major global producer, exporter, and consumer of textiles and apparel, the sustainable practices of China's textile and apparel industry have a significant impact on the progress of transformation of the global fashion industry. Bosideng deeply recognizes that, as the world's leading expert in down apparel, we shall take the responsibility to ensure that the Company's operational activities are aligned with global climate goals. We actively participate in local sustainable development practices, extensively engage with industry associations, and have conducted multiple external presentations to lead and encourage industry peers to join the climate action alongside Bosideng. To ensure that all external public policy activities remain consistent with the Paris Agreement and China's "Dual Carbon" goals, the Group has established its review and oversight procedures. All proposed public policy activities and public climate position statements must be authorized by the signature of the Chairman of the Board before execution.



3 ESG MANAGEMENT

In FY2025/26, the Group was selected as one of the inaugural members of the United Nations Global Compact "25 Sustainable Supply Chain Leaders' Alliance" in recognition of its systematic efforts to build a transparent, symbiotic, and responsible supply chain ecosystem. Its green management model, which permeates the entire value chain, was selected as a featured case under the theme of "Ecological Win-win". As the only enterprise selected from China's textile and apparel industry, Bosideng's practices in promoting the construction of a win-win ecosystem for a sustainable fashion supply chain have received authoritative recognition.

In the sphere of industry dialogue and initiatives, Gao Dekang, the Chairman of the Board and President of the Group, attended high-level conferences including the "Climate & Stewardship Fashion Conference" in June 2025, the ESG Forum of the Sun Island Annual Conference for Entrepreneurs in August, and the Sustainability Global Leaders Conference

in October. He delivered keynote speeches respectively titled "Sustainable Fashion Led by ESG – Bosideng's Journey to the Summit of Sustainable Development", "Exploring a Bright Future for Sustainable Fashion Through Carbon", and "ESG: Paving the Way for a Bright Future in Sustainable Fashion", elaborating on the practical approach of transforming ESG concepts into a core engine for high-quality development through strategic upgrades and technological empowerment.

In September 2025, Bosideng released its first independent climate responsibility report, responding to the international community and the nation's new round of nationally determined contribution targets with concrete actions, further strengthening climate-related information disclosure and climate action management. Meanwhile, the Group, with its systematic ESG strategic framework and innovative circular fashion practices, was selected as a representative case for the 2025 "Building Sustainable Brands" Visionary Initiative.

Bosideng's CIRCULAR 3.0 products were showcased at the High-Level Dialogue in Nairobi, and received high recognition from United Nations officials and international enterprise representatives for their "Garment-to-Garment (G2G)" closed-loop circular technology, demonstrating the pioneering efforts exploration of Chinese brands in the fields of circular fashion and sustainable consumption.

In May 2024, with the support of the China National Textile and Apparel Council and the China Textile Information Center, Bosideng joined the "China Brand 30•60 Carbon Neutrality Acceleration Program" as one of its members.

In June 2026, the 2026 Climate Stewardship Fashion Conference, organized by the China National Textile and Apparel Council and officially supported by the Secretariat of the United Nations Framework Convention on Climate Change and the United Nations Industrial Development Organization,

was held in Beijing. This marked the first time the global fashion industry's climate governance agenda had been implemented in China. Gao Dekang, the founder, Chairman of the Board and President of Bosideng, delivered a keynote speech titled "Moving Towards 'Green', Embarking Together on a New Future of Sustainable Fashion" on behalf of the brand, systematically elaborating on Bosideng's "1+3+X" ESG strategic framework and its net-zero transition pathway. By sharing the systematic practices ranging from green product innovation to digital-intelligent decarbonization across the entire industry chain, he highlighted the practical commitment of Chinese brands to global fashion climate governance. Standing at the new starting point of the "15th Five-Year Plan" for green transition, Bosideng remains committed to working with global partners to contribute to building a low-carbon and sustainable fashion industry ecosystem.



Member Certificate of "25 Sustainable Supply Chain Leaders' Alliance"



Bosideng Attended the ESG Forum of the Sun Island Annual Conference for Entrepreneurs



Bosideng Was Invited to Attend the Global Leaders Conference



Bosideng's First Climate Responsibility Report



Bosideng Attended the 2026 Climate Stewardship Fashion Conference

3.5 ETHICS AND COMPLIANCE

Bosideng regards honesty and integrity as the foundation of its corporate development and integrates them into the core of its corporate culture. By constructing a rigorous institutional framework, a sound management system, a transparent supervision mechanism, and regular education and awareness-raising initiatives for employees and business partners, we are committed to creating a high-standard ethics and compliance ecosystem, ensuring that the Group maintains healthy and transparent responsible operations.

3.5.1 Our management

Bosideng has deeply embedded ethical and compliance requirements into every aspect of its daily operations and has established an extensive and effectively enforced management mechanism. The Group has set an anti-corruption risk control system covering the entire process of risk identification, assessment, and response, and is committed to exercising effective control over business ethics risks.

The Group strictly complies with the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) and relevant regulations, and has implemented the "Anti-corruption Policy" applicable to all Directors, senior officers, employees, and contractual workers, which explicitly prohibits behavior such as bribery, corruption, money laundering, unfair competition, conflicts of interest, and the solicitation or acceptance of rebates, establishing a zero-tolerance disciplinary red line. The Group further refines daily codes of conduct through the "Code of Conduct for Employees". The Group's business divisions have established "Brand Red Line" standards covering corruption prevention, equal treatment, information confidentiality, and conflicts of interest, setting an unbreachable moral bottom line for all employees. In FY2025/26, the Group further incorporated compliance culture building into the performance goal responsibility agreements of managers at all levels, further strengthening the compliance awareness among all employees.

Furthermore, the Group has established a management system for preventing unfair competition that covers prevention, in-process monitoring, and post-incident handling. Core institutional documents include the "Compliance Management Regulations", the "Anti-unfair Competition and Anti-monopoly

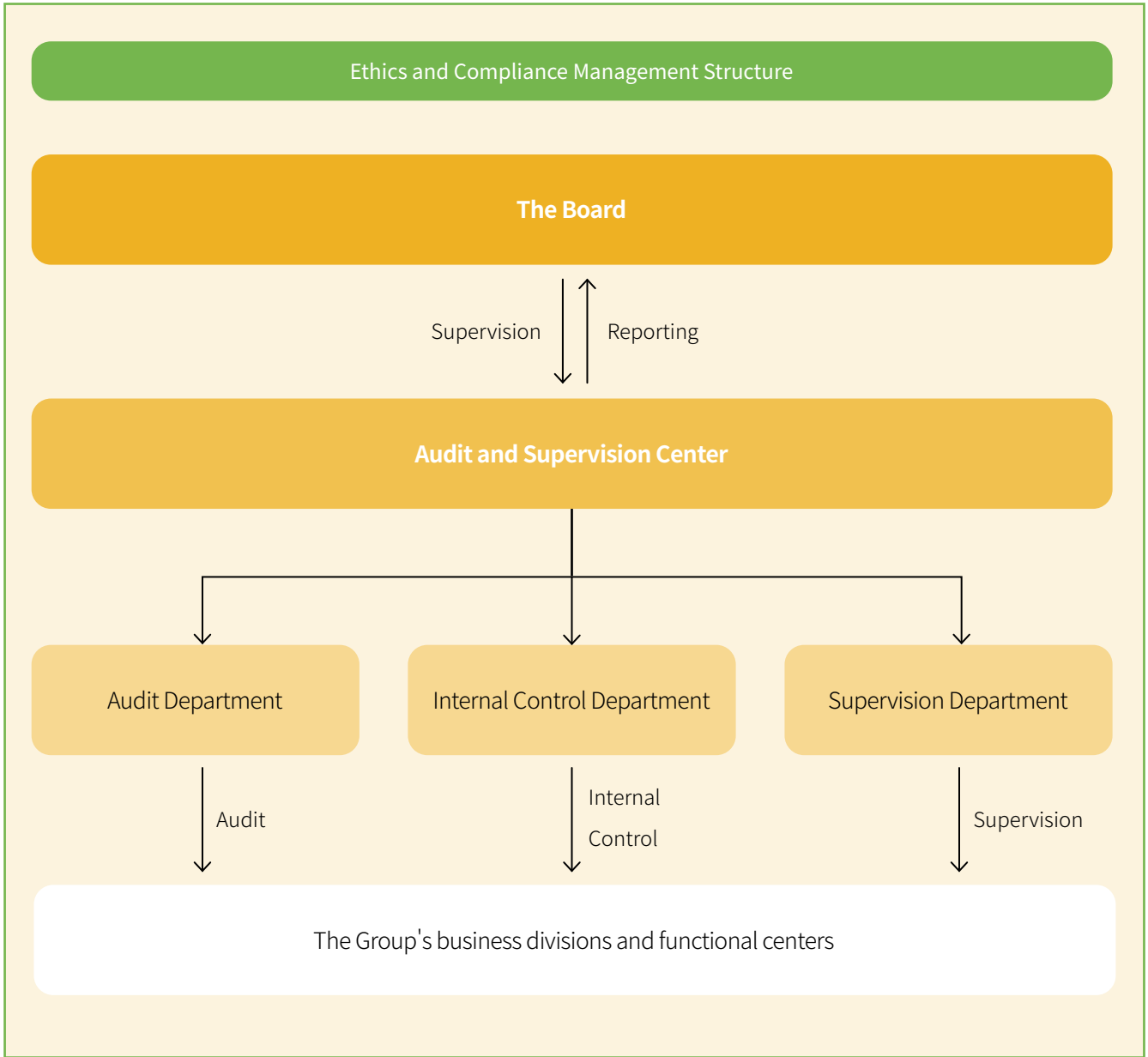
Management System", and the "Compliance and Integrity Commitment". At the same time, the Group has established a dedicated compliance team responsible for formulating compliance standards for all business activities and has integrated fair competition compliance into the evaluation system to prevent commercial bribery and malicious exclusive dealings from the source. The Group deeply integrates fair competition compliance into corporate culture building and requires all of our supplier partners to sign the "Compliance and Integrity Commitment" to jointly maintain a clean and fair business environment.

Bosideng has established a Group Audit and Supervision Center, comprising an Audit Department and a Supervision Department, which respectively supervise and audit the compliance operations of the Group's various business divisions and functional centers to strengthen the independence and professionalism of internal supervision and review. The Audit and Supervision Center is subordinate to the Board of the Group and reports directly to the Chairman of the Board, ensuring that supervisory work has absolute independence and authority. The Board has established an Audit Committee responsible for overseeing ethics and compliance matters, reviewing any suspected dishonest conduct or non-compliance, risk management deficiencies or internal control deficiencies, or suspected violations of laws and regulations, and evaluating internal investigation findings and management's response plans.

To further smooth supervision channels, the Group has formulated a multilingual "Whistleblowing Policy", advocating for all employees to uphold professional ethics of integrity, honesty, and fairness. We have set up communication channels such as contact points, contact numbers, and contact emails, encouraging internal employees and external stakeholders (including customers, suppliers, creditors, and partners, etc.) to actively report any fraud,

misconduct, or violations. The Group has established a strict whistleblower protection mechanism, promising to keep whistleblower identity information strictly confidential. Except as required by laws and regulations, the Group will never disclose the whistleblower identities without their written authorization, thereby eliminating their concerns.

For details on the "Anti-corruption Policy", please refer to: https://sustainability.bosideng.com/en/media/anti_corruption.pdf
For details on the "Whistleblowing Policy", please refer to: <https://sustainability.bosideng.com/en/media/whistleblowing.pdf>



(3.5.2 Our practices)

Integrity building

Bosideng has established a tiered contractual accountability mechanism. All current employees are required to sign the "Employee Integrity Commitment" (《員工廉潔承諾書》), pledging to comply with laws and uphold the bottom line of integrity and self-discipline. Managers and senior management at or above the director level are additionally required to sign the "Work Ethics Pledge" (《工作風氣承諾書》), explicitly prohibiting them from taking advantage of their positions for personal gain.

To further strengthen the compliance awareness, the Group has created a multi-dimensional comprehensive anti-corruption education system. New employees (including part-time and contract staff) must complete compulsory anti-corruption training upon joining, and business ethics promotion is regularly carried out for all staff. In addition, the Group implements enhanced training for high-risk positions and gradually extends the scope of business ethics training to all employees of directly operated and franchised stores, forming a multi-level capability-building network for ethics and compliance.

Bosideng actively plays a leading role in the industry. As a member of the "Anti-Fraud Alliance" and the "Trust and Integrity Enterprise Alliance", we vigorously promote the building of an industry integrity ecosystem. We clearly communicate compliance requirements to suppliers, provide in-depth briefings of the norms for honest cooperation during the annual meeting of suppliers, and establish cooperation criteria by signing the "Supplier Compliance and Integrity Agreement" (《供應商合規及廉潔協議》) and specifying whistleblowing clauses in procurement and sales contracts, thereby avoiding bribery and fraud risks in the procurement process at the outset. At the same time, we also convene the annual meeting of franchise clients and sign the "Compliance and Integrity Agreement" (《合規及廉潔協議》) with franchisees and other partners to ensure that compliance and ethical requirements cover the entire process of business activities.

Fair competition

The Group abides by the principle of fair competition, strictly follows laws and regulations related to anti-monopoly and anti-unfair competition, and fully conveys identical compliance requirements to suppliers and partners to effectively maintain market fairness and transparency. The Group resolutely eliminates any form of monopoly behavior, such as reaching uniform pricing agreements with competitors or restricting the production and sales volume of commodities. In FY2025/26, there were no legal proceedings or significant administrative penalties arising from the Group's unfair competition behavior.

The Group fully integrates compliance requirements into the entire business life cycle, systematically preventing unfair competition risks through prevention, in-process monitoring, and post-incident handling.

To foster a healthy competitive market within the industry, the Group is committed to long-term collaborative governance. In terms of platform collaboration, fast-track channels for rights protection have been established with major e-commerce and live-streaming platforms to improve complaint processing efficiency. In terms of supply chain control, the Group has implemented a supplier compliance rating system and strictly prohibits contractual suppliers from unauthorized imitation of brand designs, thereby safeguarding brand value at the source. In terms of industry-wide development, the Group has actively responded to initiatives and joins forces with leading enterprises to jointly boycott malicious and unfair competition, contributing to the regulation of market order within the industry.



Whistleblowing mechanism

In terms of oversight mechanism, Bosideng has established an open, transparent, diversified, and multi-channel whistleblowing network, extensively accepting oversight and feedback from employees, suppliers, partners, and consumers through letters, the President's whistleblowing email, a 24/7 hotline, and via store QR codes. The Group implements a strict whistleblower protection system, ensuring absolute confidentiality of reported information and the identity of whistleblowers, and resolutely preventing any retaliatory acts arising from reports made in good faith. For all reported clues, we will conduct serious investigations in accordance with regulations. Should any breaches be confirmed, we will strictly pursue accountability. Meanwhile, to ensure that all employees and relevant parties are fully aware of the whistleblowing mechanism and channels, the Group regularly organizes targeted awareness-raising sessions.

Ways for whistleblowing

Letter

Please place the letter in a sealed envelope, clearly mark the front of the envelope with the words "opened by the addressee only" and send to: Bosideng headquarters building, Bosideng Industrial Park, Baimao, Changshu, Jiangsu Province, China, and received by the director of the audit supervision center of Bosideng International Holdings Limited

Email

shenjijiancha@bosideng.com

Tel

(86) 512 5253 8888 ext. 806517



3.5.3 Our achievements

The Group ensures an in-depth audit of ethical standards and anti-corruption practices is conducted for its subsidiaries every three years, covering areas such as supply chain, brand, retail, and logistics. In FY2025/26, as a key evaluation milestone within this audit cycle, the Group conducted a special assessment on commercial bribery and anti-corruption risks, and no significant commercial bribery and corruption risks were identified. Meanwhile, no acts of corruption occurred during the Year, nor did any major non-compliance incidents relating to fair competition, conflicts of interest, or insider trading occur.

In FY2025/26, the proportion of suppliers signing the "Supplier Compliance and Integrity Agreement" (《供應商合規及廉潔協議》) and the proportion of franchisees signing the "Compliance and Integrity Agreement" (《合規及廉潔協議》) both achieved 100%. This effectively ensures transparency and fairness in the value chain and effectively mitigates any hidden risks of bribery, extortion, fraud, money laundering, or unfair competition in the procurement and sales processes at source. Also, the Group has implemented comprehensive business ethics training achieving 100% employee participation, driving significant improvement in compliance awareness across the organization. Specialized intensive programs for core business units and sensitive positions have substantially reinforced our ethical compliance framework.

In addition, a cumulative total of 3 specialized compliance training sessions were organized during the Year, with particular emphasis on strengthening management's awareness of compliance responsibilities and risk prevention, while focusing on practical guidelines for business departments regarding high-risk behaviors such as commercial bribery, false advertising, and online competition, achieving full coverage of compliance training.



3.6 RISK MANAGEMENT

Adhering to the principle of prudence, Bosideng has established a risk management and internal control system with a high sense of responsibility and efficient operation. Through the implementation of a three-line-of-defence oversight framework and closed-loop risk management measures, we implement full-process control and extend risk management to key areas such as tax compliance, ensuring the compliance of major decision-making to daily operations, thereby enhancing our capability and resilience in resisting risks.

3.6.1 Our management

With reference to the internal control framework of the COSO (Committee of Sponsoring Organisations of the Treadway Commission), Bosideng has identified four major risk areas, namely strategic risks, operational risks, financial risks and compliance risks, and established a "three-lines-of-defense" risk governance model, stipulating the risk management responsibilities of each department to achieve full-process control of risks.

Business departments, such as the sales system and procurement system, serve as the first line of defense, identifying key risk points in conjunction with business scenarios and formulating targeted assessment and contingency plans; key functional departments, such as the Financial Management Center, Human Resources Management Center, and Information Management Center, act as the second line of defense, responsible for establishing risk management systems across the entire business chain and collaborating to optimize business process controls; the Audit and Supervision Center serves as the third line of defense, independently verifying major risks and the effectiveness of internal control designs.

Meanwhile, the Board, the Audit Committee, and the Sustainability Steering Group of the Group each bear corresponding responsibilities for risk management and internal control. The Board holds ultimate responsibility for the Group's risk management and internal control systems, bearing the responsibility for defining strategic objectives

and risk appetite, and ensuring the independence and effectiveness of the internal audit function. The Audit Committee and the Sustainability Steering Group work collaboratively to assist the Board in overseeing the operation of the internal control and risk management systems, including ESG risks. The chairman of the Audit Committee is served by a non-executive Director with professional knowledge in risk management. The Board, through the Audit Committee, receives and reviews the latest updates on risk exposures (such as market fluctuations, supply chain management risk) from the audit supervision center and the Sustainability Steering Group every six months. It also reviews the internal control and risk management systems to ensure their effectiveness and adequacy. In the event of significant internal control deficiencies or potential risks identified during the review process, the Audit Committee will conduct relevant reviews and urge the implementation of improvement plans, and submit specific remedial measures and optimization recommendations to the Board for consideration, forming a complete closed loop of risk management.



The Group's risk management and internal control follow a closed-loop management process to ensure risks are kept under control and operations remain compliant.



3.6.2 Our practices

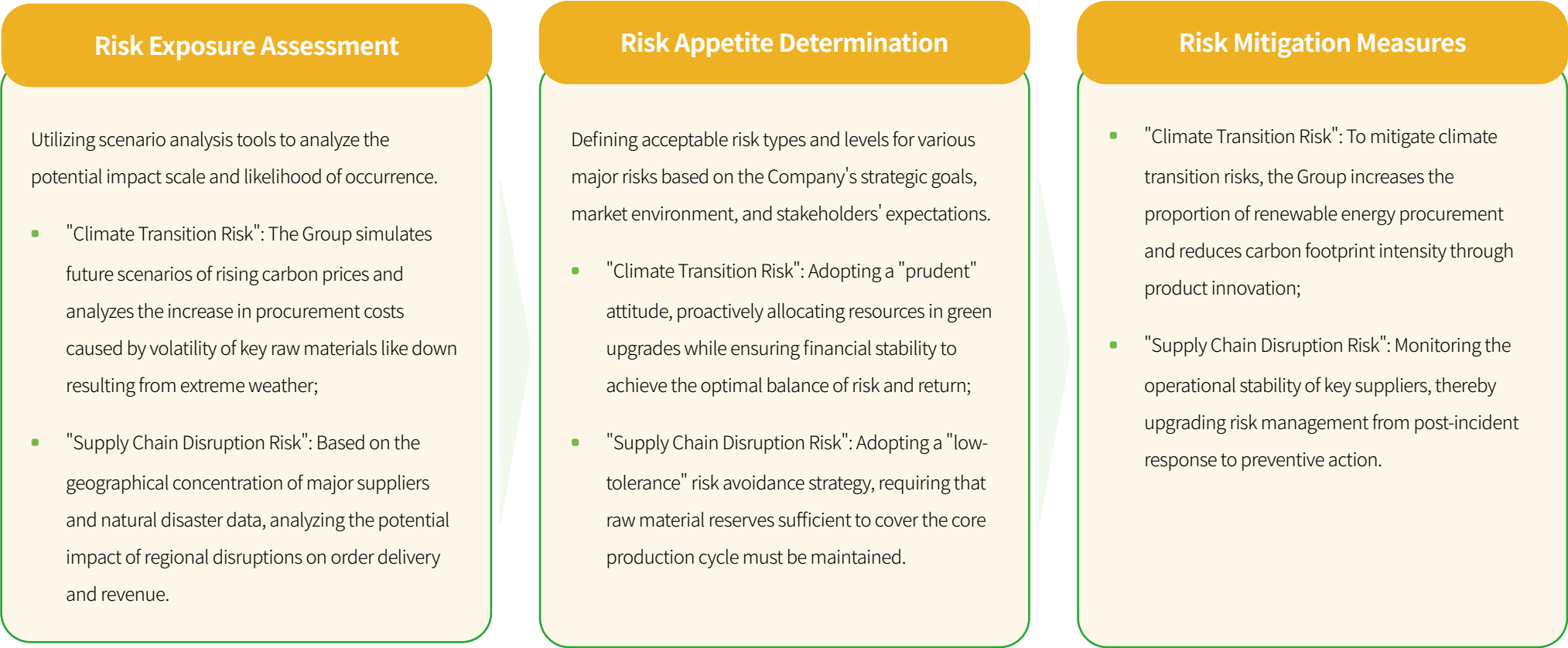
Confronted by the complex and ever-changing business environment, the Group incorporates strategic risks, operational risks, financial risks and compliance risks into a unified governance framework. By adhering to the closed-loop management principle of "tiered responsibility, tiered prevention and control, and rolling iteration" , the Group ensures that risk control measures are dynamically adjusted in line with internal and external situations.

Category	Control Measures
Major Risk Matters	For matters involving the Group's overall, strategic or major decisions, a unified review and special assessment shall be implemented
Special Risk Matters	For unexpected, complex or high-impact risk matters, forward-looking analysis and pre-emptive response mechanisms are put in place to minimize potential impacts through forward-looking risk management approaches
Routine Risk Matters	For various risks arising from routine operations, a regular monitoring and inspection mechanism is established to ensure all business activities are in compliance with the Group's internal policies and the requirements of national laws and regulations

Taking the specialized field of tax compliance for example, the Group, guided by risk management principles, is committed to strictly complying with the tax laws and regulations of the countries and regions in which it operates, and observing the substantive principles and specific requirements of applicable tax laws and regulations. As the highest decision-making body, the Board authorizes the Financial Management Center to take full charge of tax risk management, including strategic planning, risk monitoring, and implementation. Meanwhile, the Group implements a tiered and categorized tax control practice mechanism to ensure efficient and compliant tax operations. Additionally, The Group attaches importance to communication and cooperation with various stakeholders in tax matters to ensure compliance and efficient operation of corporate tax management. For instance, when entering into contracts with upstream and downstream partners, requirements such as the issuance of special VAT invoices and applicable tax rates are clearly specified to ensure all parties fulfill their tax obligations in accordance with the law during transactions and avoid tax risks. At the same time, the Group actively maintains regular communication with its partners, timely conveying changes in tax policies and compliance requirements, and addressing any queries to ensure the tax compliance across all operational processes.

To accurately assess and address major risks, the Group performs industry- and business-specific reviews of key risks in line with the established closed-loop risk management process, identifying risk exposure, risk appetite, and specific mitigation measures to ensure that risks remain within controllable limits.

Taking "Climate Transition Risk" and "Supply Chain Disruption Risk" as examples:



In terms of management oversight, the Board reviews the risk management and internal control systems every six months via the Audit Committee. The current Chairman of the Audit Committee is a non-executive Director with professional expertise in risk management, ensuring the independence and professionalism of oversight. Meanwhile, the Group has established an independent internal audit function to continuously examine the effectiveness of the design and implementation of the risk and internal control system.

In terms of risk culture development, senior management conducts annual briefings for all employees on industry trends, opportunities and challenges, with an emphasis on the fundamental principles of risk management and the risk culture of the Group. At the same time, the Group continued to strengthen the risk awareness and performance capabilities of its governance bodies, providing risk management training to non-executive Directors from time to time, and referencing the latest listed company cases published by the Hong Kong Stock Exchange and the Securities and Futures Commission to remind Directors to continuously improve internal control measures and fulfill their duties of conducting prudent risk assessments.



3.7 INFORMATION SECURITY

Bosideng consistently regards data security and consumer privacy protection as the bedrock of its operations, building an information security protection system with a high sense of responsibility. By establishing an information security management structure with clear responsibility and authority, combined with regular control and an emergency response system, the Group solidifies its information security foundation. Concurrently, the Group integrates consumer data compliance and privacy protection into its daily compliance management scope, ensuring strict safeguarding of consumer privacy throughout its entire lifecycle.

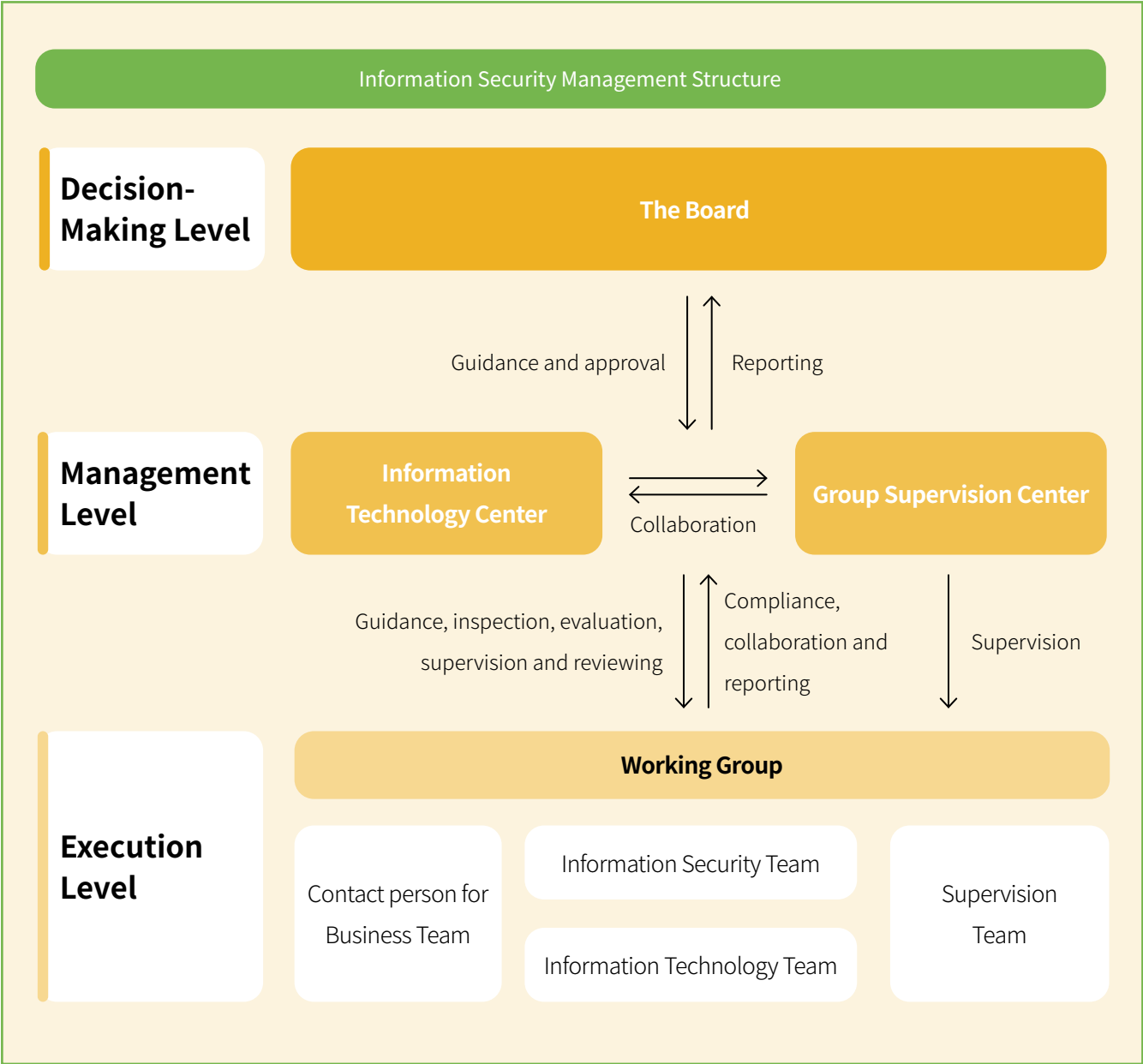
3.7.1 Our management

To ensure the effectiveness and continuous improvement of the information security management system, the Group has designated the "Information Technology Management Center of the Group - Information Security Department" as the primary body responsible for information security management. It is responsible for the development of information security strategies, the construction of technical protection systems, the monitoring and response of security operations, and the implementation of compliance requirements in a coordinated manner. To further strengthen governance and oversight, significant matters related to information security and annual work outcomes are regularly reported to the President by the head of the Group's Information Technology Management Center.

The Group has established a tiered and categorized information security and privacy protection system for different stakeholders. For consumers, the Group has developed the "Bosideng Data Security Management System", "Rules for Data Collection Management", "Privacy Protection Policy" and other policies, implementing end-to-end standardization for the collection, use, storage, and deletion of consumers' personal information, strictly adhering to the principle of minimum necessary collection and ensuring explicit consent is obtained and purposes are fully disclosed

before collection. For employees, the Group has formulated the "Information Security Management System", "Recruitment and Induction Management Procedure", "Transfer and Resignation Management Procedure", "System Password Policy", "Access Control Policy", and "Account Audit Standards for Business Systems", which are applicable to all employees and systematically standardize key links such as account authority allocation, password security management, and revocation of authority upon resignation. For suppliers, the Group has formulated the "Supplier Management System" to clearly define requirements for supplier security assessments, security clauses in contracts, and daily security supervision. Regarding information security emergency management, the Group has formulated the "Security Incident Management System" and "Business Continuity Management System", building a full-process emergency management system encompassing security incident classification standards, reporting paths, emergency response processes, and disaster recovery mechanisms.

For details on the Privacy Protection Policy, please refer to: <https://sustainability.bosideng.com/en/media/privacy.pdf>
For details on the Information Security Policy, please refer to: https://sustainability.bosideng.com/en/media/information_security.pdf



3.7.2 Our practices

Consumer Rights Protection

To safeguard consumers' information rights and interests, the Group's business division has established a dedicated user management center as the functional department for user information management, coordinating the collection, storage, and processing of user data. Meanwhile, the Group has appointed a personal information protection officer, served by the head of the Information Security Department of the Information Technology Management Center of the Group, who is fully responsible for personal information protection and data security management. Its core responsibilities include: formulating and driving the implementation of the Group's personal information protection policy, data classification and grading standards, and emergency response plans for data security incidents; supervising personal information processing activities across various business lines and functional departments to ensure compliance with the Personal Information Protection Law and other regulatory requirements; organizing Personal Information Protection Impact Assessments (PIA) to identify risks and drive rectification; serving as the contact person between the Group and regulatory authorities and consumers to handle privacy complaints, data leakage reports, and regulatory inquiries; and organizing personal information protection training for employees to enhance the compliance awareness of all staff. The user management center and the personal information protection officer form an "execution-oversight" collaborative mechanism to jointly protect user information rights.

In terms of data privacy management, the Group has established a stringent approval mechanism for handling privacy information; any operation involving user privacy information requires prior approval from the user management center. The Group respects consumers' information rights. When collecting and using user data, the Group strictly adheres to the principles of legality, legitimacy, and necessity, clearly informing users of the purpose, method, and scope of data collection and usage, and ensuring users can access, correct, or delete their personal data in accordance with the law.

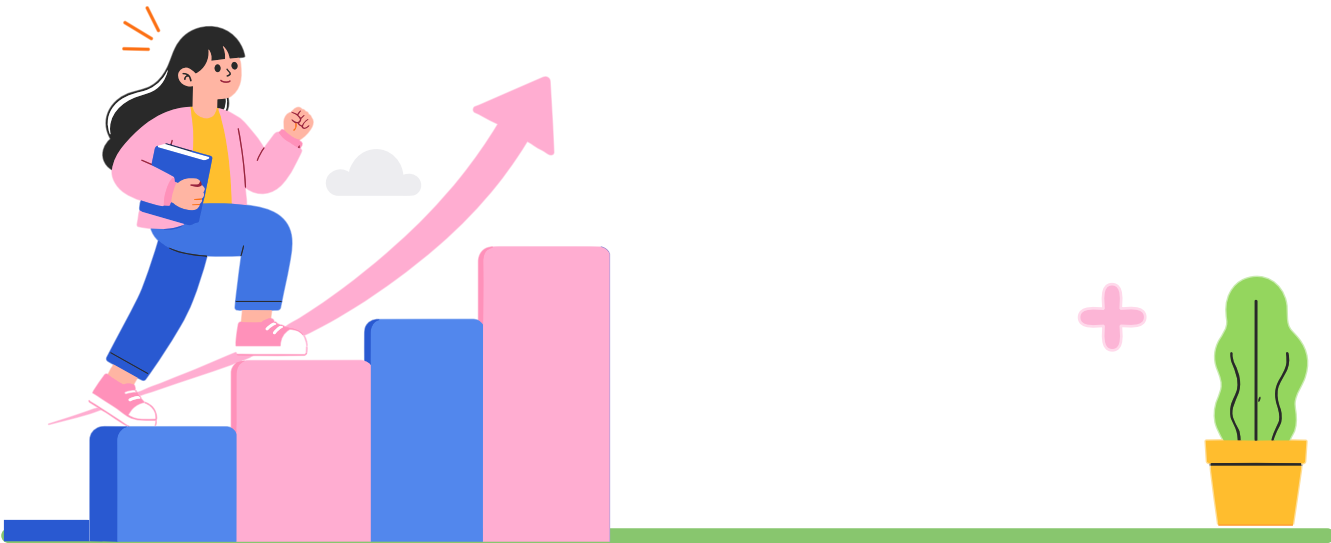
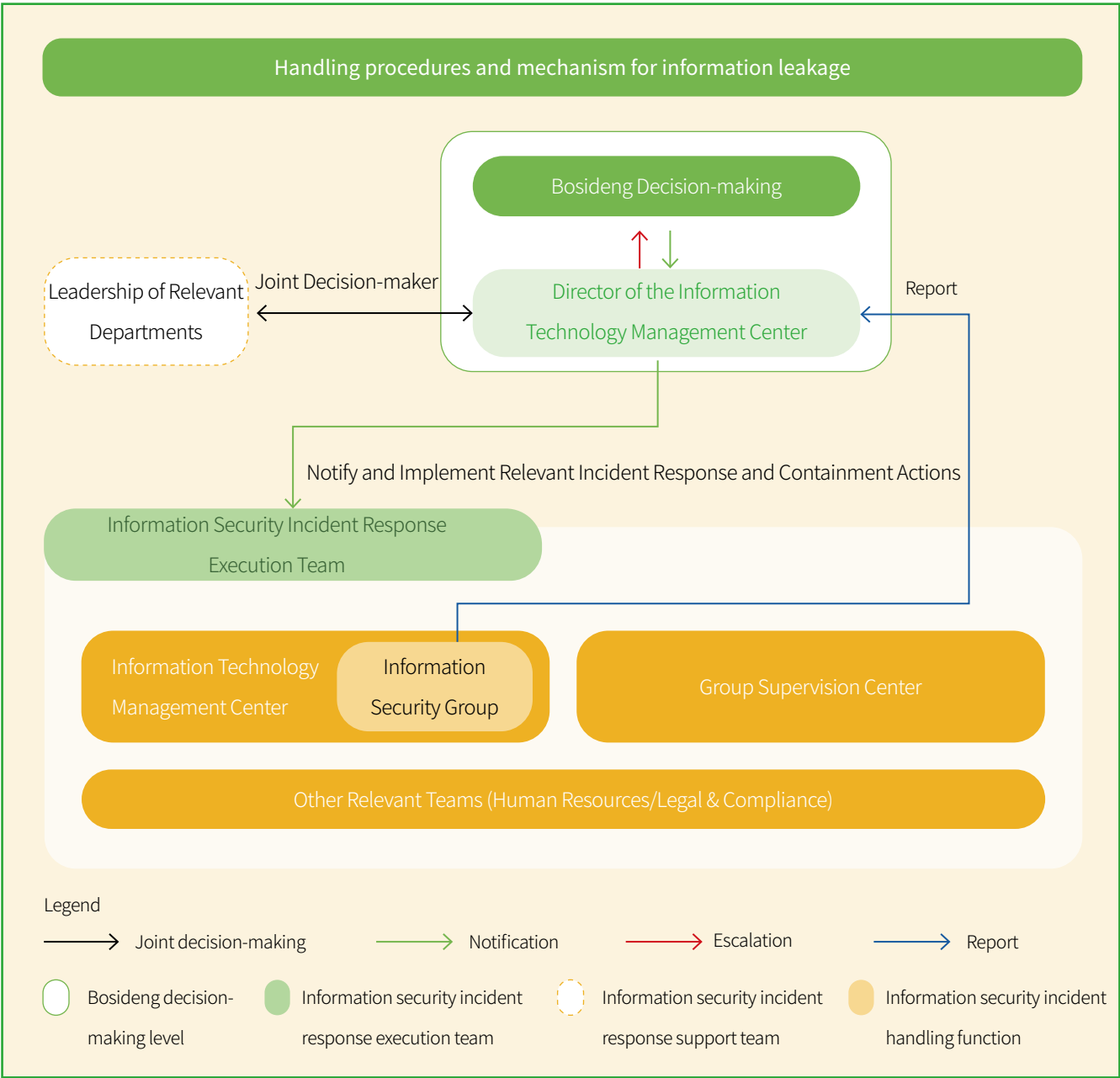
Regarding data processing standardization, the Group continues to undertake security assessment and improvement work for its membership management system. Targeting a National Cybersecurity Classified Protection Level 3 ("Classified Protection Level 3") assessment in accordance with the Cybersecurity Classification Protection Regulation (《网络安全等级保护条例》), the Group strengthens the foundation of data security from both technical protection and compliance certification perspectives.

Information Security Emergency Management

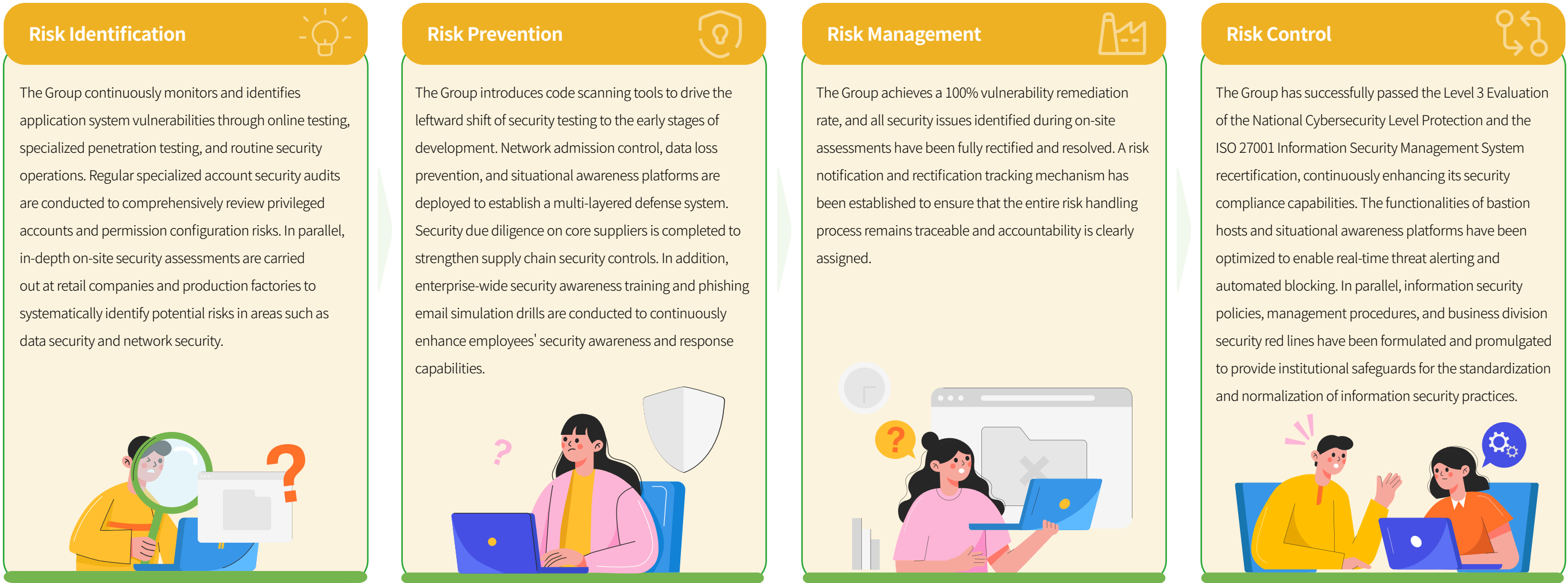
The Group has established a tiered and classified information security emergency management mechanism to ensure prompt and effective handling of information security incidents should they occur. The decision-making body is responsible for guiding the response direction and resource allocation for severe and extremely severe incidents. The director of the Information Technology Management Center leads the incident classification and reporting process, coordinates cross-departmental response efforts, and, for incidents involving legal implications or material impact, mobilizes professional teams including Legal & Compliance to ensure a unified response. The Information Security Group under the Information Technology Management Center is tasked with coordinating and directing the handling of major and general incidents, facilitating the participation of relevant departments such as Human Resources and Legal & Compliance in solution development, and overseeing implementation. Concurrently, the management of the relevant business units is responsible for providing business impact analyses, collaborating on the formulation of response strategies, and driving the execution of such strategies.



The Group Information Security Training Meeting



In respect of information security risk management, the Group has established a full-process closed-loop system encompassing the identification, prevention, management, and control of information security risks.



3.7.3 Our achievements

In FY2025/26, Bosideng obtained the ISO 27001 Information Security Management certification. The certificate covers information security management activities related to the development, operation and maintenance services of computer application software.



ISO 27001 Information Security Management System Certification

In terms of consumer privacy protection, the Group has continuously strengthened its platform compliance and technological defense capabilities, achieving significant results. On the one hand, the core system for Bosideng employee information (Employee Center) and the Bosideng member operation and management platform (CRM and official WeChat mini-program) successfully passed the Level 3 Evaluation of the National Cybersecurity Level Protection, further reinforcing data security safeguards for user information during storage, transmission, and access. On the other hand, the Group completed a comprehensive upgrade of its application developer security capabilities in line with e-commerce platform compliance requirements, achieving a final score of 4.5 out of 5 (with a passing threshold of 3.5), thereby substantially enhancing the management of consumer personal information security.



Record Certificate of Level 3 Evaluation of the National Cybersecurity Level Protection

Concurrently, no customer data security incidents, privacy leakage incidents, or penalties imposed by relevant departments due to violations of applicable laws and regulations on information security and privacy protection occurred during FY2025/26.

Case | Bosideng's "Cybersecurity Week" Campaign

From August 11 to August 22, 2025, the Company hosted its "Cybersecurity Week" campaign.



Extensive Online Learning Coverage

By pushing video courses and security knowledge quizzes, the campaign covered 3,938 employees with learning materials, of whom 2,781 completed the training, and 2,091 completed the mandatory modules, representing a year-on-year increase of 61.2%.



Immersive Offline Awareness

Building on traditional tools such as posters, brochures, and educational videos, the campaign introduced innovative formats including interactive booths, safety pledge signature walls, knowledge competitions, and in-person factory safety training. This shift transformed the communication model from one-way dissemination to two-way interaction, significantly enhancing employee participation and sense of ownership in safety practices.



Practical Drills for Capabilities Testing

Customized phishing scenarios were designed according to departments and job roles, precisely targeting high-risk attack vectors. These exercises effectively assessed and improved risk identification and emergency response skills among personnel in critical positions. The "attack-defense simulations" successfully exposed management blind spots, providing clear guidance for refining future targeted training initiatives.



Bosideng Group Cybersecurity Week Campaign

3.8 SUPPLY CHAIN MANAGEMENT

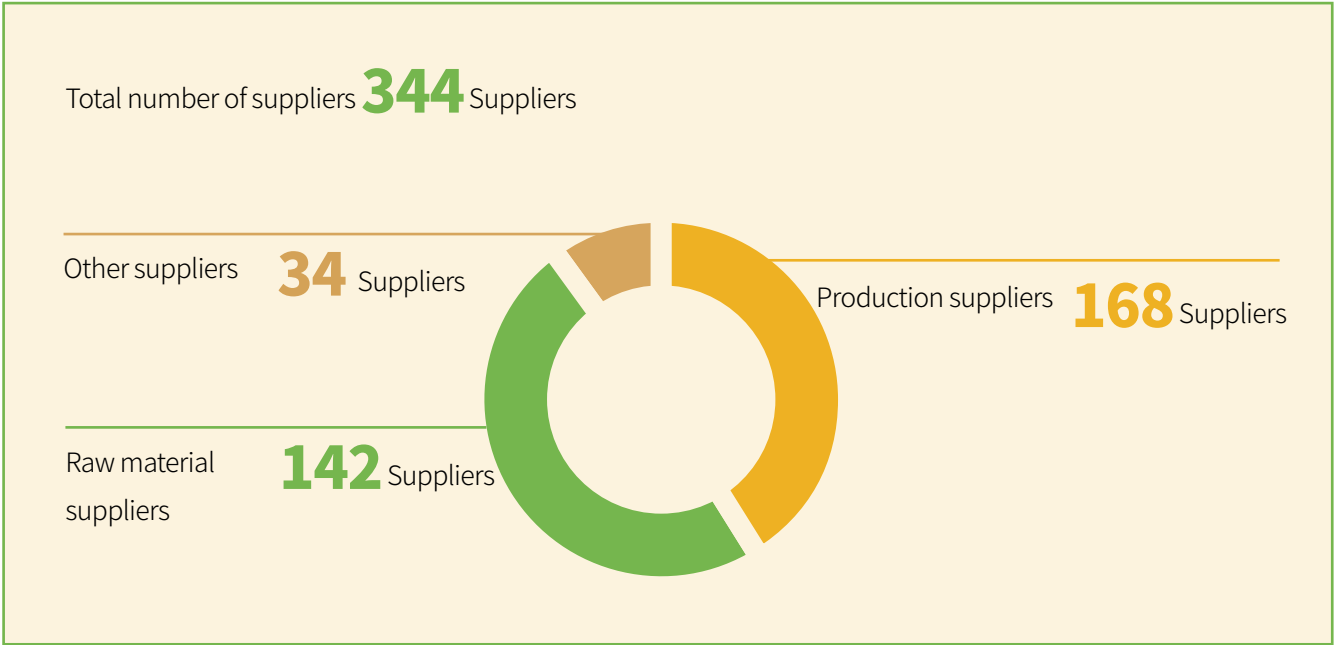
Bosideng actively promotes full lifecycle supplier management, integrating sustainability concepts across all stages of its supply chain management. The Group focuses on building a sustainable risk assessment and performance evaluation mechanism for its supply chain. ESG-related assessment indicators are incorporated throughout the entire process of supplier admission, auditing, and termination. By applying strict standards that integrate both internal and external audits for partner selection and management, Bosideng is committed to creating an efficient, transparent, and responsible supply chain ecosystem.

3.8.1 Our Management

Supplier Management Approach

Bosideng has formulated and implemented 10 core management policies, including the "Supply Chain Management Policy", "Supplier Manual", and "Supplier Evaluation Standard", which cover resource management, evaluation methods, key performance assessments, settlement management, and collaboration manuals, providing clear guidelines for the full process management of supplier onboarding, conduct management, and continuous improvement.

In supplier segmentation, the Group categorizes suppliers into three main types: raw material suppliers, production suppliers, and other suppliers, implementing corresponding management strategies tailored to the characteristics of each category to enhance overall supply chain synergies and risk prevention and control capabilities.



Supplier Labor Management

In its supply chain labor management system, Bosideng strictly adheres to the United Nations Guiding Principles (UNGPs) on Business and Human Rights and International Labour Organization (ILO) Core Conventions. Guided by the "Supply Chain Management Policy" of the Group, the Company has established a "Supplier Evaluation Standard", which sets standardized requirements on production suppliers across areas including the prohibition of child labor and forced labor, occupational health and safety, compliant-employment practices, working hours, freedom of association, non-discrimination, fair remuneration, working conditions, and labor relations. Concurrently, the Group requires its suppliers to sign the "Supplier Code of Conduct for Sustainable Development" (《供應商可持續發展行為準則》), which also encompasses provisions on the prohibition of child labor, harassment and abuse, discrimination, and forced labor, as well as requirements related to working hours, wages and benefits, occupational health and safety, resource management, subcontracting, environmental compliance, business ethics, and transparency. These measures collectively ensure the systematic protection of labor rights throughout the supply chain and the elimination of all forms of unlawful labor practices. The Group requires suppliers to pay wages that meet living standards to their employees with reference to the relevant definitions of the International Labour Organization (ILO) regarding living wages, as well as the Anker methodology and IDH living wage assessment methodology. These are aimed at evaluating the remuneration levels of employees throughout the supply chain, effectively safeguarding their legitimate rights and basic living needs, and actively promoting wage improvement plans.

The Group incorporates labor management into the important scope of its supplier assessment. The performance of suppliers in labor rights protection and related management will directly affect the scoring results of suppliers, and we will prioritize the allocation of cooperation resources to suppliers with high scoring levels. Under equal conditions, the Group prioritizes the selection of suppliers with sound labor management systems and good performance in labor rights protection.

For details of the "Supplier Code of Conduct for Sustainable Development", please refer to:
https://sustainability.bosideng.com/en/media/supplier_code.pdf
For details of the "Supply Chain Management Policy", please refer to:
https://sustainability.bosideng.com/en/media/supply_chain.pdf

Core Conventions of the International Labor Organization (ILO)

No. 29	Forced Labor Convention
No. 87	Freedom of Association and Protection of the Right to Organize Convention
No. 111	Discrimination (Employment and Occupation) Convention
No. 100	Equal Remuneration Convention
No. 138	Minimum Age Convention
No. 105	Abolition of Forced Labor Convention
No. 182	Worst Forms of Child Labor Convention

Labor Principles of Bosideng Suppliers

Child labor and forced labor

Any form of illegal labor should not be tolerated. It is essential to eradicate child labor, forced labor, labor trafficking, or other involuntary labor from the supply chain.

Working hours

Enjoying life at work is particularly important. Our suppliers should meet local legal working hour and rest day requirements. Suppliers shall keep employees working hours and pay records in accordance with national and local laws and legal regulations.

Health and safety

Everyone is entitled to work in a healthy and safe environment. Suppliers shall endeavor to provide healthy and safe working conditions for their employees and comply with applicable health and safety regulations.

Freedom of association

Suppliers should respect employees' right to freedom of association and collective bargaining, in accordance with the relevant International Labour Organization (ILO) standards.

Wages and over-time pay

Everyone should be paid fairly. Suppliers should ensure that employees' wage standards comply with national laws, and that all overtime is voluntary and compensated in accordance with applicable laws.

Supplier Integrity Management

The Group stipulates in its "Supplier Code of Conduct for Sustainable Development" that suppliers must conduct business under the principles of honesty, integrity, openness, and transparency, and fully comply with local and international anti-bribery and anti-corruption laws and regulations. Any direct or indirect provision of property or benefits to the Group's employees to influence their decisions or seek improper personal gain is strictly prohibited. Suppliers are required to sign the "Supplier Code of Conduct for Sustainable Development" and the "Supplier Compliance and Integrity Agreement" (《供應商合規及廉潔協議》) to uphold integrity in the business environment.

In addition, through regular supplier conferences and other means, the Group communicates its integrity red lines and working discipline to partners, guiding supplier behavior at an institutional level to align with the Group's integrity standards, comprehensively preventing commercial bribery and other improper acts, and effectively building a fair and transparent cooperative ecosystem.



3.8.2 Our practices

Supplier Onboarding Assessment

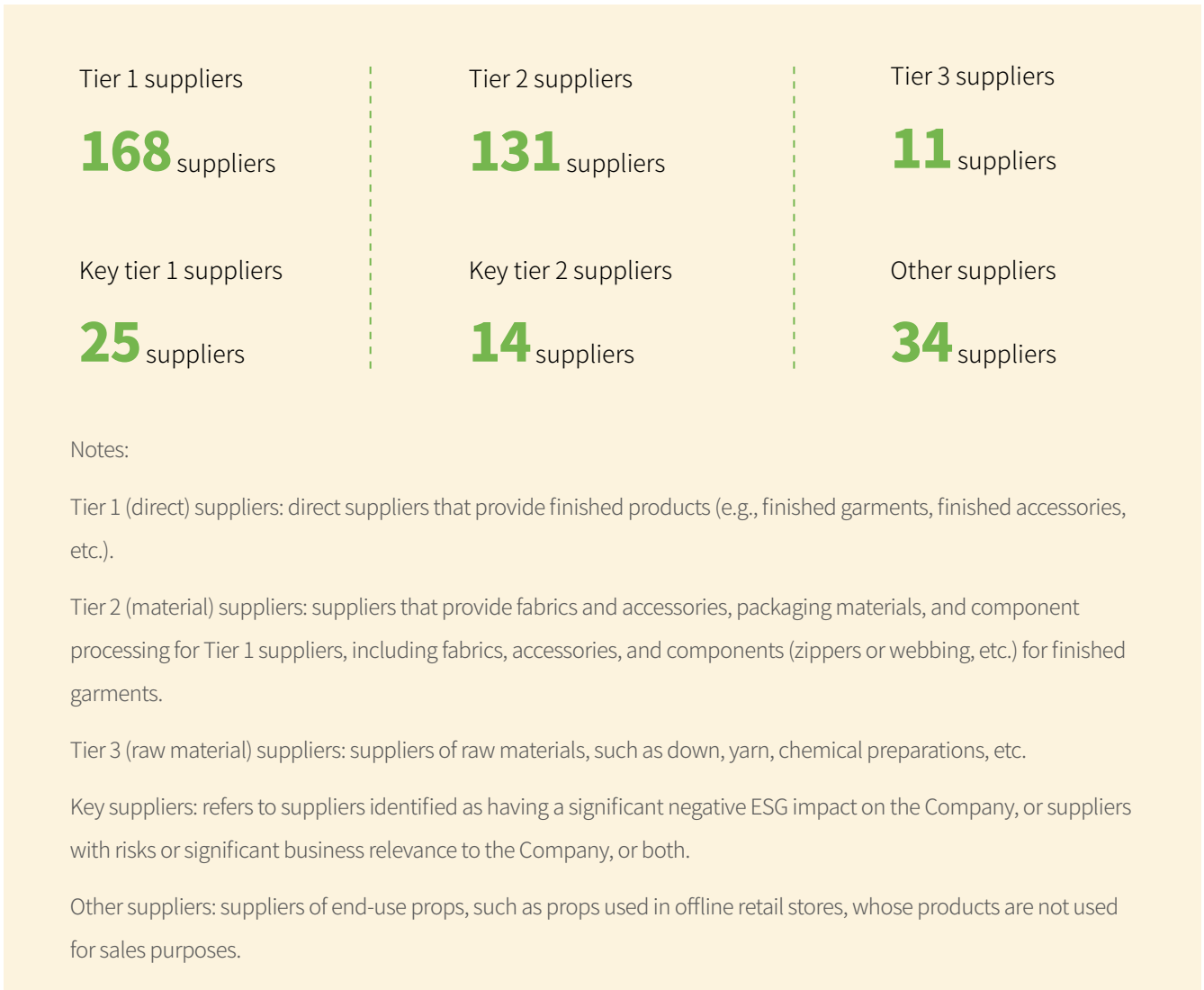
Bosideng has established a standardized supplier onboarding and management system that covers the entire value chain, systematically encompassing key stages such as targeted sourcing, due diligence on qualification review, tripartite review, supplier registration, commencement of cooperation, and performance evaluation. This system is designed to ensure supply chain stability and operational efficiency across all dimensions. During the supplier screening phase, the Group undertakes a comprehensive review of commercial relevance, with a particular focus on suppliers' industry experience, production capacity alignment, technological capabilities, and financial soundness, thereby ensuring that partners possess sustainable business value.



The Group regards green compliance and low-carbon requirements as key elements of supplier cooperation. Suppliers are required to strictly comply with all applicable laws and regulations regarding environmental protection, energy use, waste management, and biodiversity conservation in their operating locations and target markets. Furthermore, they must actively implement low-carbon and green development initiatives. This includes, but is not limited to: ensuring that wastewater, exhaust gas, and solid waste emissions meet standards set by local environmental authorities and pass corresponding testing; establishing effective environmental and energy management systems; and holding and updating necessary environmental and energy permits and approvals. These actions aim to minimize negative environmental impacts and proactively address climate change.

The Group places great importance on labor rights and human rights protection within its supply chain. We incorporate supplier labor management requirements into the onboarding assessment system by establishing the "Supplier Social Responsibility, Environment, and Governance Evaluation Form", and set ESG onboarding assessment indicators with a weight of no less than 15% for new suppliers. Meanwhile, we require suppliers to provide evidence of local minimum wage standards, employee attendance records, and payroll vouchers. Through these documents, combined with employee interviews, we conduct compliance assessments on wage standards, overtime pay, and timeliness of payroll, ensuring alignment with the ILO's definition of a living wage. With reference to the Anker and IDH living wage methodologies, the Group therefore safeguards the legitimate rights and basic living needs of supply chain employees. In addition, the Group incorporates occupational health and safety requirements into supplier assessments and the terms of the code of conduct signed by suppliers, which expressly requires the suppliers to comply with the Group's OHS standards and relevant laws and regulations.

In FY2025/26, the percentage of key Tier 1 suppliers in the total expenditure of Tier 1 suppliers is approximately 40%.



Supply Chain Risk Identification

The Group will continue to monitor global development in supply chain management at home and abroad, constantly reviewing and assessing supply chain risks that may have an impact on its operations, with targeted adjustments made as necessary. A dual-pronged approach combining internal evaluations with third-party audits, as well as offline inspections with online tracking, has been adopted to facilitate comprehensive identification of supply chain risks. A systematic framework for risk identification and mitigation has been established across key risk areas, including labor conditions, environmental health and safety, natural disasters, country- and region-specific factors, along with industry- and commodity-related risks.

Risk Domain	Potential Risk	Mitigation Measures
Labor conditions risk	If working hours exceed standards, overtime wages are not paid in accordance with the law, or wages are below statutory or industry standards, it may result in legal penalties, reputational damage, and employee turnover for enterprises.	By establishing strict evaluation and supervision mechanisms, the Group urges suppliers to strictly comply with labor employment-related laws and regulations to effectively protect the legitimate rights and interests of employees.
Environmental health and safety risk	If energy and resource consumption is too high, or waste is disposed of improperly, it may trigger environmental penalties, leading to rising operating costs and brand image damage.	Suppliers are required to establish and continuously optimize environmental and energy management systems, strictly enforce emission standards, prioritize energy-saving and eco-friendly processes, and regularly conduct safety and environmental compliance reviews.
Natural disaster risk	Extreme weather such as floods and typhoons may disrupt logistics and cause inventory shortages.	Formulate emergency plans in advance and optimize logistics and inventory management strategies to mitigate the potential risk of supply chain disruption.
Specific country/region risk	Divergent compliance requirements and labor regulations may give rise to supply instability, cost volatility, and compliance challenges.	Diversify procurement channels to reduce dependence on any single country/region.
Specific industry risk	The textile and apparel industry is subject to seasonal fluctuations, shifting fashion trends, and raw material price volatility, which may result in inventory backlog and margin compression.	Actively advocate for and participate in strategic supplier alliances to enhance supply chain stability and competitiveness
Specific commodity risk	Finished product quality or fabric performance falling short of consumer expectations may compromise customer experience and brand credibility.	Strict raw material inspection and performance testing protocols should be implemented to uphold high quality standards throughout the supply chain.

Supplier Environmental Requirements

Regarding supplier environmental management, the Group gives equal weight to product quality and the integration of environmental performance into its core supplier evaluation system. By developing the "Model for Evaluation of Five Leading Resource Capabilities", we establish a "leading supplier profile across five dimensions", including environmental management, clean energy application, and system certifications. In accordance with our "Responsible Sourcing Policy", priority is given to the procurement of certified raw materials.

In FY2025/26, we developed the "Supplier Code of Conduct for Sustainable Development" and required suppliers to sign it. The code covers environmental management requirements such as environmental compliance and resource management. At the same time, we have incorporated social responsibility clauses in the code, requiring suppliers to sign and strictly comply with relevant laws, regulations and policy requirements on compliant employment, environmental protection and energy conservation, establishing low-carbon, green and sustainable development as a core element of our cooperation, and encouraging suppliers to actively take emission reduction and carbon reduction measures in their operations to promote green transition and ecological protection.

In addition, we explicitly require suppliers to assess and compliantly dispose of pollutants generated during production, such as wastewater, exhaust gas, solid waste, and noise, ensuring that their emission targets meet or exceed the statutory and industry standards in the regions where they operate, so as to achieve source control and continuous improvement of environmental risks.

Case | Supplier Fluorine-Free Dedicated Production Line Management



Bosideng requires suppliers to establish effective chemical management mechanisms to ensure the safe and compliant management of chemicals. The supply chain shall use chemicals that comply with applicable laws, regulations and industry standards, continuously reduce the impact of chemicals on human health and the environment, and progressively reduce the use of chemicals of concern while promoting alternative solutions.

Supplier A established a fluorine-free dedicated production system, achieving fluorine-free management throughout the entire process from chemical warehouses and setting machines to finished products. The factory placed fluorine-free setting machines independently in dedicated workshops and fully physically isolated them from fluorine-containing equipment. Containers and tools involving fluorine-free auxiliaries were labelled with dedicated color markings and subject to dedicated management, effectively preventing cross-contamination.



Supplier Fluorine-Free Isolation Management

Case | Supplier Energy Management and Carbon Reduction Projects



Bosideng requires suppliers to establish mechanisms for monitoring and managing energy usage data, regularly compile, analyze and maintain relevant records. Suppliers are also required to continuously improve energy efficiency, set energy consumption baselines and emission reduction targets, and identify and assess feasible energy-saving and carbon reduction measures.

Supplier B implemented a series of energy-saving initiatives, including the construction of rooftop photovoltaic systems, recovery of waste heat from dyeing wastewater, and upgrades to variable-frequency air compressors, to continuously increase the proportion of renewable energy usage. In addition, Supplier B purchased 1,200 wind power green certificates to facilitate the achievement of energy conservation and emission reduction targets.

Supplier C has continuously procured green electricity since 2023, with green electricity usage reaching 70% to date, and plans to achieve 100% green electricity coverage by 2029. Meanwhile, the enterprise has actively advanced rooftop photovoltaic projects and green steam initiatives, and has completed the construction of a 4 MW photovoltaic power generation project, which can reduce annual electricity costs by approximately 10% and carbon emissions by approximately 6% to 8%. In addition, the enterprise has continuously implemented energy-saving and consumption-reduction measures, including equipment upgrades, replacement of high-efficiency motors and waste heat recovery utilization, to further enhance energy efficiency and reduce carbon emissions from production processes.



Supplier Waste Heat Recovery Project



Supplier Rooftop Photovoltaic Project



Supplier Performance Evaluation

To prevent supply chain risks (including human rights risks), the Group adopts both internal audits and third-party audits to actively carry out supplier review and performance evaluations.

Based on the results of performance and on-site evaluations, the Group has established and implemented a five-tier supplier classification management system (S, T, I, A, B). To incentivize suppliers to continuously enhance their ESG performance, the Group publicly recognizes and awards bonuses to top-performing suppliers while also giving priority to S, T, I, and A-class suppliers in resource allocation and collaboration, thereby strengthening deep partnerships with premium suppliers and raising the overall sustainable development level of the supply chain.

In 2025, we updated our supplier performance evaluation framework by further refining the supplier ESG scoring mechanism under the existing five-tier supplier classification system (S, T, I, A, B). On the basis of ESG audit results, suppliers are rated on a five-level scale: A, B, C, D, and X (with A being the highest and X the lowest), which serves as a key reference for supplier business evaluations.

In terms of internal audit, regular performance evaluations and on-site inspections are conducted by the Group's internal auditors on the suppliers, with the audit scope covering labor compliance, environmental protection, 6S management, health and safety, personnel management, confidentiality requirements, and rectification of non-compliance items. Labor-related risks have been integrated into the supplier on-site evaluation standards. In addition, we have systematically established a zero-tolerance and high-risk item list for the supply chain, and suppliers that breach brand red lines or fail to implement effective corrective actions are phased out, as part of the Group's commitment to building a fully responsible supply chain.

We also engage third-party institutions to conduct comprehensive supply chain social responsibility assessments on suppliers' labor management practices, including wages

and benefits, occupational safety, and other relevant topics, using internationally recognized standards such as the Workplace Conditions Assessment (WCA) as benchmarks. Suppliers that fail to meet the required standards are required to complete corrective actions within 15 to 30 days, with the Group subsequently tracking the effectiveness of such improvements through follow-up reviews. In FY2025/26, the third-party environmental and social responsibility audit coverage rate for key suppliers (including Tier 1, 2 and 3 suppliers) was 58%.

To alleviate supplier audit fatigue and avoid duplication of efforts, the Group actively recognizes and accepts industry-recognized third-party audit reports. In terms of environmental management, the Group accepts certification reports compliant with recognized standards such as ISO 14001 Environmental Management Systems, the Low Carbon Manufacturing Programme (LCMP), and the Higg Facility Environmental Module (Higg FEM). In terms of social responsibility, the Group accepts certification reports compliant with mainstream standards such as Sedex Members Ethical Trade Audit (SMETA), SA 8000 Social Accountability Standard, Workplace Conditions Assessment (WCA), Amfori BSCI, Social & Labor Convergence Program (SLCP), Ethical & Responsible Sourcing Assessment (ERSA), International Labour Organization (Better Work), Worldwide Responsible Accredited Production (WRAP), Disney International Labor Standards (DISNEY ILS), and EcoVadis. The Group will review and evaluate the aforementioned reports, and incorporates them as a key reference in forming its final supplier evaluation results.

Supplier Empowerment and Communication

The Group continues to collect information on suppliers' environment, energy, social responsibility, and corporate governance (ESG) performance, with the aim of gaining a deeper understanding of their environmental and social management capabilities and actual needs, and conducts targeted training and meeting advocacy accordingly. Meanwhile, the Group actively promotes sustainable development capacity-building among its suppliers, with

training programs covering key areas such as sustainability, carbon emission management, and business ethics. These initiatives are designed to ensure that suppliers understand Bosideng's ESG requirements and expectations, and to encourage suppliers to continuously improve their own ESG management systems, thereby elevating their overall sustainable performance.

Leveraging its internal and external ESG expert teams, the Group delivers systematic training for procurement personnel and relevant staff through centralized lectures, equipping them with comprehensive ESG knowledge and practical skills. Such training is intended to strengthen employees' professional competencies in supplier vetting, follow-up on corrective actions, and collaborative communication, thereby ensuring the effective implementation of supplier ESG management requirements.

The Group is committed to actively soliciting input from all parties and continuously improving its supplier complaint and feedback mechanism. Emphasis is placed on ongoing enhancement, the Group regularly reviews its supply chain-related policies to ensure that they remain relevant, reliable, and up to date, and fall within the Group's scope of control. The latest versions of these policies are disclosed on the Group's official website (<https://company.bosideng.com>). Suppliers and supply chain workers may also raise complaints or provide feedback regarding any violations of the "Supplier Code of Conduct for Sustainable Development", or any actual/potential human rights infringements or environmental harm, through various channels including regular meetings, on-site visits and guidance, routine business communications, as well as emails and letters. We are dedicated to fulfilling our primary responsibilities, following up on issue rectification and remedial measures, and safeguarding the rights and interests of complainants.



Case | 2026 Supplier Conference



On July 15, 2026, Bosideng convened the 2026 supplier conference (the "Conference"). An ESG award was set up at the Conference to recognize suppliers with outstanding performance in environmental, social and governance aspects. The "Annual ESG Leadership Award" was presented, together with trophies and cash bonuses, to encourage suppliers to continuously enhance their ESG management capabilities and jointly build a responsible supply chain. During the Conference, Bosideng also launched the Bosideng Supply Chain ESG Best Practices Handbook, which systematically outlines Bosideng's ESG management requirements for suppliers, exemplary ESG practices of suppliers, and the supplier ESG evaluation system. Based on the comprehensive ESG assessment results of suppliers during the Year, suppliers can review their own ESG scores and performance levels within Bosideng's supplier system, benchmark against best practices and continuously improve their management capabilities. Going forward, Bosideng will continue to enhance its supply chain ESG management system and progressively incorporate ESG performance into comprehensive supplier evaluation and cooperation management mechanisms, driving continuous improvement in the sustainability capabilities of the supply chain. In addition, an ESG sub-forum themed "Connecting the Value Chain for a Green and Shared Future" was held during the Conference, focusing on in-depth exchanges and discussions on two key topics, namely chemical safety management and carbon reduction across the supply chain, to further strengthen consensus on green development across the industrial chain and advance sustainable development.



3.8.3 Our achievements

In FY2025/26, the Group strictly implemented labor rights and occupational health and safety audits in accordance with the "Supplier Evaluation Standard". Comprehensive suppliers assessments, including process evaluations, performance reviews, on-site inspections, and ESG audits, were conducted across all suppliers (covering Tier 1, 2, 3, and other suppliers). A total of 344 supplier assessments were completed, achieving a 100% review coverage rate. Among these, 23 suppliers were terminated due to non-conformance, resulting in an overall pass rate of 93%. Non-compliance issues identified during the audits primarily centered on improper chemical storage, non-standard waste classification, and incomplete management of documents and records. Based on on-site evaluation findings, the Group issued corrective action recommendations and supported suppliers in implementing rectification actions within 30 days.

During the Year, we issued corrective action requirements and

continued to follow up on rectification progress in relation to key non-conformities identified during supplier audits across a number of core factories. The corrective actions covered areas including environmental protection, labor rights and occupational health and safety. To date, we have completed follow-up on 100% of the rectification of key non-conformities, and all corrective actions have been reviewed and verified by third parties or Bosideng's internal teams. The rectification and corrective measures included, but were not limited to, the following: In terms of environmental protection, in response to cases where factories had not conducted environmental awareness training, we actively encouraged relevant suppliers to regularly organize training sessions or drills on environmental emergency response plans. In terms of employee health and safety, we supervised factories in providing employees with appropriate personal protective equipment required for the safe operation of machinery and the prevention of safety hazards. In terms of labor management, we urged suppliers to consolidate key documents, including wage records and labor contracts,

and establish protection and management plans for specific employee groups (such as pregnant employees). We will continue to promote suppliers' transition from "passive rectification" to "proactive prevention" through supplier capability-building training and digital platform management, thereby strengthening long-term improvement mechanisms.

In furthering its commitment to labor rights protection, the Group continued to advance its living wage assessment program, conducting special surveys covering approximately 30% of core Tier 1 and Tier 2 suppliers in FY2025/26. The assessments evaluated suppliers' compliance with "living wage" standards issued by relevant local authorities or industry associations, achieving a 100% compliance rate.

With respect to external audits, the Group requires its suppliers to undergo third-party audits and submit the corresponding reports for review. In FY2025/26, the third-party audit coverage rate for key suppliers (including Tier 1, 2 and 3) reached 58%, and the Group's associated production factories passed the Higg FEM Verification conducted by third-party institutions

approved by the Sustainable Apparel Coalition (SAC), and also completed labor audits through a combination of internal self-inspection and third-party audits, with a 100% audit pass rate.

In terms of supplier capacity building, the Group conducted a total of 10 supplier training sessions during the year, covering all 344 suppliers, with a 100% participation rate among key suppliers. The Group has established phased targets, including achieving a 45% external environment-related certification coverage rate for all suppliers within 1 to 2 years, 65% within 3 to 5 years, and full (100%) coverage within 10 years. As of FY2025/26, suppliers holding ISO 14001 Environmental Management System certifications or equivalent certifications accounted for 28.35% of all suppliers. Furthermore, since 2020, the Group has received the national "Green Factory" and "Green Supply Chain" awards, reflecting its collaborative efforts to advance the green transformation across both manufacturing operations and supply chain management.



4 NATURE POSITIVE

Bosideng upholds the principle of aligning environmental benefits with corporate development, and is deeply committed to advancing the "dual carbon" strategy. In response to global climate change, the Group systematically identifies and manages climate-related risks and opportunities, and continues to enhance the environmental performance of its entire value chain. Bosideng is actively advancing its sustainable development, contributing to the industry's green transformation by providing best practices, and taking practical actions to support global ecological conservation.

SDGs



Materiality Issues:

Climate action
Resource utilization and energy management
Responsible procurement
Strengthening recycling management throughout the whole life cycle
Water resources management

Waste Management
Biodiversity conservation
Building a stable green supply chain
Focusing on carbon neutrality, continuing the reduction of carbon footprint of products

4.1 CLIMATE RESPONSIBILITY

Climate change is profoundly affecting the global economy, society, and environment. Although progress has been made in the global green transition, the State of Climate Action 2025 from the World Resources Institute indicates that current climate action efforts remain insufficient to ensure that global emissions align with the 1.5° C warming target by 2030. As a benchmark enterprise in the textile industry, Bosideng is fully aware of this challenge, and has long been committed to driving continuous reductions in carbon emissions across the product lifecycle through technological innovation and management optimization, thereby translating its climate commitments into tangible outcomes.

Bosideng takes the comprehensive realization of green transformation as its strategic goal, and the Group takes action in two aspects: in terms of climate adaptation, it enhances the organization's risk resilience by identifying and managing climate risks in operations; in terms of climate mitigation, it minimizes carbon emissions in its business activities. Meanwhile, in alignment with the requirements such as the Task Force on Climate-Related Financial Disclosures (TCFD), IFRS S2 Climate-related Disclosures, and the Climate Disclosures Guidance of the Hong Kong Stock Exchange, Bosideng systematically promotes the deep integration of climate governance into its operational management. The Group has obtained the ISO 14001 Environmental Management System certification, providing a system guarantee for the effective implementation of climate-related targets.

The Group discloses its efforts in addressing climate change from four key aspects: "Governance, Strategy, Impact, Risk and Opportunity Management, and Metrics and Targets", embedding climate governance into its daily operations.



ISO 14001 Environmental Management System Certificate

Environment Policy

Compliance with regulations

To comply with the requirements of domestic laws and regulations on environmental protection, international environmental protection conventions, and the environmental protection and safety requirements of the exporting countries or regions of the Group's products. No environmental violations occurred during the Year.

Environmental protection

Bosideng's environmental management has evolved from pollution prevention and control to comprehensive environmental stewardship.

Technological innovation

To help enterprises achieve green transformation through the use of advanced scientific means such as material R&D innovation, process technology innovation, functional technology innovation and digital intelligence.

Continuous improvement

Continuous improvement of environmental protection issues in process operation and development, and continuous improvement of management level.

Pollution prevention

Proactively champion and implement green manufacturing processes and eco-friendly products, systematically preventing and controlling the generation and discharge of pollutants throughout our operations and product lifecycle.

Energy conservation and emission reduction

Enhance energy and resource management to maintain industry-leading low consumption levels, while systematically controlling and reducing pollutant emissions.

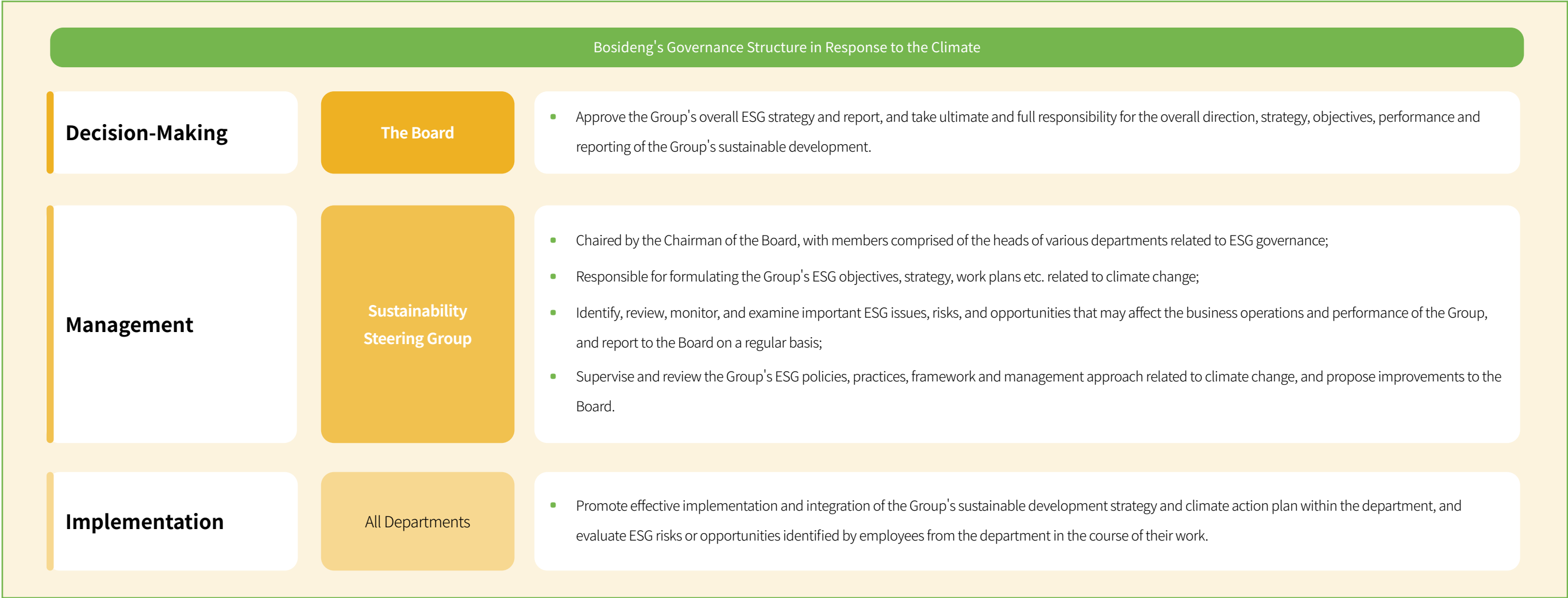


4.1.1 Governance

Bosideng has established a robust climate governance structure, laying a solid foundation for the effective management of the risks and opportunities arising from climate change. A systematic climate governance system has been put in place, fully integrating climate change issues into the overall strategic planning and aligning them closely with the long-term development goals. As an enterprise with down apparel as its core product, climate factors such as warmer winters naturally constitute key variables in business decision-making. Accordingly, the Group has incorporated such climate-related risks into its routine business decision-making process. At the same time, the Group has developed a comprehensive climate risk assessment mechanism covering short, medium, and long-terms. Through the scientific analysis of various climate-related risks and opportunities, it formulates targeted measures to address the potential impacts of both physical and transition risks.

From an organizational perspective, a Sustainability Steering Group has been established under the Board to oversee the implementation of the Group's climate action plans and emission reduction targets. Climate issues have been included in the Board's standing agenda, with discussions on relevant matters conducted at least once a year. To enhance transparency in climate governance, the Group has established a regular information disclosure mechanism covering key data such as greenhouse gas emissions, emission reduction targets, and implementation progress. In addition, Bosideng encourages Board members and senior management to participate in external professional seminars and training programs, and conducts ongoing monitoring of climate-related regulatory developments and evolving market trends, with the aim of continuously strengthening leadership awareness and capability in addressing climate change. The Group plans to establish a regular climate competency assessment mechanism to systematically assess the skill reserves and competency gaps of the Board and management in the field of climate change, thereby providing targeted guidance for subsequent capability building.

The Group links its remuneration policy to ESG performance and clearly defines the environmental responsibilities of the Chairman of the Board and the CEO. A climate action incentive, representing 5% of his remuneration, is determined based on the achievement of both quantitative and qualitative indicators, as assessed through internal evaluation. The incentive mechanism incorporates both short and long-term orientation and is linked to the achievement of milestone targets for 2030 and 2038, as well as annual performance assessments, with the aim of promoting a scientific, effective and sustained approach to climate action. Climate-related performance indicators are also incorporated into the remuneration of other senior management, department managers and employees across the Group. Incentives include performance bonuses and priority for promotion, ensuring the comprehensive implementation of the Group's climate objectives and sustainable development strategy from the management level through to the execution level.





4.1.2 Strategy

Bosideng has deeply embedded climate change trends into its strategic decision-making system, making sustainability imperatives and climate-related factors important considerations. To enhance the precision of its measures, the Group conducted an in-depth analysis of each stage of its value chain, systematically identifying the challenges and opportunities in key areas, and subsequently deployed targeted improvement plans, including optimizing water resource management, developing eco-friendly products, procuring certified raw materials, enhancing energy efficiency, and utilizing renewable energy. Through these measures, the Group mitigates risks and supports the long-term sustainability of its operations.

Meanwhile, the Group maintains ongoing monitoring of the overall development, with particular attention to the risks and opportunities arising from climate change. Through regular scenario analysis, the Group is able to promptly identify issues and implement targeted mitigation measures. Given the highly seasonal nature and strong climate dependence of the down apparel industry, the Group effectively manages climate variability risks and enhances business resilience through three core approaches of "flexible financial budget planning", "flexible supply chain" and "integrated operation of omnichannel products", thereby ensuring the sustainable development of its business.

The Group has deeply integrated climate considerations into its financial budget planning framework. Winter climate scenarios are categorized into three types, namely "Normal Winter" (temperature deviation within $\pm 0.5^{\circ}\text{C}$ from the historical average), "Cold Winter" (at least 0.5°C below the historical average) and "Warm Winter" (at least 0.5°C above the historical average), with differentiated resource allocation strategies formulated accordingly. Under a normal winter scenario, the Group adopts a prudent growth strategy, balancing investment in R&D innovation with channel optimization. Under a cold winter scenario, priority is given to ensuring inventory and production funding for thermal apparel product lines. Leveraging its flexible supply chain, the Group is able to respond rapidly to incremental market demand while reserving dedicated funds to address fluctuations in logistics and raw material costs. Under a warm winter scenario, the Group adopts a prudent approach by maintaining strict inventory control, prioritizing investment in the development of lightweight and cross-seasonal products, and supporting market performance through rapid product launches and flexible promotional initiatives.

Climate Scenario Analysis

Climate scenario analysis is a forward-looking assessment approach that helps companies identify potential climate risks and opportunities by simulating future pathways under different economic development models and energy use scenarios. Bosideng utilizes this method to obtain a scientific basis for strategic decision-making, develop effective response strategies and enhance the resilience to climate impacts and strategic resilience. Based on a prudent assessment of its business characteristics, value chain footprint and industry best practices, the Group enhanced and refined the climate scenarios adopted for its climate scenario analysis during the Year.

In this climate scenario analysis, the Group comprehensively considered a number of uncertainties that could have a material impact on the assessment results, including the effectiveness of climate policy implementation, the cost of low-carbon technologies, changes in consumer preferences and the possibility that the severity of extreme weather events may exceed projections. Meanwhile, the Group has classified the assessment horizon for climate-related risks and opportunities into three timeframes, namely the short term (0-6 years), the medium term (7-14 years) and the long term (over 15 years). The Group focuses on two key milestones, namely 2038, being the target year for achieving net-zero emissions from its own operations, and 2050, being the time horizon aligned with the global net-zero ambition under the Paris Agreement.

The operational scope of the climate scenario analysis covers the Group's branded down apparel business and the core stages of its entire value chain, including product R&D, raw material procurement, product manufacturing, warehousing and logistics, product delivery and after-sales services. The geographical boundary of the analysis primarily covers the Group's major self-operated logistics parks, office premises and nationwide retail network in Chinese Mainland. The analysis also extends upstream to key raw material sourcing regions, including down and fabrics, and downstream to the product use and end-of-life stages, so as to systematically assess the impacts of extreme weather events on supply stability and changes in consumer demand. The greenhouse gas emissions boundary adopted for the climate scenario analysis is consistent with the Group's carbon inventory boundary, enabling the alignment of risk identification with emission hotspots.

For the assessment of physical risks, the Group has, from the Year onwards, adopted the Shared Socioeconomic Pathways (SSPs) and Representative Concentration Pathways (RCPs) scenario combinations established under the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6), replacing the previous RCP-only scenarios based on AR5. The SSP framework combines physical climate pathways with socioeconomic narratives, which not only meets the Hong Kong Stock Exchange's expectation that issuers adopt scenarios aligned with the latest international climate agreements in their scenario analysis, but also enables a more comprehensive assessment of the mitigating effects of adaptive capacity on actual losses. In addition, the underlying Coupled Model Intercomparison Project Phase 6 (CMIP6) models provide higher spatial resolution, thereby enhancing the accuracy of climate risk projections for the Group's principal operating regions in China.

SSP1-2.6

Under this scenario, the world follows a sustainable development pathway characterized by increased investment in education and healthcare, reduced inequality, rapid transition towards low-carbon technologies and proactive land-use management. Radiative forcing stabilizes at 2.6 W/m² by the year of 2100, with the global average temperature projected to increase by approximately 1.8° C (likely range: 1.3–2.4° C) by the end of the century. Under this pathway, overall societal adaptive capacity is relatively strong and exposure to physical risks remains comparatively manageable.

SSP5-8.5

Under this scenario, the global economy remains heavily dependent on fossil fuels to support rapid economic growth, with high-carbon energy technologies continuing to dominate, relatively weak international cooperation and significant adaptation challenges. Radiative forcing reaches 8.5 W/m² by the year of 2100, with the global average temperature projected to increase by approximately 4.4° C (likely range: 3.3–5.7° C) by the end of the century. Under this pathway, extreme weather events become increasingly frequent, ecosystem degradation intensifies, and societal adaptive capacity is constrained by insufficient resource investment, resulting in potentially significant amplification of actual disaster losses.

Risk Classification	Climate Risks	Climate Scenario	Likelihood	Magnitude of Impact	Time Horizon
Acute physical risk	Extreme weather events such as extreme heat and extreme cold	SSP1-2.6	Higher	High	S M L
		SSP5-8.5	High	High	S M L
	Typhoons and flooding	SSP1-2.6	Average	Average	S M L
		SSP5-8.5	High	Average	S M L
Chronic physical risk	Global warming	SSP1-2.6	Higher	High	L
		SSP5-8.5	High	High	L
	Water shortage	SSP1-2.6	Average	Higher	L
		SSP5-8.5	High	High	L
	Ecosystem destruction	SSP1-2.6	Higher	Average	L
		SSP5-8.5	High	Higher	L

S Short M Medium L Long

In the transition risk assessment, Bosideng selected the International Energy Agency's "Net Zero Emissions by 2050 scenario" (NZE 2050) and "Stated Policies Scenario" (IEA STEPS) as the benchmark analysis framework.

NZE 2050

Under this scenario, the global energy sector achieves net-zero carbon dioxide emissions by 2050, limiting global warming to within 1.5° C.

IEA STEPS

Under this scenario, countries are grounded in policies already implemented or explicitly announced, reflecting the most likely development direction of the energy system under current trends.

Risk Classification	Climate Risks	Climate Scenario	Likelihood	Magnitude of Impact	Time Horizon
Policy and regulatory risk	Policy and regulatory risk	NZE 2050	Higher	Average	S M
		IEA STEPS	Average	Low	M L
	Higher information disclosure requirements	NZE 2050	High	Average	S M
		IEA STEPS	Average	Low	S
	Rising carbon costs	NZE 2050	High	Higher	M L
		IEA STEPS	Low	Low	M L
Technology risk	Difficulty in development of green technologies	NZE 2050	Average	Higher	M L
		IEA STEPS	Average	Average	M L
	Transition to low emissions	NZE 2050	High	High	M L
		IEA STEPS	Low	Low	M L
Market risk	Shifting consumer preferences	NZE 2050	Average	Higher	M L
		IEA STEPS	Average	Average	S
Reputational risk	High public expectations for corporate social responsibility	NZE 2050	Higher	Average	M L
		IEA STEPS	Average	Average	S

S Short M Medium L Long

Physical Risks

In FY2025/26, we conducted an on-demand physical climate risk assessment using the MSCI Climate Physical Risk Model to assess the exposure of corporate assets to climate-related physical hazards at precise asset locations and their potential financial impacts. The physical risk exposure analysis covered 38 Bosideng assets in China and two assets in the United Kingdom, including office buildings, logistics parks, warehouses and offices. The assessment evaluated the inherent physical risks at each asset location and generated a physical risk exposure heatmap illustrating asset exposure to different physical hazards.

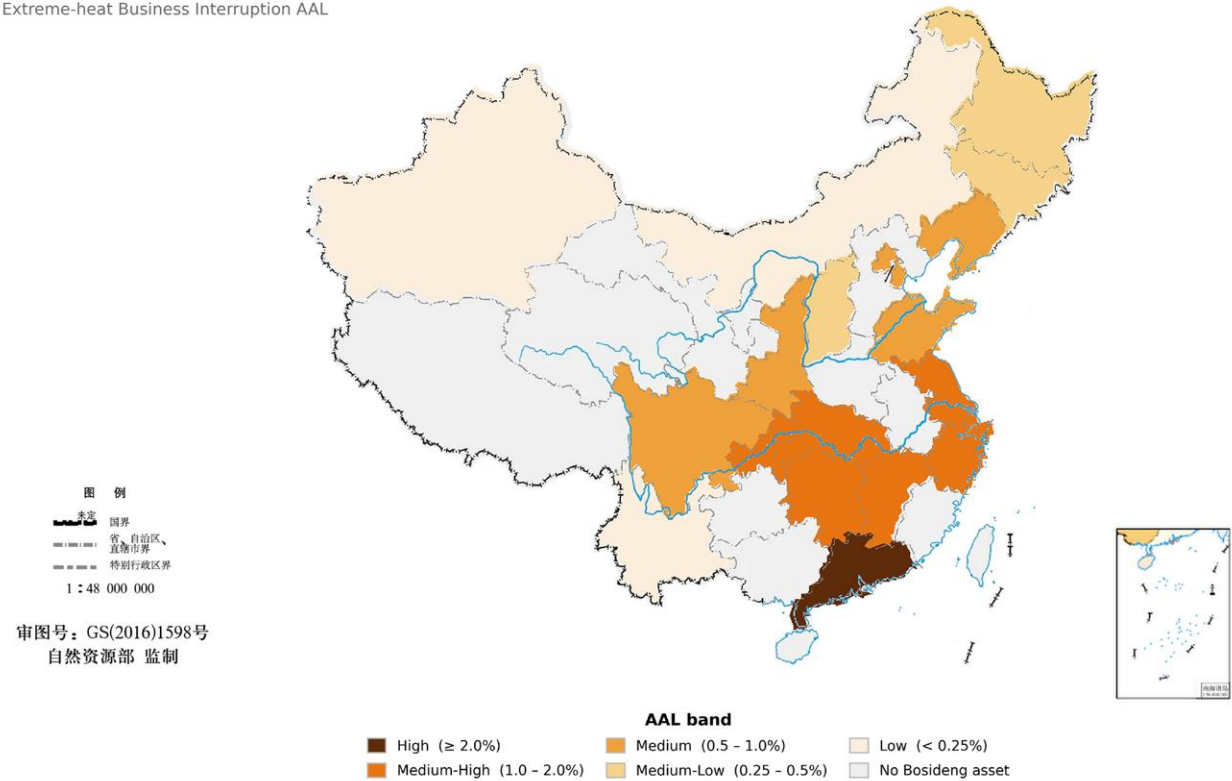
Based on the outputs generated by the MSCI Climate Physical Risk Model, extreme heat was identified as the most significant physical hazard across Bosideng's assessed asset portfolio. To further evaluate the potential impacts of climate change on the Company, Bosideng conducted additional climate scenario analysis focused on extreme heat, which was identified as having relatively high financial materiality. Extreme heat may increase business interruption days, potentially affecting retail store operations, warehousing and logistics, as well as employee health and safety.



It can be seen that, under the most severe SSP5-8.5 scenario, high-risk assets account for 2% of the Group's total assets in both 2038 and 2050. All high-risk assets are concentrated in the retail store category, where 3% of retail store assets are classified as high risk in both 2038 and 2050. Assets in the transport and warehousing and office categories are exposed to medium-to-high physical risk.

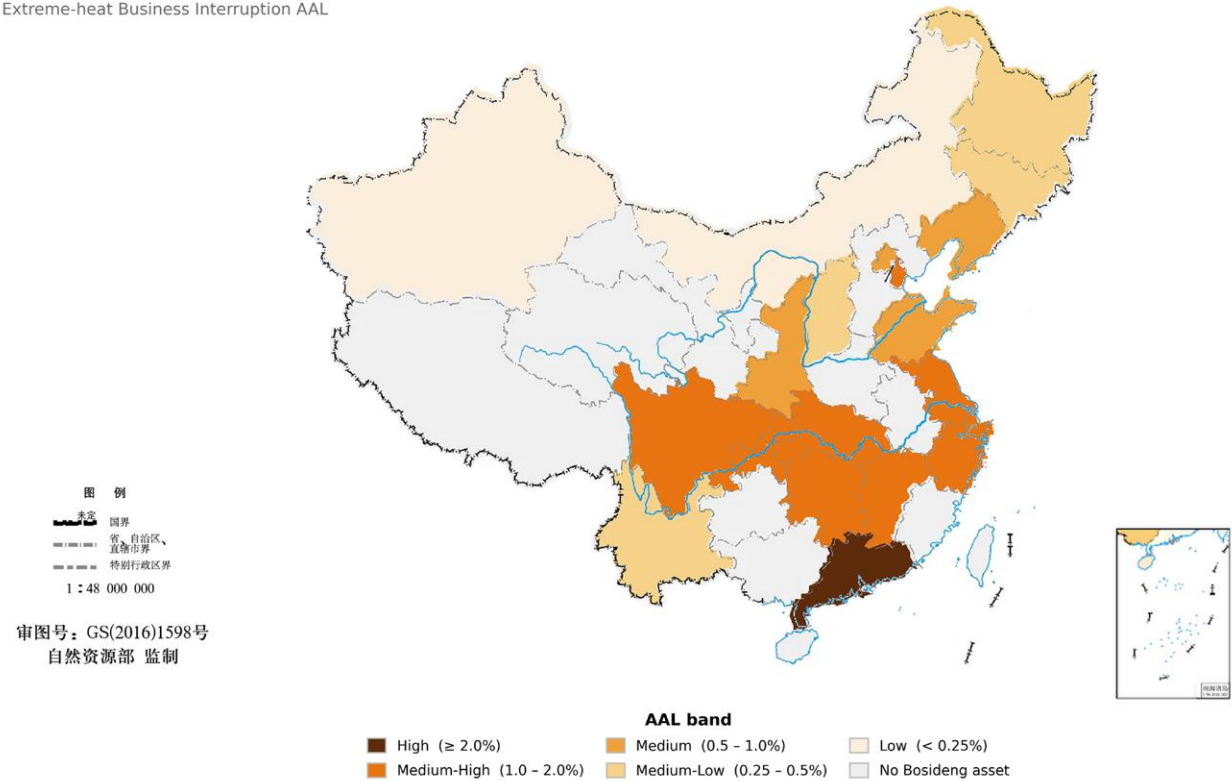
SSP5-8.5 2038

Extreme-heat Business Interruption AAL



SSP5-8.5 2050

Extreme-heat Business Interruption AAL



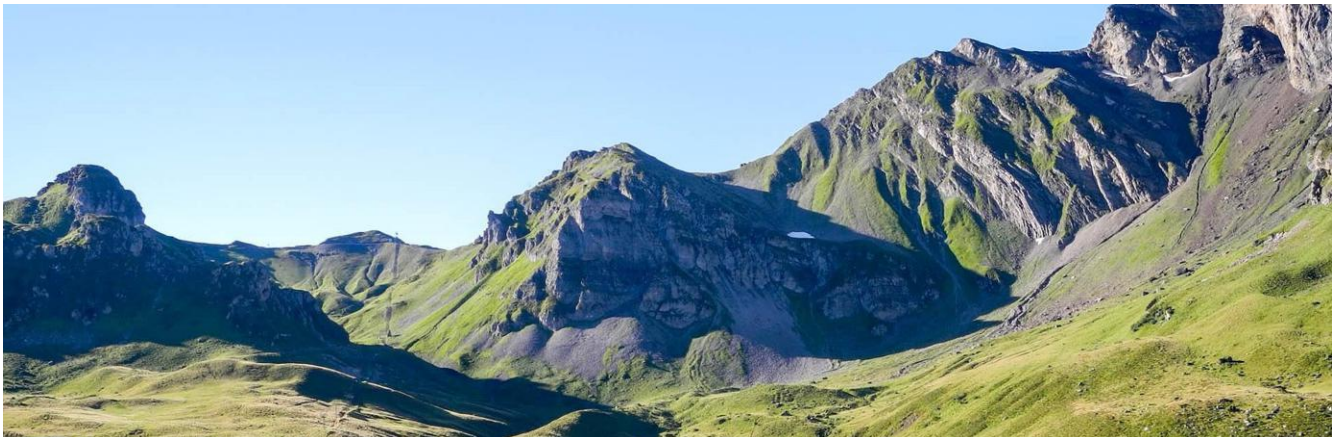
Transition Risks

To better assess the impacts of climate change on the Company, Bosideng further conducted a climate scenario analysis on transition risks represented by carbon pricing, which has been identified as a material climate-related risk to the Company. Carbon price refers to the shadow price of carbon or the price associated with avoiding or emitting carbon dioxide equivalent (CO₂e) emissions, and reflects the marginal cost of emissions reduction under the influence of various climate policies. For this analysis, the Company adopted the Network for Greening the Financial System (NGFS) Net Zero 2050 scenario to assess the Climate Value at Risk (CVaR), estimating the percentage of changes in asset value attributable to carbon price-driven transition risks relative to the enterprise value of the Company. Under the NGFS scenario, carbon pricing incorporates the impacts of various climate policies, including carbon taxes, subsidies, carbon dioxide emission permits prices and environmental standards. In assessing the economic costs of climate change mitigation, carbon pricing serves as an indicator of the stringency of climate change mitigation policies.

This analysis simulates the Company's future carbon emissions pathway based on its Scope 1 and Scope 2 greenhouse gas emissions and historical emission trends over the past three years, greenhouse gas emissions target planning and the proportion of green electricity consumed. Taking into account the Company's operating regions and industry characteristics, together with regional decarbonization policies and emissions reduction pressures, the analysis determines the projected carbon emissions gap. Based on carbon prices under the NGFS China scenario, the carbon value at risk (CvaR) is calculated to estimate the percentage of asset profit and loss caused by transition risks primarily driven by carbon prices relative to the enterprise value of the Company.

Under the NGFS Net Zero 2050 scenario, climate transition policies are comparatively stringent, particularly after 2040. As Bosideng has implemented emissions reduction initiatives and established a decarbonization pathway in accordance with the Science Based Targets initiative (SBTi) framework, targeting net-zero emissions from its own operations by 2038, its overall transition risk remains low. The Company's CVaR remains below 0.05% across the short-, medium - and long-term assessments.

Carbon Value at Risk (CVaR)	
Climate Scenario	Temperature Rise by the End of the Century
NGFS Net Zero 2050	1.4°C
Short-to-medium term	Long-term
0% ~ 0.01%	0.01% ~ 0.05%



Climate Risks and Opportunity Assessment and Mitigation Measures

Bosideng proactively responds to global climate governance requirements by deeply integrating sustainability principles into the Group's strategy. As a pioneer in "Sustainable Fashion", we not only pursue excellence in apparel design but also actively embrace change, incorporating climate action into our core brand development. In compliance with the Stock Exchange's guidelines, the Group systematically identifies and assesses climate-related risks and opportunities, analyzing their impacts on Bosideng's business, strategy, value chain, and financial performance.

Risk Classification		Impact Factors	Impact on Value Chain Links	Impact on Business, Strategy and Finance	Mitigation Measures
Physical Risks	Acute Risks	High temperatures, extreme cold, and other extreme weather conditions	Raw materials procurement, product production, logistics and transportation, product delivery	- Consumer purchase demand changes due to the extreme weather, thereby reducing the accuracy of sales forecasts; - Extreme weather not only interferes with the supply of raw materials, such as down, but also disrupts production and sales cycles, resulting in higher requirements on the supply chain and inventory management; - Extreme weather may drive up Bosideng's costs in the areas of raw materials procurement, warehousing, logistics and transportation, thereby increasing operating risks; - Extremely cold weather triggers the closure of roads and ports, leading to logistics disruptions that impede the supply of raw materials and the distribution of products; - Employee health and safety are exposed to extreme weather threats, which may undermine workforce productivity and efficiency, and increase labor-related costs.	- Enhance the climate resilience of the supply chain, purchase down raw materials with RDS requirements or other certifications, assess the impact of extreme weather on production areas, and manage fluctuations in raw materials prices by, among other things, launching diversified purchasing; - Enhance agile supply chain responsiveness to ensure rapid replenishment and product launches during extreme weather events, meeting dynamic demand for climate-appropriate down apparel; - Enhance the climate resilience of office and operation areas: incorporate climate risk assessments into the site selection stage, prioritising locations in climatically stable areas; invest in energy-efficient and reliable temperature control systems; and install energy storage and power backup systems to prevent the risk of power outages; - Formulate an emergency response plan, strengthen employee health and safety systems and training, and implement emergency drills, employee protection measures and welfare subsidies; - Purchase insurance to manage the potential financial losses caused by extreme weather.
		Typhoons and flooding	Raw materials procurement, product production, logistics and transportation	- The occurrence of water pollution and freshwater shortage results in insufficient water supply for textile production, ultimately disrupting upstream supply chains and increasing water-related expenditures; - Disruptions of transportation routes affect the normal production and distribution of products; - Typhoons and floods may cause damage to office premises, operating sites and equipment, resulting in the loss of assets and inventory, and reduced operational capabilities; - With health and safety of employees threatened, operational efficiency is reduced and labor costs are increased.	- Reinforce the structural strength of buildings in areas prone to typhoons and floods, and install weatherproof windows and other waterproofing equipment; - Establish a more scientific warehousing and distribution network to reduce the impact of typhoons and floods on warehousing logistics; - Develop emergency plans, provide emergency facilities and training for employees, and install water storage facilities; - Maintain insurance coverage to avoid potential financial losses.

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EMPOWERS LOW-CARBON
EMISSION REDUCTION

Risk Classification		Impact Factors	Impact on Value Chain Links	Impact on Business, Strategy and Finance	Mitigation Measures
Physical Risks	Chronic Risks	Global warming	Product R&D, raw materials procurement	Global climate change may lead to fluctuations in winter temperatures and changes in the duration of cold weather, which will affect consumers' demand structure for down apparel, and pose higher requirements for product sales rhythm, inventory management and supply chain operations.	- Product innovation and category expansion: the Group continuously enriches the product matrix and actively develops functional products suitable for a wider range of scenarios, such as ultralight down apparel and sun-protective clothing, to further meet consumers' diversified needs, extend the sales cycle of products, enhance the coverage capability in different regions and seasons, and contribute to the growth of the Group's operating results; - Flexible supply chain building: the Group continuously enhances the capability for small-batch quick response and flexible supply chain. Based on climate conditions, market demand and sales data, it dynamically optimizes production plans and product structure, improves inventory turnover efficiency and market response capability, and enhances the resilience of the supply chain to cope with climate change.
		Water shortage	Raw materials procurement, product production	- Raw materials for down come from geese and ducks, and their breeding process is highly dependent on sufficient and clean water resources. Water shortage will directly threaten the security of down supply and push up raw material costs; - Water shortage will lead to increased operating costs and exert an adverse impact on the stability of the supply chain and overall operations.	- Integrate water resource management into the Group's management policy, establishing clear water conservation targets and management protocols to institutionalize sustainable water practices; - Expand the diversity of suppliers and raw material sources to mitigate the impact of water shortages on the stability of the supply chain; - Collaborate with upstream raw material suppliers to jointly find innovative solutions, such as utilizing new processes or innovative breeding technologies to reduce the consumption of water resources in the production of raw materials and products.
		Ecosystem destruction	Raw materials procurement	Ecosystem destruction poses a dual challenge to the supply of raw materials. On one hand, the breeding of animal-based raw materials and the cultivation of plant-based raw materials will face higher risks from pests and diseases; on the other hand, species invasions and the reduction of natural enemies of pests make pest control and prevention increasingly difficult, thereby increasing the instability of Bosideng's supply chain.	- Prioritize the selection of certified raw materials to effectively mitigate the adverse impact of natural materials on the ecosystem during the production process; - Utilize eco-conscious materials such as recycled nylon and recycled polyester, and plan to progressively increase the adoption rate of such fabrics to mitigate of supply chain volatility caused by fluctuations in plant-based raw materials.

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Risk Classification		Impact Factors	Impact on Value Chain Links	Impact on Business, Strategy and Finance	Mitigation Measures
Transition Risks	Policy and Regulatory Risk	Stricter regulation	Raw materials procurement, product production	With increasing attention on global climate change, governments and international organizations have strengthened environmental legislation and issued stricter regulations and standards.	- Keep an eye on the dynamics of climate and environmental related policies at home and abroad; - Proactively communicate and collaborate with industry associations and regulators, and participate in industry standards development.
		Increased disclosure requirements	Raw materials procurement, product production	The Stock Exchange has stipulated the requirement to disclose climate-related information under the ESG Code. This increases the compliance requirements for listed companies, urging them to accelerate the pace and improve the quality of disclosing climate-related information.	Keep an eye on the latest requirements of the Stock Exchange, and conduct climate-related information disclosure in accordance with standards.
		Rising carbon costs	Raw materials procurement, product production	The Chinese carbon market is expanding progressively, and the textile and apparel industry may be included in the carbon trading system in the future. If Bosideng fails to effectively manage its carbon footprint, it will face pressure from rising carbon costs.	- Calculate carbon footprints for core products and production phases, and cooperate with professional institutions to promote product carbon footprint certification; - Assist suppliers in carbon reduction pathway planning, driving upstream factories to phase out coal-fired equipment and deploy photovoltaic power generation.
	Technical Risk	Complicated green technology R&D	Product R&D, raw materials procurement, product production	The achievement of carbon neutrality goals depends on the introduction and application of advanced green technologies. The R&D and promotion of such technologies require a large investment.	- Increase investment in R&D and actively cooperate with universities and research institutes to jointly develop advanced technologies; - Adopt a product strategy of rapid iteration and continuous improvement to ensure that the technical level has always been leading the industry; - Manage the climate impact of products throughout their life cycle, and build a green product system through measures such as using environmental-friendly fabrics, strictly managing chemicals, investing in energy-saving and emission reduction equipment, and developing low-carbon manufacturing processes.
		Low emission transition	Product R&D, raw materials procurement, product production, logistics and transportation, product delivery	With the aim of achieving carbon reduction goals, the enterprise must invest in more environmental-friendly production technologies and equipment, which will correspondingly increase operating cost.	- Expand the layout of self-owned photovoltaic power generation and purchase renewable energy green certificates to promote the transition of operational electricity towards full coverage by renewable energy; - Deepen collaborative R&D with suppliers to expand the adoption rate of green materials such as bio-based environmental-friendly fabrics and recycled materials.
	Market Risk	Shifting consumer preferences	Product R&D, product delivery	Market trends indicate that consumers are increasingly paying attention to environmental protection and sustainable fashion, and their emphasis on the environmental performance of products and the social responsibility performance of enterprises has significantly increased. To adapt to this change, Bosideng must strengthen the environmental attributes of its products on the basis of ensuring quality and fashion.	- Increase investment in sustainable materials and green technologies to actively meet consumer market demand for eco-friendly products; - Create a consumer community of "sustainable fashion" to provide consumers with green products and services, help consumers cultivate green consumption habits, and build an engagement platform to establish a sound communication mechanism with consumers regarding green environmental protection and sustainable fashion development.
	Reputational Risk	High public expectations for corporate social responsibility	Product R&D, raw materials procurement, product production, logistics and transportation, product delivery	As society pays more attention to environmental issues such as climate change, the public's expectations on corporate social and environmental responsibility have also risen. If Bosideng fails to respond to these expectations, its business reputation will face the risk of negative impacts.	- Formulate sustainable development directions around all aspects of the value chain, and establish open and transparent dialogue mechanisms with stakeholders in diverse manner; - Regularly release ESG reports, industry reports and communications to demonstrate the Group's sustainable development achievements to the public.

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Opportunity Classification	Impact Factors	Impact on Value Chain Links	Impact on Business, Strategy and Finance	Mitigation Measures
Energy utilization	Improving energy efficiency	All process in the whole value chain	- Reduce direct energy expenditure and reduce operating costs; - Indirect cost savings achieved through production process optimization.	Develop emission reduction measures for all links in the value chain, reduce energy consumption and lower greenhouse gas emissions.
	Clean energy utilization	Product production, logistics and transportation	- Clean energy is expected to receive more policy support in the future, and early deployment may help enterprises avoid future carbon taxes or carbon trading costs that they may face; - The use of clean energy helps increase brand value as consumers are generally more willing to pay a premium for brands with environmentally friendly attributes.	Actively explore the application of clean energy sources such as solar power and wind power, so as to decrease the dependence on fossil fuels and help achieve the carbon goals.
Products and Services	Innovative products and services	Product R&D, product delivery, after-sales service	Consumers are increasingly prioritizing corporate ESG performance, with eco-friendly products gaining significant market preference. The proactive development of environmentally friendly products helps attract more consumers, thereby enhancing corporate market competitiveness.	- Develop products corresponding to different climate conditions, such as down apparel with better thermal insulation performance and light apparel; - Drive product design and services with the concept of sustainability, using recyclable materials and providing product repair and recycling services, so as to increase brand loyalty and market competitiveness.
Market	Expanding to new markets	Product R&D, logistics and transportation, product delivery, after-sales service	Climate change is driving sustained growth in demand for environmentally friendly cold-resistant clothing in high-latitude regions such as Northern Europe and Canada, creating new market opportunities for Bosideng.	- For emerging markets such as Northern Europe and Canada, design and promote products fit for local climate conditions, thereby expanding new market space; - By taking effective measures to reduce environmental footprint, Bosideng continues to shape its brand image as a responsible enterprise to attract more environmentally conscious consumers.
Strategy	Enhancing climate resilience	Product R&D, raw materials procurement, product production, logistics and transportation, product delivery	By enhancing climate resilience, effectively mitigate operational challenges from extreme weather, such as ensuring the stable supply of core raw materials (such as goose and duck down) and avoiding losses caused by climate disasters in a single region.	- Build a more flexible and resilient supply chain system, in a bid to tackle the impact of extreme weather and natural disasters and ensure the continuous stability of production and supply; - Establish a comprehensive emergency management system by developing an emergency production plan and logistics arrangement, to quickly respond to sudden climate events and minimize potential loss.
	Innovation of digital intelligence	Product production, logistics and transportation	- On the production side, big data and AI technologies can optimize production plans, reduce inventory backlogs and unsalable risk, thereby reducing warehousing costs; - On the logistics side, intelligent logistics systems can effectively reduce transportation costs and improve the overall supply chain efficiency.	Increase the investment in smart manufacturing, smart logistics, smart merchandise management and other key fields, aiming to drive the improvement of operational efficiency through digitalization and intelligentization.
Reputation	High ESG Rating	Product delivery, after-sales service	- As the first and only brand in the Asian textile and apparel industry to receive the highest MSCI ESG AAA rating, the Group has significantly enhanced its brand reputation and industry influence; - A high ESG rating attracts capital, while participation in standards formulation affords first-mover advantages.	- Leverage the high ESG rating as a core endorsement of the brand's sustainability leadership, translating it into greater influence within the global industry; - Promote green products and translate ESG performance into products' green value that is directly perceptible to consumers.

The Segments of the Value Chain Affected by Climate-Related Risks and Opportunities and the Extent of Their Impact

Impact Type	Climate Risks	Impact on value chain segments and related potential financial implications					
		Product R&D	Raw Materials Procurement	Product Production	Logistics and Transportation	Product Delivery	After-sales Service
Physical Risks	High temperatures, extreme cold, and other extreme weather conditions	●	●	●	●	●	●
		●	●	●	●	●	●
	Typhoons and flooding	●	●	●	●	●	●
		●	●	●	●	●	●
	Global warming	●	●	●	●	●	●
		●	●	●	●	●	●
	Water shortage	●	●	●	●	●	●
		●	●	●	●	●	●
	Ecosystem destruction	●	●	●	●	●	●
		●	●	●	●	●	●
Transition Risks	Stricter regulation	●	●	●	●	●	●
		●	●	●	●	●	●
	Increased disclosure requirements	●	●	●	●	●	●
		●	●	●	●	●	●
	Rising carbon costs	●	●	●	●	●	●
		●	●	●	●	●	●
	Complicated green technology R&D	●	●	●	●	●	●
		●	●	●	●	●	●
	Low emission transition	●	●	●	●	●	●
		●	●	●	●	●	●
	Shifting consumer preferences	●	●	●	●	●	●
		●	●	●	●	●	●
	High public expectations for corporate social responsibility	●	●	●	●	●	●
		●	●	●	●	●	●

Impact Type	Climate Opportunities	Impact on value chain segments and related potential financial implications					
		Product R&D	Raw Materials Procurement	Product Production	Logistics and Transportation	Product Delivery	After-sales Service
Opportunities	Improving energy efficiency	●	●	●	●	●	●
		●	●	●	●	●	●
	Clean energy utilization	●	●	●	●	●	●
		●	●	●	●	●	●
	Innovative products and services	●	●	●	●	●	●
		●	●	●	●	●	●
	Expanding to new markets	●	●	●	●	●	●
		●	●	●	●	●	●
	Enhancing climate resilience	●	●	●	●	●	●
		●	●	●	●	●	●
	Innovation of digital intelligence	●	●	●	●	●	●
		●	●	●	●	●	●

Legend Impact on value chain segments ● High level of impact ● Medium level of impact ● Low level of impact

Related potential financial implications ● High level of impact ● Medium level of impact ● Low level of impact

4.1.3 Impact, risk and opportunity management

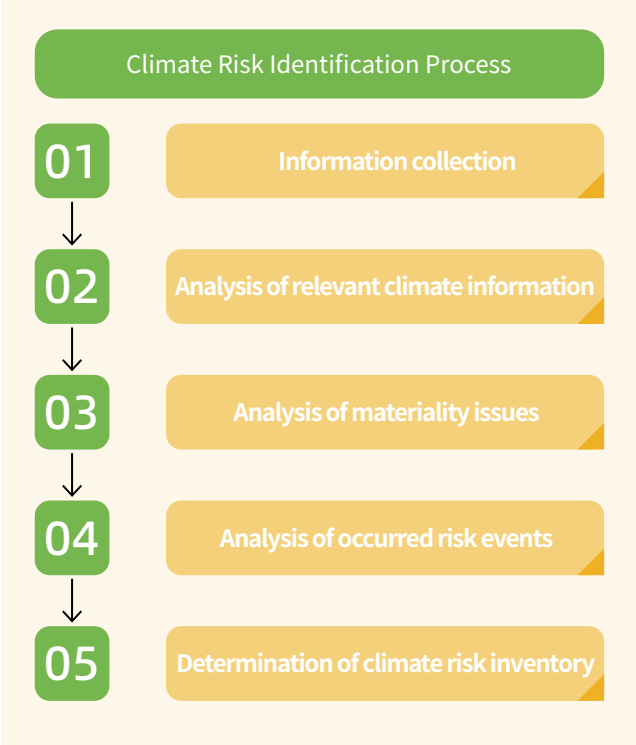
Against the macro-trend of global climate change, climate-related risks and opportunities have become core factors affecting the long-term development of enterprises. Bosideng takes proactive actions to systematically integrate climate change factors into the Group's comprehensive risk assessment and management framework. Through a sound risk management and governance mechanism, Bosideng can effectively identify and respond to climate-related challenges in a timely manner, while continuously monitoring and dynamically assessing them to flexibly optimize strategic layout, thereby discovering new development opportunities in the process of addressing climate change.

Sustainability Steering Group

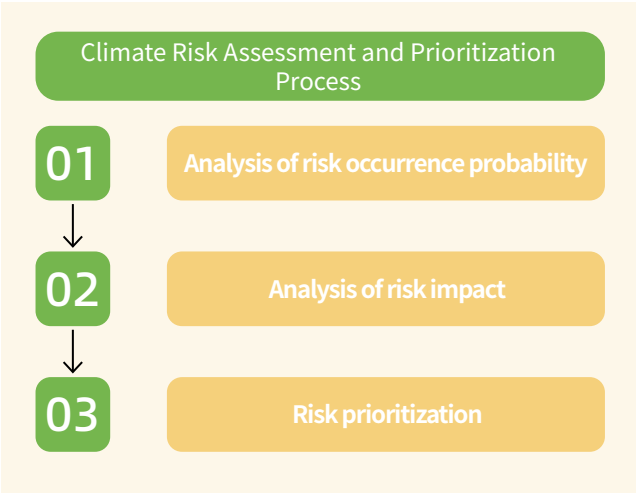
Serving as the highest-level direct governing body for climate change initiatives, it leads annual cross-departmental efforts to execute specific climate risk management tasks in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) Guidelines. These tasks include identifying the types of risks, assessing potential impacts, and reviewing existing countermeasures and areas for enhancement. It reports annually to the Board and makes recommendations.

Chairman of the Board

Responsible for overseeing the management program for climate-related risks and reviewing the potential impact of climate risks on the Group's strategic planning, thereby providing risk oversight at a strategic level.



Bosideng employs a dual approach to comprehensively identify climate-related risks, integrating both top-down and bottom-up strategies. From a top-down perspective, the Sustainability Steering Group identifies short-, medium-, and long-term climate risks that the Group may face and assesses the relevance of such risks to the Company's business by systematically reviewing industry research, peer disclosures, and climate publications. For the bottom-up approach, the Sustainability Steering Group analyzes materiality issues and occurred risk events during the Year to assess their inherent connection with climate factors.



Bosideng employs a dual approach with both qualitative and quantitative methods to assess and prioritize the types of climate risks identified. The Sustainability Steering Group determines the methodology for quantifying the probability of risk occurrence and the potential impact based on risk types and ensures the assessment process is supported by sufficient data. When necessary, the Sustainability Steering Group coordinates with other departments to participate in the assessment, thereby ensuring the comprehensiveness and accuracy of the assessment.



For the identified key climate risks, the Sustainability Steering Group will collaborate with relevant departments to systematically review the existing risk mitigation measures. The Sustainability Steering Group will also refer to industry reports, peer disclosures, and climate-related literature to identify and summarize the outstanding risk management practices in the industry. By comparing the Company's current measures with industry best practices, the Sustainability Steering Group will assess the completeness of the Company's climate risk response system, identify potential areas for improvement, and develop targeted improvement measures accordingly. During the implementation phase, Bosideng will continue to track the implementation effects of various response plans, regularly evaluate their actual results and make improvements. Compared to the previous year, there have been no significant changes in the climate risk identification and assessment process.





4.1.4 Metrics and Targets

Bosideng actively responds to the challenges of climate change and proactively leads the industry's low-carbon transformation. Guided by the Science Based Targets initiative (SBTi) framework, the Group has conducted an in-depth analysis of climate change trends, industry developments, and its own technological advantages, setting a clear goal of "achieving net-zero emissions in its operations by 2038". Bosideng Group organizes regular inventory work of greenhouse gas emissions within the organizational scope and reporting boundaries, and reports climate-related performance through the CDP climate questionnaire on an annual basis. The Group's major sources of greenhouse gas emissions include: purchased goods and services, use of sold products, and purchased electricity.

Meanwhile, the Group actively participates in industry standard formulation, participating in the release of "Greenhouse Gas - Quantification Method and Requirements for Carbon Footprint of Products - Down Feathers and Products" (T/CAS 1108—2025). In addition, Bosideng has conducted specialized carbon reduction training sessions for its core suppliers, covering topics such as interpretations of the Chinese "Dual Carbon" goals and related policies, corporate carbon reduction pathways and methods, as well as Bosideng's own net-zero emissions targets.

To mitigate climate change, the Group has set a greenhouse gas emission reduction target of "achieving net-zero emissions in its operations by 2038" and relevant phased targets. This target is an absolute emission reduction target, covering Scope 1 and Scope 2 greenhouse gas emissions, with FY2022/23 as the baseline year. It is established in accordance with the Science Based Targets initiative (SBTi) framework and the 1.5° C pathway under the Paris Agreement, applies to the Group's overall operations. The Group's emission reduction targets were set under the leadership of the Sustainability Steering Group and approved by the Board. The progress towards the targets is monitored by the Steering Group on an annual basis, and the achievement is evaluated based on greenhouse gas inventory data. Meanwhile, the Group is currently conducting the inventory and calculation of total emissions for the baseline year and the current year, and will subsequently formally establish target of total emissions and disclose such target publicly. At that time, the Group also plans to engage a third party for verification to ensure the accuracy and transparency of the data.

2030

↓

- Low-carbon fabrics usage rate reaching 40%
- Enhancing the efficiency of integrated operations of merchandise to further reduce overproduction and increase the utilization of raw materials
- Optimizing transportation routes, improving transportation efficiency, and exploring new transportation methods constantly

2035

↓

- Green electricity in operation accounting for over 60%
- Building energy efficiency improved by over 30%
- Actively supporting over 80% of core suppliers and upstream and downstream partners to improve energy efficiency by 30%

2038

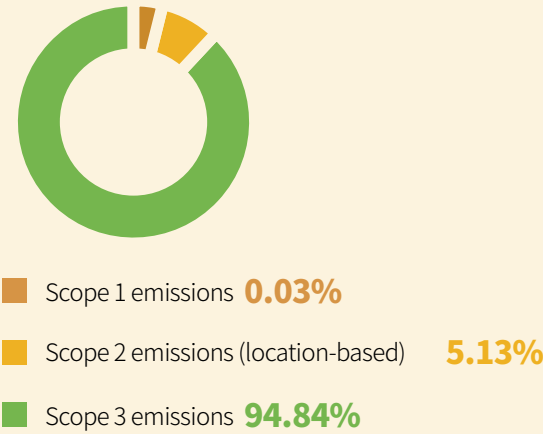
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- Achieving net-zero emissions in its operations
- Green electricity in operation accounting for 100%
- Low-carbon fabrics usage rate reaching 80%
- Continuously exploring methods for product recycling

Indicators	FY2025/26	FY2024/25	FY2023/24
Scope 1 and 2 emissions (location-based) metric tons of CO ₂ equivalent	63,828.5	51,605.2	45,714.9
Scope 1 and 2 emissions (location-based) intensity metric tons of CO ₂ equivalent/RMB million revenue	3.1	2.8	2.7
Scope 1 emissions metric tons of CO ₂ equivalent	330.1	244.0	140.9
Scope 2 emissions (location-based) metric tons of CO ₂ equivalent	63,498.4	51,361.2	45,574.0
Scope 2 emissions (market-based) metric tons of CO ₂ equivalent	62,655.8	52,956.7	44,616.1
Scope 3 emissions metric tons of CO ₂ equivalent	1,173,180.4	1,181,356.5	1,249,652.6



Proportion of Greenhouse Gas Emissions



Proportion of Scope 3 Greenhouse Gas Emissions



- 1. Including emissions from down and fabric production and garment processing
- 2. Including emissions generated from inbound logistics before products sales, outbound logistics, transportation between company-owned facilities, operation of outsourced warehouse areas, and express delivery after products sales
- 3. Including emissions from the operation of agent warehouse areas
- 4. Including emissions generated from our franchise operations
- 5. Including emissions from employee business travel activities of the branded down apparel business operations of Bosideng Down Wear Limited and Bosideng International Fashion (China) Limited, calculated using applicable emission factors from the ZEROlab by CCM CSR Promotion Center and CEDA (Comprehensive Environmental Data Archive) by Watershed. The emissions amount to 2,096.5 metric tons of CO₂ equivalent

The Scope 1, Scope 2, and Scope 3 greenhouse gas emissions data disclosed in this report are all calculated in accordance with the Greenhouse Gas Protocol (GHG Protocol) and ISO 14064 standards. Concurrently, we cooperated with external certification authorities to verify Scope 1, Scope 2, and Scope 3 greenhouse gas emissions of our branded down apparel business in the Chinese Mainland based on the operational control, covering our office operations, logistics parks, and retail outlets, for the period from April 1, 2025 to March 31, 2026, and have obtained ISO 14064-1:2018 (reasonable assurance level) certification. (For details, please refer to 10. GHG Emissions Verification Report).

During the reporting period, Bosideng advanced its climate strategy through concrete actions. On April 9, 2026, the Company voluntarily canceled 1,509 verified carbon units (VCUs) under the Verra standard, equivalent to approximately 1,509 metric tons of CO₂ equivalent. Through transparent and internationally recognized carbon credit offsetting methods, the Company has taken solid steps to reduce its greenhouse gas emissions, providing strong support for further exploring low-carbon development pathways and value chain emission reductions.



Bosideng Voluntary Cancellation Certificate of Emission Reductions



4.2 ENERGY MANAGEMENT

Bosideng regards energy management as a cornerstone for achieving operational carbon neutrality and sustainable development. Through a combination of standardized policies, goal-oriented targets, and technological empowerment, the Company systematically promotes energy efficiency improvement and carbon emission reduction across the entire value chain, ensuring that energy is used in an efficient, clean, and cost-effective manner. Concurrently, the Company actively collaborates with upstream and downstream partners in the industry chain to jointly promote the green and low-carbon transformation of the textile and apparel industry, thereby contributing to the realization of China's "Dual Carbon" goals with practical actions.

4.2.1 Our management

Bosideng strictly complies with relevant national laws and regulations, specifically adhering to the Energy Conservation Law of the People's Republic of China, and has formulated and implemented the Energy Saving and Consumption Reduction Management Regulations in accordance with the Energy Management System Requirements and Use Guide (GB/T 23331-2020). These regulations aim to identify major energy uses through standardized management means and ensure the continuous reduction of energy consumption.

The Group regularly collects and aggregates energy consumption data from various operational stages through the Energy and Resource Consumption Statistical Table, uses this as a basis to continuously monitor and analyze energy consumption status, and pays special attention to high energy consumption points or abnormal consumption. Correspondingly, the Group establishes management measures and supervision rectification mechanisms. The Group believes that proactively identifying and reducing energy consumption is an important strategic measure to fulfill corporate social responsibility and effectively address climate change challenges. Therefore, the Group is committed to continuously improving energy use efficiency through a systematic management approach.

During the Year, Bosideng obtained the ISO 50001 Energy Management System Certificate.

4.2.2 Our practices

To continuously optimize the Group's energy use efficiency, Bosideng established a systematic energy target management framework during the Year. In terms of energy-saving technological upgrades, the Company achieves "energy conservation in equipment, process or management" through comprehensive measures such as equipment iteration, process optimization, and management innovation; in terms of resource conservation and utilization, the Company has established stringent energy consumption benchmarks to ensure that the energy consumption per unit of product (output value) and utility consumption per labor hour remain below the preceding two-year averages, comprehensively advancing its "Low Resource Consumption" initiative (covering utilities, raw materials, office supplies, etc.).

Bosideng also continues to promote the application of renewable energy through photovoltaic power generation projects, and the purchase of solar electricity and wind green electricity certificates (GECs), thereby practically increasing the proportion of renewable energy used in production and operation. The Group has developed systematic energy-saving solutions for all processes involving electricity consumption, including office operations, supply chain management, and store operations, comprehensively accelerating the Group's green and low-carbon transformation through practical measures. In 2026, the Group has facilitated the procurement of 800,000 kWh of green certificates by its associated factories, and relevant work has been progressing in an orderly manner. It is expected that, by October 2026, the proportion of renewable energy consumption of the associated factories will reach over 44%.

In addition, the Group regards the "Carbon Neutral Forest" project as a key strategic initiative for its green and low-carbon development, advancing its implementation through a systematic project management process. This involves: first, incorporating the project into the company's strategic plan and formulating an implementation plan; second, selecting professional partners and implementing full-cycle oversight of project execution; after project completion, conducting rigorous evaluations of afforestation survival rates and maintenance effectiveness, as well as calculating its ecological value; and concurrently, actively carrying out carbon management strategic cooperation to establish a long-term operating mechanism. By setting up a green environmental protection special fund, the Group achieves carbon neutrality or reduces carbon emissions while fulfilling corporate social responsibility.



ISO 50001 Energy Management System Certificate

Energy Consumption Monitoring



- The Group has developed the GiMS system, which integrates cutting-edge technologies including 5G+industrial internet, big data cloud platform, and artificial intelligence. This platform enables flexible production capable of mass customization, and has pioneered industry-first automated down filling and automated packaging equipment. Through intelligent manufacturing, the Group has significantly improved energy efficiency and effectively reduced the carbon footprint per product across its entire value chain;
- Through integrating four core technological breakthroughs including AI large models, big data, cloud computing, and 3D clothing digitization technology, Bosideng completed the optimization and upgrade of four key processes: AI planning, AI development, 3D pattern modeling, and virtual garment delivery. The initial pattern development time was shortened from 100 days to 27 days, and sample clothing R&D costs were reduced by more than 60%, improving operational efficiency while effectively reducing unit energy consumption and carbon emission intensity in the R&D process;
- The Group's national intelligent manufacturing demonstration factories have achieved full coverage of the energy consumption online monitoring system, continuously optimizing key performance indicators such as production efficiency and energy consumption.

Energy-Saving Technical Transformation



- Retrofitting air conditioning systems in office areas with energy-efficient alternatives;
- Implementing leak detection and preventive maintenance protocols for air compressors to minimize energy consumption;
- Replacing outdated canteen cooking equipment with high-efficiency energy-saving units to reduce gas consumption;
- Conducting energy performance assessments on aging transformers and replace them with new energy-saving models;
- Phasing out high-energy-consumption fluorescent and conventional lighting fixtures and converting to LED energy-saving alternatives.

Daily Operations



- Conducting regular energy-saving and environmental protection awareness training for employees to enhance employees' comprehensive awareness and active management capabilities of the Company's environmental impact, comprehensively promoting resource conservation in operational stages;
- Implementing refined energy control measures, including scientifically planning elevator operation periods, timely turning off power to idle equipment, advocating for employees to use stairs preferentially, and strictly implementing air conditioning temperature standards and conference room energy use specifications;
- Proactively purchasing water-saving appliances, promptly identifying and handling water leaks. In terms of green paper use, vigorously promote paperless office, improve paper use efficiency, advocate the use of recycled paper, and set up waste paper recycling bins to strengthen paper recycling.

Offline Stores



- Requiring all stores to fully adopt energy-efficient lighting equipment and high-efficiency HVAC systems to effectively reduce energy consumption;
- Prioritizing buildings with green building certification as operational premises, ensuring that retail stores meet energy conservation and emission reduction standards throughout the process from construction to operation;
- Continuously increasing the coverage rate of green mall stores, setting a development target of over 90%;
- Requiring offline stores to widely adopt galvanized steel plates and high-quality rubber, polyvinyl chloride, polyurethane and other thermal insulation materials.

Renewable Energy Use



- Photovoltaic power generation facilities have been built on the roofs of eligible warehouses in the logistics park in East China to promote the application of photovoltaic power generation, significantly increasing the proportion of clean energy in the overall energy structure.

Supply Chain



- Issuing an open letter on environmental and social responsibility to suppliers, clearly incorporating environmental protection, energy conservation, and production safety requirements into the supplier management system, and embedding low-carbon, green, and sustainable development clauses into procurement contracts;
- Improving the supplier energy management system certification mechanism and establishing a green supplier database;
- Developing carbon and energy reduction programs promoting fuel decarbonization and energy electrification in upstream factories, providing strategic guidance and technical support for suppliers to gradually phase out coal-fired equipment;
- Optimizing the "Supplier Cooperation Manual", continuously advocating for suppliers to prioritize processes and technologies that meet national environmental protection standards and energy-saving requirements in production;
- Establishing a supply chain ESG digital management platform to complete ESG performance traceability for 100% of core suppliers, covering energy consumption and carbon emissions data.

4.2.3 Our achievements

Bosideng deeply practices the concept of energy conservation and emission reduction in store operations. In terms of hardware configuration, self-operated stores comprehensively adopt energy-saving lamps (saving approximately 40% more electricity than traditional lighting), key stores are equipped with "intelligent lighting control" systems (saving an additional 5% of energy), and are equipped with air conditioning frequency conversion and intelligent temperature control systems (saving 30% more energy than traditional modes). In terms of coverage results, more than 1,000 self-operated stores nationwide have completed energy-saving transformation, achieving a 100% coverage rate, and the Beijing Sanlitun Summit Concept Store participated in the formulation of the industry's first "Carbon Neutral Store" standard. In terms of target planning, the Group has set a target of achieving green mall coverage for no less than 90% of its offline self-operated stores, and will prioritize locations with green building certifications in its site selection process.

In terms of management execution, each department independently initiates energy-saving activities and conducts statistical assessments on energy consumption, including water, electricity, and steam. During the Year, the Group's logistics park generated 953.0 MWh of photovoltaic electricity, while an additional 3,018 MWh of green electricity was procured. The Group also advanced continuous carbon reduction efforts at its upstream associated factories, successfully achieving the target of keeping both energy consumption per unit of product and utility consumption per labor hour at or below the average levels of the preceding two years, representing a year-on-year reduction of approximately 5.2%. In parallel with expanding clean energy adoption across its own operations, the Group has actively promoted and encouraged upstream suppliers to transition to clean energy sources. In FY2025/26, upstream suppliers' total clean energy consumption reached 5,455 MWh, comprising 893 MWh from green electricity procurement, 4,164 MWh from photovoltaic generation, and 398 MWh from wind power.



Beijing Sanlitun Summit Concept Store



Green Electricity Certificate Transaction Vouchers

Case | Bosideng ESG Carbon Reduction Action Guide

Bosideng systematically implements the ESG Carbon Reduction Action Guide across its daily operations, pursuing low-carbon initiatives through three key dimensions: green paper usage, water conservation, and energy-efficient electricity consumption. In terms of green paper usage, the Company advocates for a paperless office environment; following the rollout of its new financial system, reimbursement processes have largely gone paperless; printing and copying are consistently performed on both sides, and the reuse of single-sided paper is actively encouraged; while recycled paper is given preference to minimize environmental impact and waste paper recycling bins have been placed to facilitate segregated collection. In terms of water conservation, a timely leak-reporting and maintenance mechanism has been established, and water-efficient fixtures are prioritized in procurement decisions. In terms of energy-efficient electricity consumption, we eliminate the phenomenon of lights and air conditioning being left on in unoccupied areas, and lights and cooling systems in unoccupied meeting rooms are promptly switched off; elevator operations are scientifically scheduled during peak hours, while employees are encouraged to take stairs instead of elevators; air conditioning temperatures are set at a recommended 25° C indoors; and upon the conclusion of the workday, power supplies are turned off to reduce standby energy consumption.



ESG Carbon Reduction Action Guide

Bosideng Carbon Neutral Forest

Bosideng has taken concrete actions to implement the "dual carbon" strategy and green and low-carbon transformation, and actively responded to global ecological challenges such as climate change. In March 2021, the Group reached a strategic cooperation with the Tengger Desert Locking Edge Base and officially launched the ecological public welfare project - Bosideng Carbon Neutral Forest. This project is located in a desertified area in Alxa League, Inner Mongolia, and aims to improve the regional ecological environment through natural restoration methods, helping Alxa League promote desertification prevention and control, soil and water conservation, and ecological restoration.

In 2026, the Bosideng team once again conducted an on-site inspection of the project's results and launched a new phase of construction. Hedysarum scoparium (commonly known as Rodshaped sweetvetch) is the primary species planted in this new phase of construction. It possesses characteristics of extreme drought tolerance, cold tolerance, and heat tolerance. With an extremely well-developed root system, its taproot can reach depths of over ten meters, allowing it to effectively utilize natural precipitation to sustain life. It is highly adapted to shifting sand environments, capable of effectively reducing near-surface wind speeds and trapping wind-blown sand, thereby playing an irreplaceable role in blocking desert expansion and protecting farmland and roads. In FY2025/26, the afforestation area in Alxa League covers 660 mu, with plans to plant 33,000 trees. This initiative will make a significant contribution to curbing the eastward expansion of the Tengger Desert and combating land desertification, while also laying a solid foundation for the Group to achieve its carbon neutrality goals.



Phase VI of the Carbon Neutral Forest Project

4.3 PREFERRED MATERIALS

Through strict control over responsible raw material procurement and transparent management throughout the product lifecycle, Bosideng ensures that every step – from sourcing to finished products – aligns with sustainable development principles, ultimately delivering to consumers product value that combines quality with environmental protection.

4.3.1 Our management

To build a sustainable responsible procurement system, Bosideng integrates the concept of responsible procurement into its supply chain management. Through the parallel implementation of the Supply Chain Management Policy and the Responsible Sourcing Policy considered and approved by the Board, the Group systematically standardizes raw material procurement practices. On the one hand, the Group comprehensively tracks the origin of raw materials and their production and transportation processes; on the other hand, it prioritizes suppliers with outstanding environmental and social responsibility performance. By assessing the environmental impact and social benefits of raw materials throughout their life cycle, the Company continuously consolidates the institutional foundation for sustainable procurement. By 2030, Bosideng is committed that the proportion of sustainable cotton procurement certified by Textile Exchange will reach 80% or more.

The main raw materials used in the Group's down products include fabrics, lining, interlinings and fillers. Fabric is the core

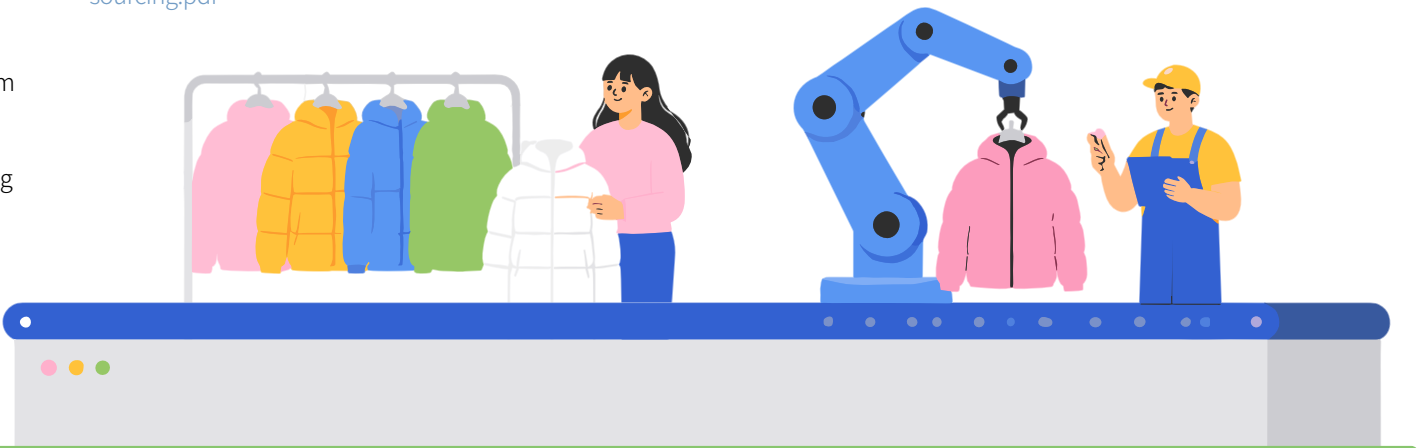
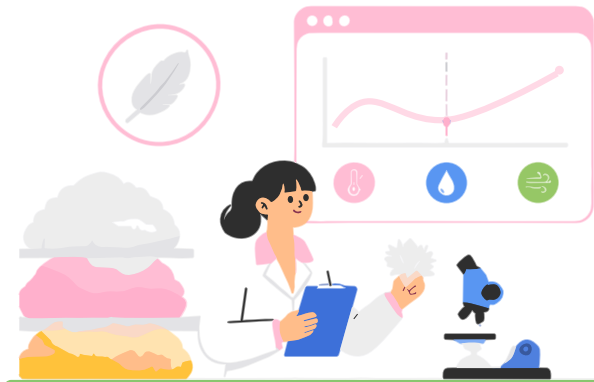
component of clothing and is made primarily from polyester fiber and polyamide, which determines the appearance, texture and outline of products. Lining and interlinings, as the inner materials, comprise mainly polyester fiber, which directly affects the comfort and warmth of wearing. Down serves as the primary filling material, and we prioritize the use of goose down and duck down with a cluster content of no less than 90%. Cotton (the proportion of weight used and the proportion of the total amount used are both less than 1%), as a non-primary raw material, is only used to fill the placket, bag cover, collar, and hat that are prone to friction and rubbing, so as to maintain the crispness of the clothing. In addition, commonly used accessories such as zippers comprise primarily nylon, metal and resin.

In FY2025/26, Bosideng did not purchase any leather materials. For leather procurement that may be conducted in future years, the Company will strictly purchase 100% from Leather Working Group (LWG) golden certified tanneries in accordance with the requirements of the Responsible Sourcing Policy.

Through systematic risk identification and management procedures, Bosideng implements comprehensive controls over environmental and social risks in raw material procurement, avoiding the use of raw materials sourced from areas with globally or nationally important biodiversity. In terms of environmental risks, Bosideng focuses on managing issues such as the discharge of hazardous substances during textile production and raw material processing, and

packaging materials with high environmental impact. Specific measures include establishing a chemical management system and a restricted substances list, joining the ZDHC initiative, promoting packaging material recycling and waste management, implementing full lifecycle traceability of raw materials, and driving energy conservation and emission reduction through equipment upgrades, process innovation and replacement with green materials. Regarding social risks, to prevent negative impacts on Bosideng's reputation due to suppliers' non-compliance in animal welfare, labor and human rights practices, the Company adopts combined measures including supplier qualification assessments, internal and external audits, and procuring RDS (Responsible Down Standard) certified downs, so as to ensure that raw material procurement complies with ethical and social responsibility requirements.

For details of the Supply Chain Management Policy, please refer to: https://sustainability.bosideng.com/en/media/supply_chain.pdf
For details of the Responsible Sourcing Policy, please refer to: https://sustainability.bosideng.com/en/media/responsible_sourcing.pdf





4.3.2 Our practices

Responsible procurement is a core practice of Bosideng's ESG strategy. Regarding down, a key raw material, the Group aims to prevent animal cruelty by increasing the proportion of responsible down procurement, providing consumers with safe and reliable down products. Bosideng has established a down quality system that is stricter than the national standards, covering three categories: customer-oriented key guidelines, national standard requirements and safety indicators. The Group also has a laboratory authorized by the International Down and Feather Bureau (IDFB) and accredited by the China National Accreditation Service for Conformity Assessment (CNAS). Every batch of down must go through the SAP system for inspection and be sampled by laboratory personnel before being put into the warehouse. With our self-developed GiMS system, we have realized the full-process traceability of raw materials. The Group regularly conducts special training on sustainable raw materials for employees in relevant positions such as procurement, R&D, quality, and supply chain management, covering responsible procurement policies, identification of certification standards, and supplier assessment requirements, to ensure that personnel in various functions fully understand their responsibilities in sustainable raw material management. The Group prioritizes suppliers that meet high environmental and social standards to ensure the sustainability and transparency of raw materials sourcing.

In respect of environmental sustainability, the Group implements a stringent raw material certification mechanism, prioritizes the use of green materials certified by OEKO-TEX® STANDARD 100 and bluesign®, and establishes a comprehensive chemical management system covering the entire process based on the Chemicals Control Manual. At the same time, as a member of the ZDHC initiative, the Group collaborates with supply chain partners to jointly reduce chemical risks in the production process. As for social responsibility, the Group aligns with the United Nations Guiding Principles on Business and Human Rights (UNGPs), clearly outlines social responsibility standards in the Supplier Sustainability Management and ensures that sustainability requirements are effectively implemented across all supply chain stages.

For other raw materials used in our down products, the Group has also established rigorous sustainable procurement standards. With respect to leather procurement, suppliers are required to strictly fulfill environmental and social responsibility standards, and continuously optimize procurement processes. For cotton accounting for <1% (mainly used in collar linings, etc.), the Group requires relevant suppliers to comply with environmental and social responsibility standards in cotton procurement. A plan has also been developed to progressively increase the proportion of sustainable cotton used.

For details of the Chemicals Control Manual, please refer to:
<https://sustainability.bosideng.com/sc/media/ebook/ChemicalsControlManual/2/>
For details of the Supplier Sustainability Management Manual, please refer to:
<https://sustainability.bosideng.com/en/media/ebook/SupplierSustainabilityManagementHandbook/>

Recycled Materials

- Recycled Polyester (rPET): Bosideng has adopted new sustainable fibre technologies for its windproof products made of high-denier fabrics, using micro-grooved recycled yarns to create lightweight outer layers that regulate microclimates. Taking 300D Oxford fabric as an example, its weight is reduced by approximately 20% while retaining excellent thermal insulation. In addition, Bosideng's use of recycled high-performance TPE film has helped reduce waste generation while delivering excellent breathability and waterproof performance, ensuring dryness and comfort during wear and enhancing resilience to sudden weather changes.
- Recycled Nylon (rPA): Recycled nylon, a core material in sustainable textiles, has been widely adopted in the global textile industry, with its raw material sources including marine discarded fishing nets (48%), industrial waste (30%), and post-consumer textiles (22%). Since 2021, Bosideng has been exploring the application of marine-recycled nylon materials and has completed relevant product development, which won the German Red Dot Award and has been launched in the market.

Bio-based Materials

- Bosideng has continued to develop bio-based nylon (PA510/PA11) using plant-derived raw materials such as industrial corn and castor oil, among which PA510 is derived from industrial corn, and PA11 is derived from natural castor oil fibres. Compared to conventional nylon, bio-based materials (extracted from plant sources) reduce carbon footprint by approximately 70%. Bosideng has successfully adopted bio-based nylon not only as a standalone material, but also across entire finished garments composed of low-carbon and environmental friendly nylon materials, with recycled nylon accounting for 60% and bio-based nylon for 40%.

Natural fibres

- Bosideng pioneers the use of premium raw materials comprising organically grown mulberry silk, ultra-fine recycled nylon, and spandex interwoven together. Organically combining natural fibers with chemical materials achieves both environmental benefits and effectively extended textile lifespan. This material features a perfluorinated compound-free (PFC-free) waterproof characteristic, capable of instantly repelling water droplets while maintaining good breathability. The distinctive weave structure, unimpeded ventilation performance, and inherent softness of silk complement durable recycled nylon effectively, redefining the connotation of sustainable materials and achieving the perfect integration of organic luxury and earth protection.

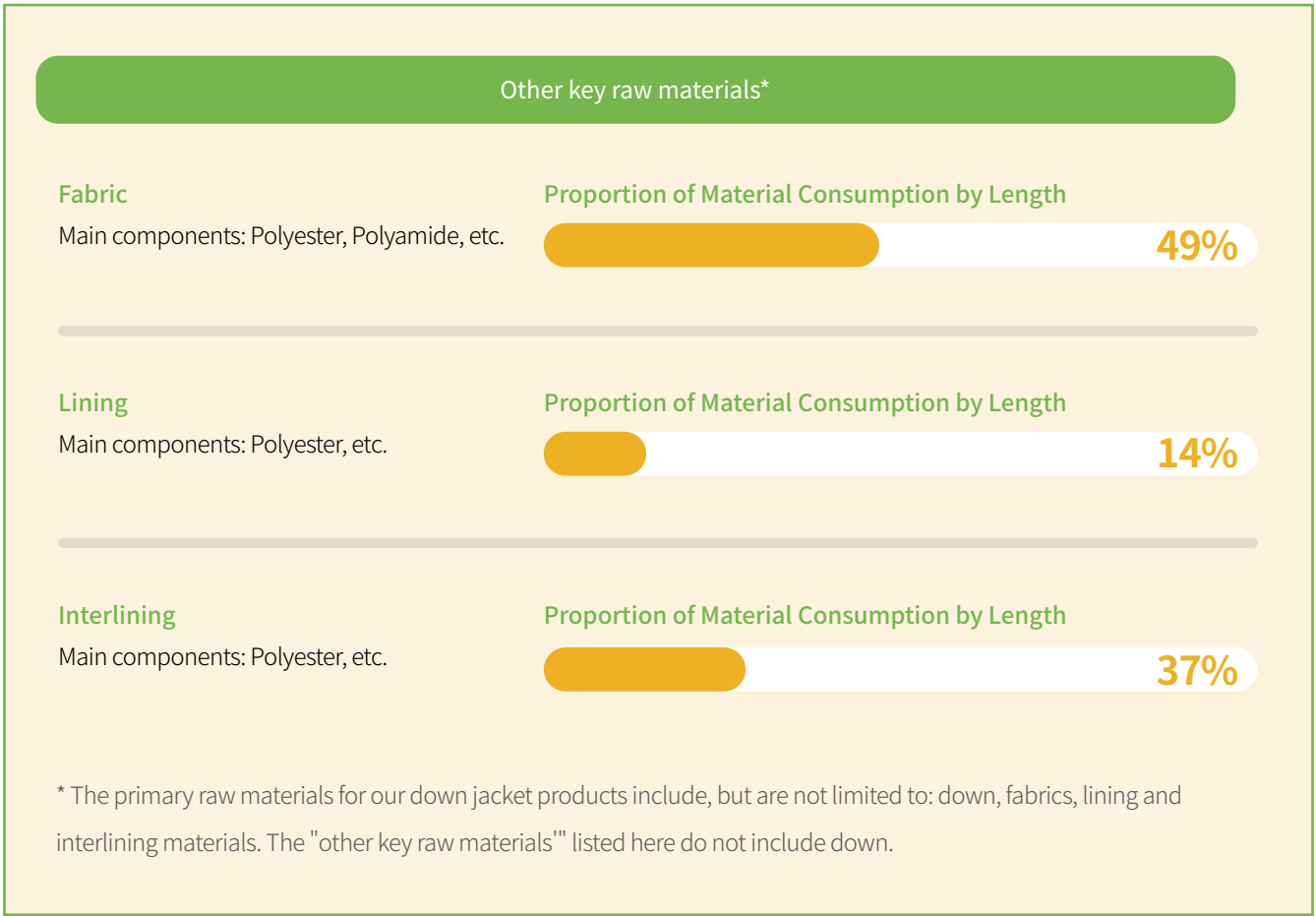
High-performance eco-friendly yarns

- The core raw material of SORONA® yarn developed by DuPont USA originates from annually renewable plant-based sources. The polymer of this yarn consists of two primary constituents: PDO and PTA (or DMT). PDO serves as the pivotal raw material, wherein DuPont successfully utilizes plant fermentation to efficiently produce the PDO required for SORONA® manufacturing. This process replaces conventional petrochemical methods, thereby revolutionizing the chemical fiber domain with an eco-friendly paradigm. Collaborating with SORONA® and GORE-TEX, Bosideng has engineered an eco-conscious comfort-stretch fabric that extends material durability through applied Gore membrane technology, achieving new breakthroughs in sustainable materials.

Our achievements

Bosideng actively expands the application of bio-based materials, focuses on and invests in the R&D of innovative bio-based eco-friendly materials such as plant fiber and algae-based fiber. These efforts aim to reduce reliance on petroleum-based chemicals and mitigate potential risks at the source. Bosideng has pioneered the application of co-developed 100% bio-based PA510 and PA11 materials in down apparel. Additionally, Bosideng launched a fully bio-based nylon closed-loop product as part of its "Capsule Collection". At the same time, the Company deepened its strategic partnership with GORE-TEX to jointly develop and successfully implement bio-based eco-friendly fabrics, and such innovative achievement earned the ISPO Award for textile.

The Group continuously improves the development of its responsible supply chain system and has made significant progress: currently, 100% of our down has obtained the RDS certification, 92% of our down has passed the OEKO-TEX® STANDARD 100 certification, and 53% of our down has obtained bluesign® certification. Besides down, the Group has also established a comprehensive material consumption tracking system for other raw materials consumed in the down products, ensuring full traceability and sustainable management from raw materials to finished products. This allows us to provide consumers with safe and reliable eco-friendly products. In addition, as a core member of the ZDHC, Bosideng collaborates with value chain partners to advance chemical management standards in raw material procurement and production, thus building a safer and more environmental friendly industrial ecosystem. In terms of OEM business, 90% of fabrics produced by Bosideng's associated factories have obtained the Global Recycled Standard (GRS) certification for recycled materials, while 100% of fabrics containing wool have obtained the Responsible Wool Standard (RWS) certification.



4.4 WATER RESOURCES

The Group continuously improves its water management system and establishes a normalized inspection mechanism to ensure that water leakage issues are discovered and repaired in a timely manner, eliminating running, emitting, dripping and leaking. In addition, Bosideng comprehensively utilizes comprehensive measures such as water resource recycling, energy-saving technological transformation and water-saving education to systematically reduce water resource consumption and deeply tap the water-saving space in all aspects.

4.4.1 Our management

Bosideng complies with the Water Pollution Prevention and Control Law of the People's Republic of China and the policy requirements in the area where we operate. By formulating internal policies such as the Environmental Management Policy, the Environmental, Safety and Health Operation Control Procedures, and the Energy Conservation and Consumption Reduction Management Regulations, the Group achieves the efficient utilization of water resources and standardizes the control of the acquisition and discharge of water resources, ensuring no negative impact on the surrounding environment. The administrative department of the Company is responsible for water resource management in the office area, including water use planning, installation and maintenance of water-saving equipment, statistics and analysis of water use data, inspection and rectification of water resource waste, coordination and handling of emergent water supply failures, and promotion of water-saving policies.

For details of the Environment Management Policy, please refer to:
https://sustainability.bosideng.com/en/media/environment_management.pdf

4.4.2 Our practices

All the water for the production and domestic use of the Group is taken from the municipal water supply system, and we strictly practice the concept of water conservation. In daily operations, we comprehensively adopt water-saving sanitary equipment and fittings to reduce water consumption, and establish a regular inspection mechanism to promptly identify and repair faults in faucets and toilet flushing systems. The logistics department implements water cut-off management at night, arranging dedicated personnel to close the main water inlet valves and toilet flushing systems on each floor after work. In addition, the Group continuously cultivates water conservation habits among all staff through various means such as promoting water conservation in offline retail stores, offering water-saving education activities to employees, and putting up water-saving slogans in the office and production areas.

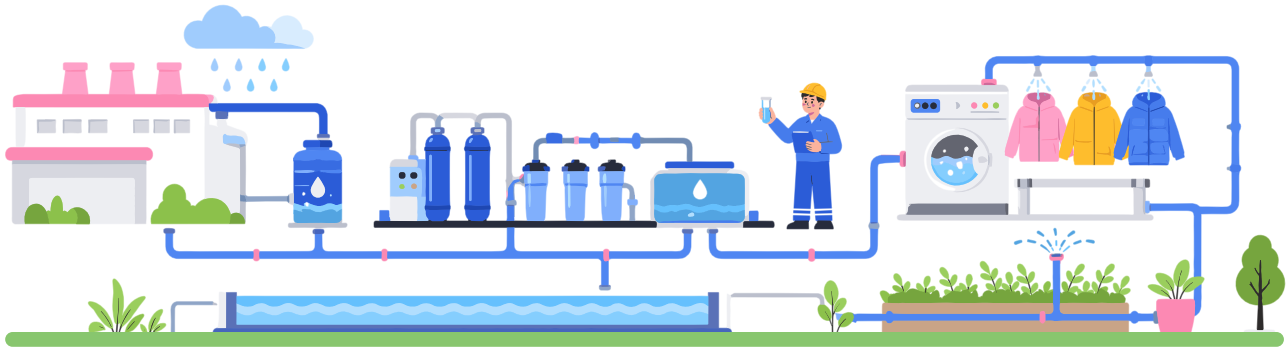
Bosideng has formulated strict wastewater treatment and discharge standards. The wastewater generated by the Group mainly consists of domestic sewage from dormitories, canteens and workshops. For different areas, the Group adopts differentiated treatment methods: domestic sewage in the park is directly discharged to the industrial park's pipeline network; domestic sewage in the factory area is collected by the water collection device and then sent to the sewage treatment facility to ensure that it meets the standards after treatment before being discharged.

The Group also continuously promotes environmental stewardship through our "Environmental & Social responsibility Commitment Letter". This mandates suppliers to implement rigorous wastewater management protocols. Specifically, suppliers must obtain sewage discharge permits and ensure wastewater discharge in line with industrial, local and national standards, as well as relevant regulations.

4.4.3 Our achievements

During the Year, Bosideng fully equipped all of its offline stores with water-saving devices. Employees received regular specialized training on energy and water conservation, and the Group standardized its daily water conservation operational management. In respect of wastewater discharge management, the Group engaged a qualified independent professional institution to conduct water quality testing at its wastewater discharge outlets on an ongoing basis to verify compliance with the applicable discharge standards. The test results confirmed that all indicators complied with the prescribed discharge limits, demonstrating that the Group's operations did not have any adverse impact on the surrounding environment or ecosystem.

Indicator	FY2025/26	FY2024/25	FY2023/24
Water consumption 10,000 cubic meters	37.4	81.5	34.7
Water discharge 10,000 cubic meters	12.5	27.2	11.6
Water consumption density cubic meters/RMB million	18.0	44.2	20.4
Water discharge density cubic meters/RMB million	6.0	14.7	6.8



4.5 WASTES

Bosideng’s waste management follows the principles of reduction and reuse, reintegrating recycled resources into production or other fields. Concurrently, we champion a culture of measured resource efficiency in office operations to minimize waste generation from the source, holistically advancing our green development philosophy.

4.5.1 Our management

During the Year, Bosideng comprehensively upgraded its waste management system by introducing a number of policy documents, including the Waste Identification, Classification and Management Control Procedures, Guidelines on Waste Disposal Methods, Waste Recovery and Recycling Assessment Control Procedures, and Performance Monitoring, Analysis and Evaluation Management Procedures. These documents established a comprehensive end-to-end management framework covering waste identification, waste treatment, waste management performance monitoring, non-conformance rectification and continuous improvement. At the same time, we established a division of responsibilities mainly involving the Administrative Management Center, Production Management Center, Supply Chain Management Center and other relevant departments. The framework specifies the disposal methods and record-keeping requirements for different categories of waste, thereby strengthening waste management and promoting the recovery and reuse of materials.

During FY2025/26, Bosideng also actively advanced the certification of its Zero Waste to Landfill Management System. Through strengthening the resource utilization of waste and whole-process management, the Group continuously enhances resource utilization efficiency and reduces environmental impact. It provides strong support for the Group to advance the circular economy, fulfill its environmental responsibilities and strengthen its sustainable competitiveness.

4.5.2 Our practices

The waste generated by the Group can be divided into two major categories: general waste and a small amount of hazardous waste, mainly including: domestic waste from the canteen, dormitories and offices; waste fabrics, waste accessories and scraps in the production process; waste cartons and packaging bags for packaging; construction waste from infrastructure and decoration; and waste batteries, waste oil, and scrap metal materials generated during maintenance. In strict compliance with regulations on waste management, the Group conducts classified collection and management of various solid waste, and makes daily records of the treatment to ensure that all the waste is properly disposed of. At the same time, the Group regularly conducts special reviews of waste, systematically identifying the main sources, flow directions and reduction opportunities of waste, with a view to reducing the impact of waste on the environment from the source.

At the employee level, the Group conducts waste awareness training and zero landfill system training, advocating the reduction of the use of plastic products. In the office sector, unified recycling spots are set up for recyclables such as paper, while green office practices are promoted. Through paper control mechanisms to eliminate waste, employees are encouraged to use recycled paper, double-sided printing and single-sided paper reuse, effectively reducing office waste and resource consumption.



Classified waste disposal measures

General waste

Landscaping waste

- Landscaping waste mainly includes greening maintenance waste such as grass clippings, pruned branches and leaves, fallen leaves, and dead branches, which are transported to landscaping waste disposal points for crushing to achieve resource reuse.

Operational waste: Recyclable waste such as waste fabrics, waste cartons and packaging bags

- The high-value components in the waste are sold and disposed of at the front end, or transported to recyclable waste sorting spot for secondary classification, and then entrusted to a third-party enterprise with the renewable resource recycling qualification for recycling.

Decoration waste: Construction waste produced in the infrastructure and decoration

- For outsourced infrastructure and decoration works, the Company explicitly stipulates in the form of contract clauses that the contractor is responsible for the harmless treatment of infrastructure and decoration waste;
- For construction waste not specified in the contract, the logistics department should arrange personnel to implement classified cleaning and centralized stacking. Recyclable waste should be recycled by the relevant recycling unit, while non-recyclable waste should be entrusted to a third-party agency for harmless treatment.

Decoration Waste Disposal Methods	Materials	Proportion
Recycling and Reuse	Metals, wood, etc.	~45%
Resource Recovery Treatment	Gypsum board, certain plastics, etc.	~35%
Harmless Incineration	Adhesive waste, foam, etc.	~20%
Professional Hazardous Waste Management	Used light tubes, old batteries, etc.	Less than 1%

General waste

Domestic waste: Produced in the canteen, dormitories and office areas

- The domestic waste in dormitories and office areas is collected daily by dedicated cleaning personnel, uniformly placed into domestic garbage cans, and subsequently transferred to power plants for incineration and power generation treatment;
- All garbage cans, swill vats and designated waste storage areas must be cleaned regularly to keep them clean and free from any unpleasant odors.
- Leftover food from the canteen must be poured into designated swill vats and recycled by farmers for use as feed. The leftover scraps from the kitchen sorting process are placed in dedicated garbage trucks, transported to the domestic garbage room, and entrusted to a third-party agency for clearing and harmless disposal.

Hazardous waste

Waste oil, waste acid, waste liquid, etc.

- Screening treatment units with environmental protection qualification recognition, which are responsible for the recycling, transfer and harmless treatment of waste. The waste can be temporarily stored in the waste depot for management before the treatment unit is found or when the amount of waste is small.



4.5.3 Our achievements

Through market research, Bosideng screens and entrusts third-party institutions with corresponding qualifications to conduct standardized treatment of solid waste; at the same time, dedicated personnel are assigned to be responsible for the daily management and ledger recording of solid waste to ensure full-process traceability; and rainproof and anti-flying curtain construction is implemented in the solid waste temporary storage area to effectively prevent secondary pollution.

During the Year, all domestic waste generated by the Group has been centrally transferred to power plants for incineration and power generation, achieving 100% energy conversion. Meanwhile, all types of waste generated during operations have achieved 100% resource recycling, comprehensively fulfilling the established goal of waste recycling. Data shows that recycled waste accounts for 92.3% of the total waste. In July 2026, in accordance with the requirements of the Zero Waste to Landfill Management System (CQC/GFW1001-2024), we obtained the Zero Waste to Landfill Management Systems Certificate issued by the China Quality Certification Centre (CQC).



Zero Waste to Landfill Management Systems Certificate

In addition, Bosideng requires related-party factories to identify and manage hazardous waste and general waste generated during production and operations, take effective measures to reduce waste generation, minimize the environmental impact of waste, and ensure that waste is disposed of in a lawful, compliant and safe manner.

Case | Waste Classification and Compliant Disposal in the Supply Chain

A related-party factory of Bosideng implemented the Waste Zero Landfill Management System Requirements (CQC/GFW1001-2024) standard to systematically advance the establishment of waste classification and compliant disposal mechanisms. During its daily self-inspection, the factory identified that the temporary waste storage area in the workshop was not equipped with classification signs, which did not meet the requirements of the standard. The factory immediately installed waste classification signs that complied with the standard, clearly distinguishing between recyclable waste, non-recyclable general waste and hazardous waste, ensuring that on-site classification guidance was clearly visible.

Based on this, the factory conducted a comprehensive inspection of all waste collection points in workshops, warehouses and office areas across the factory, replacing missing or damaged signs and ensuring that waste classification facilities throughout the factory met the requirements of the standard. Meanwhile, the factory organized specialized waste management training for all employees, covering waste classification standards, sign identification and the significance of the zero landfill target. All participants passed the assessment, laying a solid foundation for subsequent zero landfill system certification.

Indicator	FY2025/26	FY2024/25	FY2023/24
Total hazardous waste kg	0	0	82.5
Total non-hazardous waste ton	8,622.9	8,605.8	9,623.6

4.6 BIODIVERSITY CONSERVATION

Bosideng regards biodiversity conservation as a key initiative in advancing ecological civilization. Throughout the entire process of its projects, from planning and design to construction and operation, the Group systematically integrates this concept and strictly complies with national environmental protection laws and regulations, continuously identifying and reducing the potential impact of business activities on ecosystems, wildlife, and their habitats.

4.6.1 Our practices

Bosideng complies with the Environmental Protection Law of the People's Republic of China and the Regulations on Nature Reserves of the People's Republic of China, and has formulated the Biodiversity Conservation Policy and relevant internal regulations to avoid ecological damage, and promises to prevent any deforestation behavior in its self-operated business. In addition, the Group's supplier guidelines also clarify the requirements for biodiversity and land and forest protection, thereby encouraging partners to jointly contribute to ecological protection.

The Group integrates biodiversity risk assessment into its overall risk management system, which is coordinated by the Sustainability Steering Group and implemented through cross-departmental collaboration. Bosideng proposes to evaluate our impacts on the surrounding ecology and biodiversity during the project planning and design stage. The Company is developing a matrix of associations among all activities with impacts on biodiversity, and rating them based on the extent of the impacts. The assessment dimensions cover the impact of operational activities on ecosystems (impact risks) as well as the potential impact of changes in ecosystem services on corporate operations (dependency risks). Activities exceeding the prescribed rating will not be allowed to commence or will be prohibited from being implemented in relevant areas, so as to ensure that business operations are as environmentally sensitive and respectful of fragile ecosystems to the greatest extent possible, thus minimizing the impact on the environment and the ecosystem.

In addition, the Group is gradually improving its biodiversity strategy by adopting the LEAP tool (Identification, Evaluation, Assessment and Preparation) from TNFD, and incorporating relevant frameworks such as the Convention on Biological Diversity and the China Biodiversity Conservation Strategy and Action Plan to identify biodiversity risks and determine the biodiversity areas with strategic importance in the value chain.

Bosideng attaches great importance to animal welfare, continuously promotes sustainable consumption upgrades, and strengthens the international competitiveness of our brand. Down is one of the most important raw materials for the Company. Regarding the sustainability and traceability of down raw materials, the Group has established strict standards for the animal growth cycle: The purchased raw down must come from ducks with a breeding period of no shorter than 40 days or geese with a breeding period of over 70 days, ensuring animal welfare from the source. At the same time, priority should be given to suppliers that have obtained the RDS certification to avoid unnecessary harm to the animals. Bosideng is committed to ensuring that all its products utilize RDS-certified down suppliers in line with the highest ethical and environmental standards, and closely monitoring the development of ESG investment trends and industry standards. We continuously improve down certification standards and animal welfare practices to ensure that our products always meet the highest international ethical and environmental requirements.

For details of the Biodiversity Conservation Policy, please refer to:
<https://sustainability.bosideng.com/en/media/biodiversity.pdf>

4.6.2 Our achievements

Bosideng actively joins hands with stakeholders to jointly advance the exploration and dissemination of biodiversity, and is committed to encouraging more social forces to participate in biodiversity conservation practices. During the Year, none of the Group's production bases or operational sites were located within nature reserves or in biodiversity-rich areas outside the reserves, and no instances were identified where production and operational activities, products, or services had caused significant impacts on ecological conservation.

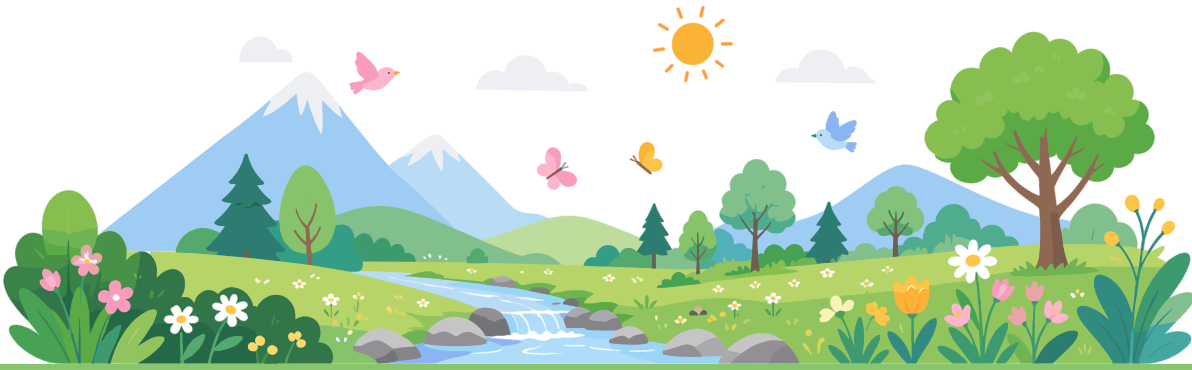
Case

Leave No Trace (LNT) Mountain Clean-up Campaign

At the end of 2025, Bosideng joined hands with its members in Suzhou, Hangzhou and other cities to organize a mountain clean-up campaign guided by the Leave No Trace principles. Prior to the event, participants received comprehensive environmental protection training and the necessary equipment was prepared, with the seven LNT principles clearly communicated. During the campaign, participants collected litter along the mountain trails and carried all waste down the mountain for centralized disposal, putting the "Leave No Trace" philosophy into practice through tangible actions and working together to protect the natural environment.



Photos of the Leave No Trace (LNT) Mountain Clean-up Campaign



4.7 LOGISTICS AND PACKAGING

Bosideng is committed to the green circulation of packaging materials, reducing usage and plastic dependence and improving recycling rates through innovative design. Under the premise of ensuring product compliance and competitiveness, the Group continuously explores reduction solutions to promote the common growth of economic and environmental benefits.

4.7.1 Our practices

Bosideng actively implements green logistics practices with core logistics partners. By expanding new energy vehicle fleets and adopting intelligent logistics and warehousing systems, and collaboratively promoting fleet improvement, route optimization, loading efficiency enhancement, and packaging optimization, we have established a lower-carbon end-to-end logistics supply chain.

When selecting logistics providers, the Company prioritizes those actively advancing new energy vehicles and hybrid transport modes. This effectively reduces logistics costs and carbon emissions while accelerating green logistics development. The Company has established a green logistics agreement framework with logistics partners to continuously

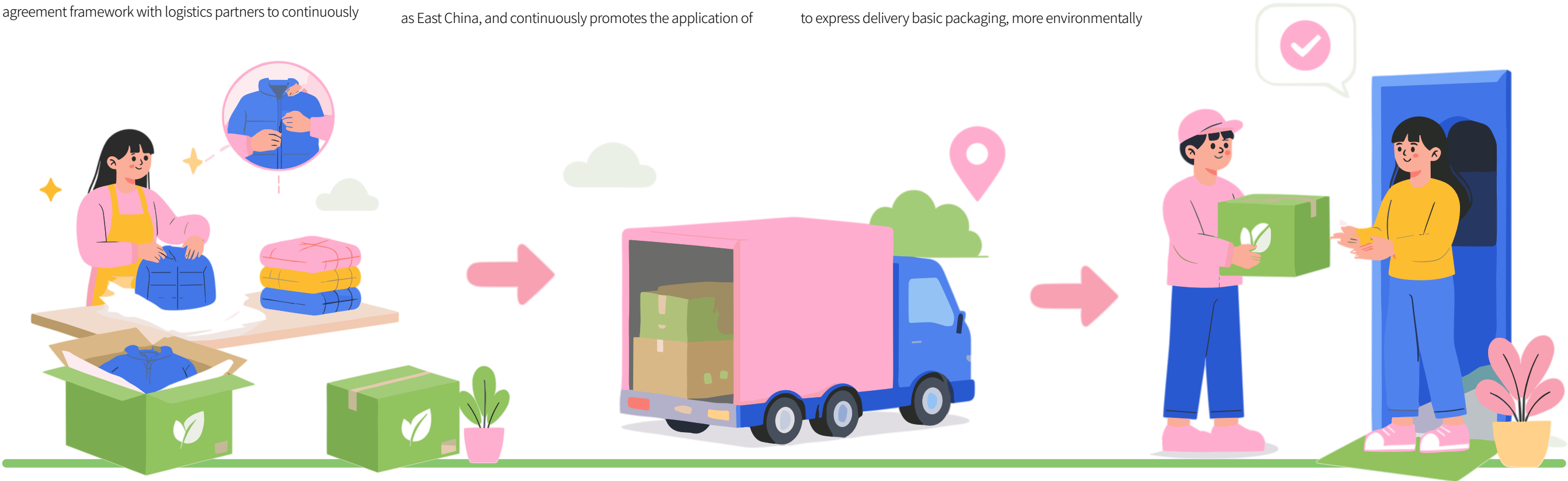
optimize fleets, transportation routes, and packaging solutions. The Group develops an efficient low-carbon supply chain system through intelligent technologies. The intelligent matching system allocates distribution resources for each order to ensure short transportation distances and rapid delivery at reasonable costs, driving reductions in carbon emissions. During transportation, the system conducts continuous analysis of each order's flow and automatically matches orders with optimal distribution solutions by integrating constraints such as external logistics resources, costs, and delivery timelines. Throughout this process, the system monitors stages such as collection, sorting, transit, and acceptance, to ensure overall operational efficiency.

Bosideng deploys photovoltaic power generation and intelligent warehousing systems in core logistics parks such as East China, and continuously promotes the application of

new energy transportation vehicles and intelligent dispatch management across 9 major regional warehouses nationwide, continuously enhancing the green operational level of logistics. The Company also implements product tracking via 1D barcodes, 2D barcodes, and RFID technology to reduce energy consumption in warehousing and transportation.

Bosideng simultaneously advances green packaging practices from four dimensions: design, materials, supply chain collaboration, and concept extension. In terms of packaging design, the Company saves pulp usage by reducing paper weight and minimizing special processes such as lamination, while optimizing packaging structure, reducing the use of gift boxes, and planning to streamline excessive packaging such as hanger straps, prioritizing dust bags as inner packaging. In terms of material selection, from carrier bags to express delivery basic packaging, more environmentally

friendly paper and recycled paper are prioritized. During product transportation, logistics cartons certified by the FSC (Forest Stewardship Council) are adopted. In the retail sales process, recyclable or biodegradable packaging materials are prioritized. We also progressively replace plastic packaging with paper-based alternatives to facilitate material recycling. In terms of supply chain collaboration, the Company actively updates and selects packaging suppliers with green certifications. In addition, Bosideng further extends its green philosophy through creative initiatives: at member events, discarded plastic bottle caps are repurposed into medals; event signage is made using recycled cartons; and all related paper-based materials are produced using seed cards made from waste fabrics, further enriching the practical applications of green packaging and low-carbon initiatives.



Warehousing

- Utilize automated carton packaging machines to optimize packaging and loading efficiency, eliminating the need for packing straps and sealing tape;
- Reuse cartons and plastic crates during in-warehouse circulation.

Online business

- Avoid providing external carry bags or provide them only upon user request;
- Adopt electronic documentation integrated with warehouse operational documents;
- Increase carton packaging ratio while decreasing bubble wrap packaging ratio.

Offline business

- Reuse cardboard boxes for product packaging and circulation;
- Maintain strict inventory control of carrier bags in retail stores. Small/medium/large bags are designed for lightweight/midweight/heavyweight down apparel respectively. Bundle multiple items are provided through customer consultation and environmental awareness guidance to reduce carrier bag usage;
- Eliminate plastic inner bags for mid-to-high-end theme styles and innovative products. Inner bags are provided only upon customer request for light-colored items or rainy conditions, with environmental guidance. No bags are provided by default in other scenarios.

Offline stores

- Prioritize environmentally friendly materials and lightweight design in store decoration and display prop design to reduce store packaging material consumption from the source;
- Connect centralized procurement and engineering departments to establish a green collaboration mechanism to facilitate implementation, promoting the recycling and reuse of store decoration materials and display props. Priority is given to the redeployment of existing qualified props, thereby reducing duplicate allocations and unnecessary procurement.



4.7.2 Our achievements

Regarding green packaging, the Group has achieved 100% FSC or FSC Mix certification for all logistics cartons used by its core apparel brands (including Bosideng, Snow Flying, and Binjora), ensuring that cartons origination meets sustainable forest management standards. Meanwhile, Bosideng offline stores have achieved 100% use of FSC or FSC Mix certified paper carrier bags. The Group will continuously increase the proportion of reusable and recycled materials in packaging and prioritize cooperation with packaging suppliers obtaining green certifications such as FSC and degradable material manufacturing qualification.

Through deep collaboration with logistics partners excelling in green practices and establishing green logistics agreements, Bosideng deployed photovoltaic power generation and intelligent warehousing systems in core logistics parks such as East China, while promoting the green logistics model of new energy fleets and intelligent dispatch across 9 major regional warehouses nationwide. Driven by this, during FY2025/26, our average carbon footprint of each express delivery item for the full year decreased by approximately 28% year-on-year, and 100% of core logistics partners obtained ISO 14001 certification.

For details of the Green Logistics Packaging Commitment, please refer to:
https://sustainability.bosideng.com/en/media/green_logistics.pdf



4.8 DIGITAL INTELLIGENCE EMPOWERS LOW-CARBON EMISSION REDUCTION

The digital warehousing and intelligent distribution system deployed by Bosideng not only optimizes transport routes, enhances supply chain efficiency and synergy, but also advances the transformation and upgrading of apparel warehousing logistics toward automation and intelligence. This provides robust technical support for the Group to achieve low-carbon goals.

4.8.1 Our management

Relying on the self-developed ICC (Inventory Computing Center) and OPC (Order Processing Center) systems, Bosideng achieves efficient synergy between orders and logistics. The system captures, matches, locates, and calculates real-time distances between product and consumer geographic coordinates, prioritizes assignments based on proximity principles, and generates task instructions. The instructions are simultaneously dispatched to warehouses, O2O stores, and courier partners, ensuring immediate collection and the fastest possible delivery to consumers.



4.8.2 Our practices

Bosideng has upgraded its warehousing, logistics, and production systems through digital intelligence technology to achieve end-to-end intelligent management from production to logistics.

Within the logistics distribution process, intelligent dispatch systems automatically match optimal delivery solutions based on order flow analysis, incorporating transportation resource characteristics, cost considerations, and delivery timelines. The system monitors stages such as collection, sorting, transit, and delivery receipt, effectively compressing warehouse processing time and enhancing goods dispatch efficiency. Through transport route optimization and resource allocation, the system achieves minimal transportation distances and minimum delivery time while keeping costs under effective control. At the same time, the Company has increased the deployment of new energy vehicles and actively adopted hybrid transport models, effectively advancing its low-carbon and emissions reduction objectives. Intelligent dispatch management not only reduces logistics costs but also provides sustained momentum for green logistics development.

In the technology application process, Bosideng has deeply embedded RFID technology across end-to-end scenarios spanning from production, distribution, and retail. The technology has significantly optimized operational efficiency in inventory management, packaging storage, and logistics transportation while enhancing real-time data collection accuracy. This establishes foundations for digital management of the product life cycle. Through data-driven analytics, the Company is able to provide scientific decision-making support for business operation, and systematically upgrades omni-channel operational efficiency via intelligent management.

4.8.3 Our achievements

Bosideng's self-developed "Intelligent Apparel Warehousing IoT Flexible Supply Chain Solution" has achieved significant technological results and operational benefits. This solution has obtained 10 invention patents, 12 utility model patents, and 46 software copyrights. In terms of business response, this solution achieves rapid order response and intelligent replenishment, shortens production and delivery cycles to 7-14 days, and increases replenishment frequency beyond 8 cycles during peak seasons. In terms of operational efficiency, it reduces personnel by 50%, improves production efficiency by 17%, enhances inventory turnover by 16%, and boosts warehouse utilization by 18%. In terms of environmental performance, through equipment retrofits and technological upgrades, comprehensive energy consumption per unit output value of the Company has maintained ≤ 0.01 tce/RMB10,000 for three consecutive years, positioning it at the industry's leading level.

Additionally, the extensive application of RFID technology not only enhances organizational efficiency and reduces operational costs, but also achieves product anti-counterfeiting and traceability, ensuring information transparency and sharing across the entire supply chain. During the Year, through the online return interception mechanism, Bosideng has intercepted more than a hundred fraudulent online return attempts, effectively resolving the high anti-counterfeiting risks associated with old garment tags.

RFID Technology Enables Omni-channel Integration	
Intelligent Business Operations	Data Analysis and Decision-Making Upgrade
Digital Products	Digital Management of Product Lifecycle
Data Sharing	Real-Time, Integrated Supply/Inventory/Sales Data
Organizational Efficiency	Efficient Factory/Warehouse/Store Operations with Fast Transactions and Self-Checkout
Security Management	Unique RFID Code Management, Anti-Counterfeiting and Traceability

5 PRODUCT POSITIVE

As a world-leading expert in down apparel that has been focusing on this business for the 50th year, Bosideng firmly upholds the strategic direction of "focusing on principal business and key brands" and the brand positioning of becoming the "world's leading expert in down apparel", and continues to promote product innovation and quality upgrade with a focus on consumer demands. In the context of the continuous deepening of green and low-carbon transformation and the complex and volatile external environment, Bosideng continues to consolidate the four core competencies of "leading brand, innovating products, upgrading channel and adhering to high product quality and quick response" in order to continuously enhance enterprise development resilience and innovation capabilities. Meanwhile, we continue to provide consumers with excellent, healthy, green and safe products and services. Since 2021, Bosideng has continued to be selected as "Brand Finance Apparel 50", and it ranked 45th in the list in 2025.

SDGs



Materiality Issues:

- Building new business formats and creating new experiences
- Strengthening national brands and enhancing cultural confidence
- Privacy protection and information security
- Marketing compliance
- Responsible procurement

- Building a stable green supply chain
- Focusing on carbon neutrality, continuing the reduction of carbon footprint of products
- Chemicals safety management
- Strengthening recycling management throughout the whole life cycle

■ 5.1 R&D AND INNOVATION

As a leading enterprise in the down apparel industry, Bosideng adheres to the innovation-driven development strategy and regards R&D and innovation as an important driver to enhance product competitiveness and promote sustainable development. Centering on consumer demands and industry development trends, the Group continues to deepen technological R&D and product innovation, and continuously makes breakthroughs in fields such as functional materials, green circular design, and production process optimization, promoting the deep integration of technology, fashion, and sustainable concepts. Meanwhile, the Group continuously improves the intellectual property management system, accelerates the transformation and application of innovative achievements, and continuously builds a product portfolio that combines technological excellence, superior quality, and sustainable value, driving its high-quality development through innovation and leading industry innovation and upgrading.

5.1.1 Our management

Bosideng attaches great importance to intellectual property protection, regarding it as an important safeguard for maintaining its innovative achievements, brand value, and core competitiveness. The Group has established a management system covering the whole process of registration, use, monitoring and protection of intellectual property rights. Through institutional construction, digital management, and multi-party collaborative protection mechanisms, we continuously strengthen risk prevention and control capabilities for intellectual property rights, and comprehensively safeguard the value of intangible assets such as trademarks, patents and copyrights.

The Group has established a legal compliance center as the management department for intellectual property rights. It is responsible for trade secret protection and the registration of trademarks, patents and copyrights, manages cases such as trademark opposition, cancellation of trademarks that haven't been used for three years, and invalidation, conducts full-chain review of materials and files related to the use of intellectual property rights, and handles intellectual property infringement cases by diversified means such as criminal, administrative, and civil methods, ensuring that intellectual property compliance management is embedded throughout the Group's business operations.

To ensure the effective protection and standardized management of intellectual property rights, the Group has established a comprehensive institutional process system. By formulating and implementing institutional documents such

as the Measures for Management of Trademarks, the Measures for Management of Patents, the Measures for Management of Copyright, the Measures for Management of Company Registration, the Measures for Management of Legal Cases, the Confidentiality Management System, and the Infringement Platform Complaint Guide, we conduct standardized management of intellectual property application, use, protection, and risk disposal, and specify the division of responsibilities and management requirements of various departments.

Management system	Main contents
Measures for Management of Trademarks	Various rules and regulations formulated to strengthen the trademark management of the Group, standardize the use of trademarks, protect the Company's intangible assets, establish and maintain the Company's reputation, and specify the responsibilities of various departments of the Company in trademark management, including: general provisions, trademark application, trademark use management, trademark protection, etc.
Measures for Management of Patents	Various rules and regulations formulated to strengthen the patent management of the Group, standardize the application and use of patents, protect the Company's intangible assets, establish and maintain the Company's reputation, and specify the responsibilities of various departments of the Company in patent management, including: general provisions, patent application, patent use management, protection of patent rights, etc.
Measures for Management of Copyright	The main contents are various rules and regulations formulated to strengthen the copyright management of the Group, standardize the design, application for registration, and use of copyrights, protect the Company's intangible assets, establish and maintain the Company's reputation, and specify the responsibilities of various departments of the Company in copyright management, including: general provisions, copyright application, copyright use management, copyright protection, etc.

Relying on the legal management of the digital examination system, the Group conducts unified management of intellectual property-related information to achieve online, information-based, and process-based business processes, enhancing management efficiency and risk control capabilities. Meanwhile, the Group actively expands the internal and external collaborative protection network: on the one hand, it comprehensively joins e-commerce platforms such as Alibaba, JD.com, and WeChat, as well as intellectual property protection organizations such as the Beijing Anti-Infringement and Anti-Counterfeiting Alliance, to jointly maintain a good market order through information sharing, infringement monitoring, and collaborative governance; on the other hand, it continuously strengthens long-term stable collaboration with public security and market supervision and administration departments in Jiangsu, Beijing, Sichuan, Hebei, Zhejiang, and other places to crack down on infringement activities in a timely manner, effectively safeguarding the Company's legitimate rights and interests and brand reputation.

5.1.2 Our practices

Technological Innovation

Bosideng continues to regard technological innovation as the core driving force, focusing on directions such as extreme cold protection, outdoor functions, comfortable experience and intelligent design, continuously breaking through key technical bottlenecks, and building a multi-dimensional product technology system.

In terms of extreme cold and outdoor technology, the Company created the dynamic cold resistance technology 2.0, achieving an improvement in the thermal insulation performance of products in extreme environments of -60° C, while achieving a weight reduction of about 500g for the entire garment and a 15% improvement in breathability. By co-building a joint laboratory with the Polar Center, this technology conducts simulation tests and performance verification in real extreme environments, providing professional equipment support for polar exploration. At the same time, the Company launched

the first comfortable temperature control technology, adopting a patented flying feather structure to achieve dynamic temperature regulation capabilities, and applied it to high-end outdoor products of the VERTEX series; the Mountaineering series one-piece suit further achieved a warmth-to-weight ratio of 1.2clo/kg, achieving a lightweight breakthrough while ensuring extreme warmth, and applied to high-altitude extreme challenge scenarios.

In terms of intelligent design and digital innovation, the Company continues to deepen the application of the AI intelligent design platform, optimizing digital tool capabilities across trend analysis, design generation and visual presentation, and improving design R&D efficiency and creative transformation capabilities.

Product Innovation

Bosideng remains customer-oriented and continues to refine its product innovation mechanism. It has established an end-to-end innovation system covering demand insight, product R&D, testing and validation, mass production and launch, market feedback, and iterative optimization, ensuring

efficient commercialization of innovation outcomes. To further stimulate innovation vitality, the Company continues to improve its innovation incentive mechanism by providing cash rewards for recognized achievements during the product development stage, resulting in strong sales performance across innovative product categories.

Bosideng Innovation Research Institute continues to integrate sustainability concepts into product design and fabric development, promoting the construction of a green materials system across circular design, low-carbon innovation and environmental health. In terms of circular design, it launched 100% bio-based single-material fabrics such as BOSIDENG®100Biolon and BOSIDENG®Pure, as well as BOSIDENG®ONE-HEAT using recycled polyester and TPE film, improving material recyclability and resource circulation efficiency, while reducing resource consumption through recycled fibers and lightweight structural design. In terms of low-carbon innovation, it continuously applies materials such as bio-based nylon, bio-based spandex and bio-based films, among which Risan® PA11 using castor oil as raw

material can significantly reduce the carbon footprint, and BOSIDENG®elpower achieves high-performance breathability while taking into account low-carbon attributes. In terms of environmental health, we use plant-derived raw materials to replace traditional petroleum-based materials, and through metal compound-free films and low chemical auxiliary processes, reduce the impact of products on the human body and the environment, continuously promoting the innovation and application of green materials.

Case |

R&D and Application of Eco-friendly Materials



Bosideng actively adopts the industry's latest sustainable materials, purchasing the latest ePE fluorine-free fabric of GORE-TEX. This material has a lower carbon footprint and does not contain PFAS, demonstrating the Company's practical results in green innovation and material upgrading.



In terms of high-end fashion innovation, Bosideng partnered with the internationally renowned designer KIM JONES to launch the high-end urban line AREAL series. Adhering to the concept of "haute couture pattern and warmth", it integrates haute couture fashion aesthetics with nearly 50 years of professional down craftsmanship to innovatively reshape classic categories such as trench down jackets, down jackets, shirt down jackets and puff down apparel, providing consumers with wearing solutions adapted to diverse climates and life scenarios. The AREAL series adopts innovative materials such as technological light functional fabrics, high-quality functional wool fabrics and Australian Merino wool, achieving improvements in performance such as thermal insulation and moisture permeability, water repellency, comfort and breathability, and easy care. At the same time, through haute couture pattern design and fine craftsmanship, it balances fashion aesthetics and wearing experience, demonstrating Bosideng's continuous exploration in high-end product innovation and quality upgrading.



In terms of technological and functional innovation, Bosideng continues to promote the integration and upgrading of professional performance and scenario needs. Bosideng collaborated with the "functional wear guru" Errolson Hugh to launch the upgraded "Metamorphosis" 3-in-1 windbreaker down product, creating a wearing solution covering multi-scenarios and multi-climates with a modular design concept. Through the "one jacket, three ways to wear" design, the product achieves flexible switching within a temperature difference range of 0°C to 20°C, meeting the diverse scenario needs of urban commuting and outdoor exploration. In terms of innovative technology, the product adopts technological fabrics jointly developed by Bosideng and GORE-TEX, equipped with four-way stretch fabrics and ePE membrane technology, featuring windproof, rainproof, comfortable and fluorine-free environmental protection characteristics. Meanwhile, combined with self-developed temperature control technology, moisture-wicking and breathable technology, and Fit-block three-dimensional tailoring pattern, it achieves a comprehensive upgrade in thermal insulation performance, wearing comfort and ergonomic design. By deeply integrating technological innovation, functional design and lifestyle, Bosideng further promotes the iterative upgrading of high-performance down apparel towards the direction of "down + technology + design".



Case | Bosideng×Angel Chen Year of the Horse Co-branded Series

In 2025, Bosideng joined hands with the Chinese pioneer designer Angel Chen to launch the Year of the Horse co-branded capsule collection themed "Flying Horse Chasing the Sun", inspired by traditional Chinese mythology. The series expresses themes of pursuing dreams and upward momentum, integrating emotional narratives of courage and familial warmth into contemporary fashion through Eastern aesthetic language. During the product development process, Bosideng combined cultural creativity with professional down technology, insisting on high-quality product standards while integrating New Year totem designs. The series products use high-quality down filling and windproof and water-repellent fabrics. The adult models have obtained international RDS certification and Swiss bluesign certification, while the children's models innovatively apply the "warmth protection golden angle" design, further enhancing the wearing experience and thermal insulation performance. Through this cross-sector collaboration, Bosideng deeply integrated traditional culture, fashion design and functional technology, which not only enriched the cultural value and emotional expression of the products, but also provided consumers with innovative product choices that combine aesthetic value, quality experience and festive implications, further expanding its exploration and practice in cultural and product innovation.



The children's wear business of Bosideng continues to promote product innovation and green upgrading. Through cross-over IP co-branding strategy, it deeply integrates professional thermal insulation technology with diverse cultural elements to create children's apparel products that combine fashion aesthetics, artistic expression and practical functions, continuously enhancing product experience and brand influence. The Company achieved a milestone leap from "thermal necessities" to "childhood companion" through the integration of technology and IP emotional value, achieving breakthroughs in both performance and brand. At the same time, the children's wear business of Bosideng actively explores low-carbon product innovation, launching China's first children's down jacket product jointly certified by the China National Textile and Apparel Council and INVISTA. The product uses SORONA® bio-based fabrics, partially derived from renewable resources, effectively reducing greenhouse gas emissions and energy consumption while ensuring product performance. Certified carbon footprint of a single product is lower than the industry average, setting a new green and low-carbon benchmark in the field of children's thermal insulation apparel. With its excellent product performance and environmental attributes, the product has been widely recognized by the market and debuted at the China International Fashion Fair (CHIC), becoming one of the representative practices of sustainable product innovation in the industry.



Intellectual Property Protection

In FY2025/26, Bosideng took external collaborative governance as a key pillar of its intellectual property (IP) protection framework, and continued to strengthen its interaction and coordination mechanisms with platform operators and regulatory departments. On the platform level, the Company maintained good interactive communication with mainstream e-commerce and social platforms, actively participated in meetings and activities organized by platforms such as the TikTok Intellectual Property Protection Annual Conference, the WeChat Intellectual Property Protection Annual Conference, and the Anti-Infringement and Anti-Counterfeiting Alliance, continuously strengthening collaborative governance capabilities and information sharing efficiency through regular engagement with platform operators.

At the industry and regional collaboration level, the Company continuously participated in the Jiangsu Province Copyright Annual Conference and the Annual Conference of Suzhou Trademark Association, and participated in the China Trademark Festival in collaboration with the Suzhou Market Supervision and Administration Bureau. At the same time, it actively participated in meetings of the Intellectual Property Protection Mutual Aid Alliance organized by the Market Supervision and Administration Bureau, as well as a series of learning and exchange activities and meetings of the Women's Intellectual Property Protection Alliance. Through multi-level and multi-dimensional government-enterprise interactions, the Company further expanded its IP protection partnership network while strengthening its systematic understanding of, and alignment with, evolving policies and industry practices.

In terms of rights protection enforcement and coordinated action, the Company continued to initiate infringement complaints through platform channels, and collaborated with law enforcement agencies such as market supervision and administration bureaus and public security authorities

across different regions to carry out reporting and take enforcement actions, thereby improving the efficiency of handling infringement leads and enhancing cross-agency collaboration. Through the above systematic external collaboration and coordinated internal efforts, Bosideng was recognized as an Outstanding Member Unit of the Suzhou Trademark Association, became the Founding Unit and First Council Member Unit of Suzhou Intellectual Property Protection Mutual Aid Alliance, and the Member Unit of the Beijing Anti-Infringement and Anti-Counterfeiting Alliance, further enhancing its external collaborative governance capability in IP protection.

Case

Internal Intellectual Property Capability Enhancement Program

During the Year, the Company systematically carried out a dedicated program for internal intellectual property capability enhancement. Through a combination of online and offline activities, it organized a series of five specialist events, including patent layout seminars, guidance sessions on patent writing and patent rights protection sharing sessions, reaching more than 100 employee participations.

This series provided basic explanations on core contents such as basic patent knowledge, patent R&D, patent writing, and patent rights protection, further unifying the internal intellectual property management consensus, clarifying the key directions of the Company's intellectual property development, and providing strong support for establishing a systematic, end-to-end IP protection framework.

Creating a Symbiotic Community of "Product Positive"

Bosideng remains committed to an open innovation philosophy by actively fostering a collaborative R&D innovation ecosystem involving multiple stakeholders, thereby promoting technological advancement and enhancing the sustainable development capability of the industry.

The Company actively participated in the formulation of multiple national and group standards, including jointly formulating the Grading Evaluation Standard for Outdoor Down Jackets in Multi-scenarios with the China Association for Scientific Expedition, jointly releasing the group standard Down Jacket Thermal Resistance Test and Cold Resistance Function Evaluation - Thermal Manikin Method with the China National Garment Association, jointly participating in the formulation of the national mandatory standard GB 38300 Protective Clothing - Cold Protective Clothing with the Systems Engineering Research Institute of the Academy of Military Sciences, and jointly promoting the preparation and revision of standards such as Professional Sports Clothing - Mountaineering Cold Protective Clothing, Plateau and Polar Down Jackets, Thermal Manikin Method for Determination of Thermal Resistance of Textiles and Determination and Grading of Clothing Use Temperature with Tianfangbiao Standardization Certification & Testing Co., Ltd., Guangzhou Inspection Testing and Certification Group and textile research institutes, continuously improving industry technical specifications and international influence.

In terms of scientific research and academic collaboration, the Company has established deep cooperative relationships with universities and scientific research institutions such as Donghua University, Wuhan Textile University and the National Center for Nanoscience and Technology, continuously carrying out collaborative innovation around core technology breakthroughs, cutting-edge material R&D and scientific and technological achievement transformation. During the Year,

the Company jointly developed an intelligent AI prediction model with Soochow University, and applied the phased results to the technological empowerment of its extreme cold and outdoor products in 2025. It also collaborated with Zhejiang University to develop the BSD.AI Aesthetic Brain, establishing the Company's systematic creative design platform from the ground up.

In terms of industrial chain synergy, the Company carried out long-term joint R&D with internationally leading fabric suppliers such as GORE-TEX and POLARTEC and upstream and downstream partners, carrying out collaborative research around directions such as fabric technology, process technology, production equipment, and green and low-carbon materials, jointly addressing industry-wide technical challenges and promoting collaborative innovation throughout the industrial chain.

In terms of international cooperation, the Company actively engages with international industry organizations and certification bodies such as bluesign® and OEKO-TEX® through all-round cooperation such as technical exchanges, standard formulation, and product certification. These collaborations enable the Company to stay abreast of international technological developments and standard requirements, align its R&D and innovation with international standards, and actively contribute to the development of international industry standards, thereby enhancing the global influence of China's textile and apparel enterprises.

5.1.3 Our achievements

As of FY2025/26, Bosideng continued to drive product upgrading with technological innovation and design innovation, with its R&D achievements and innovation capabilities receiving widespread recognition from authoritative domestic and international institutions. The Company obtained a cumulative total of 17 ISPO Global Design Award certificates (including one ISPO Global Design Award - Gold Award), 10 Red Dot Award certificates, 4 iF Award certificates, 6 IDEA Design Award certificates (including one IDEA - Silver Award, being the only enterprise/brand in China to receive this honor), and 4 ISPO ECONOVA Asia Sustainable Fashion Awards (including two gold awards). In addition, the aerospace-grade filling material jointly developed with Donghua University won the first prize of provincial scientific and technological progress.

In the areas of intellectual property protection and patent authorization, Bosideng applied for a total of 471 patents in FY2025/26, with 314 patents granted, bringing the cumulative number of registered patents to 1,812. Additionally, Bosideng continued to carry out intellectual property protection actions in FY2025/26, identifying 1,614 infringing products, seizing 117,594 items of labeling and packaging materials, reporting and de-listing approximately 214,700 infringing links on various platforms, taking all effective measures to effectively safeguard our intellectual property rights.

The effectiveness of Bosideng's intellectual property management has received widespread attention and positive evaluation. In FY2025/26, both Bosideng and Snow Flying passed the AAA Well-known Trademark Brand Evaluation of the China Trademark Association, and Bosideng Down Wear Limited was selected by the China National Intellectual Property Administration as a demonstration entity under the 2025–2027 National Intellectual Property Powerhouse Development Program.

Bosideng applied for a total of patents

471

Patents granted

314

Cumulative number of registered patents

1,812



Well-known Trademark Brand Evaluation Certificate



5.2 QUALITY ASSURANCE

"Customer First" has always been one of Bosideng's cultural values. Adhering to the principle of quality first, we are committed to providing consumers with trustworthy high-quality products and services by continuously improving product quality and quality management levels.

5.2.1 Our management

As a globally renowned down apparel brand, Bosideng continuously improves its product quality management system by building an end-to-end quality management throughout the entire lifecycle covering "design - raw materials – production - finished products - after-sales". The raw material expert laboratory has obtained dual authoritative qualifications of CNAS accreditation and IDFB official authorized laboratory. Relying on complete testing capabilities and standardized service systems, it has built a professional shared testing platform that ranks among the top in the industry in both service coverage and service scale, empowering the collaborative development of quality compliance in the upstream and downstream industrial chains. The Company has established 35 systems including the Quality Management System Manual, Quality Procedure Documents, Product Process Inspection Regulations, Quality Preventive Measures and process regulations, covering major functional centers, Bosideng business divisions and production bases and the entire industrial chain operation process. These systems will be evaluated for operation effect through annual internal and external system audits and continuously optimized.

5.2.2 Our practices

Quality Inspection

Bosideng's raw material expert laboratory has been accredited by the China National Accreditation Service for Conformity Assessment (CNAS) and certified as an authorized laboratory by the International Down and Feather Bureau (IDFB). The testing center introduces state-of-the-art intelligent and automated testing equipment, and has 4 inspection rooms for fabric appearance, physical/chemical analysis, down, and accessories, equipped with international advanced testing equipment, which can carry out multiple testing services and develop customized testing methods according to customer needs.

In terms of supplier quality management, we establish long-term cooperative relationships with high-quality suppliers, conducting strict screening and inspection on key materials such as down and fabrics. To improve suppliers' self-inspection capabilities, Bosideng organizes core supplier skills competitions every year, continuously consolidating suppliers' own quality control levels through a combination of physical and chemical testing and practical operations.

In terms of production process control, the Company actively advances the construction of a digital smart factory. It has built a national-level intelligent manufacturing demonstration factory and independently developed key technological equipment for automated down filling and automated packaging, thereby enhancing quality control throughout the production process.

In terms of production and finished product inspection, the Company implements the "three-level inspection system" and the "simulated market sampling inspection system". Each inspection batch is accompanied by an inspection report to ensure 100% execution of the three-level inspection on each batch. Level-1 and Level-2 inspections are accepted according to the Ex-factory Inspection Regulation, and Level-3 inspections are executed according to the Regulation on Inspection of Internally Sold Products. The entire production process adheres to the "zero-defect quality" standard, ensuring that unqualified raw materials do not enter the warehouse, unqualified semi-finished products do not transfer to the next process, and unqualified finished products do not leave the factory. At the same time, the Company has set up a high-quality ex-factory inspection team, and established an external inspection department responsible for the finished product ex-factory inspection of each brand. We also arrange inspectors monthly for competence comparison to always maintain a defect discovery rate of above 98%.



In terms of digital quality management, Bosideng established a leading group for enterprise digital quality management transformation, with a clear focus on creating customer value. The Group promotes the integration of big data across the entire product life cycle, enabling end-to-end quality management and information traceability. During the Year, Bosideng established a VOC (Voice of Consumers) platform to monitor and collect market demand pain points for quality in real time and make continuous improvements. Meanwhile, the Company regularly conducts special quality training to strengthen quality culture and foster a quality management mechanism with full participation and full-process control.

In terms of the management of upstream associated factories for the OEM business, the Group adheres to the quality policy of "quality first, prevention-oriented, and focusing on the front line". It adopts a parallel strategy of "empowerment + control", and implements the primary responsibility of factories for quality management by executing precise "one-factory-one-policy" assistance, deepening the "Iron Triangle" support, and establishing a dynamic factory performance management mechanism. In terms of process control, the Company implements a three-level inspection system, strictly monitors the implementation of core processes, adopts a zero-tolerance policy toward quality red-line issues, and ensures 100% troubleshooting and closed-loop management. Meanwhile, the Company carries out special campaigns tackling core defects by combining instantaneous rectification with long-

term control, implements the "123 efficiency rule" for problem handling, and builds a cross-departmental problem-solving platform to promote efficient resolution and closed-loop management of exceptional issues. In terms of risk prevention, the Company upgraded its Quality Risk Assessment Committee to version 2.0, reinforced the dual identification mechanism of development risk assessment and pre-production risk assessment, and promoted advanced testing. Special control programs have been established for key categories such as taping, printing, heat transfer, and down, with risks effectively communicated to the factory end, thereby achieving prospective risk identification and closed-loop management. In terms of organizational capacity building, the Company creates standardized operating procedures, builds a core quality talent echelon, and implements the QA/QC traffic light performance mechanism to strengthen the quality awareness and execution capabilities of front-line personnel. During the Year, the OEM business achieved zero major quality complaints, with a sampling inspection pass rate of 97.3%, representing a year-on-year increase of 5.9%, and core quality defects decreased by 31.7% year-on-year.

Product Traceability

Bosideng continues to enhance the full-process traceability system for production suppliers, focusing on establishing a single-piece accountability traceability mechanism for high-end products, and continuously improving the product

quality control level. The Group has achieved full-process traceability management of products in the distribution chain by comprehensively deploying the RFID system. Each down jacket is assigned a unique RFID label at the manufacturing stage, recording complete production information. At warehouses, RFID equipment is used for inbound and outbound verification as well as counterfeit prevention during product returns. At retail stores, RFID technology is widely applied in goods receipt and dispatch, rapid product location, inventory counting and selected checkout scenarios, enabling precise item-level product tracking.

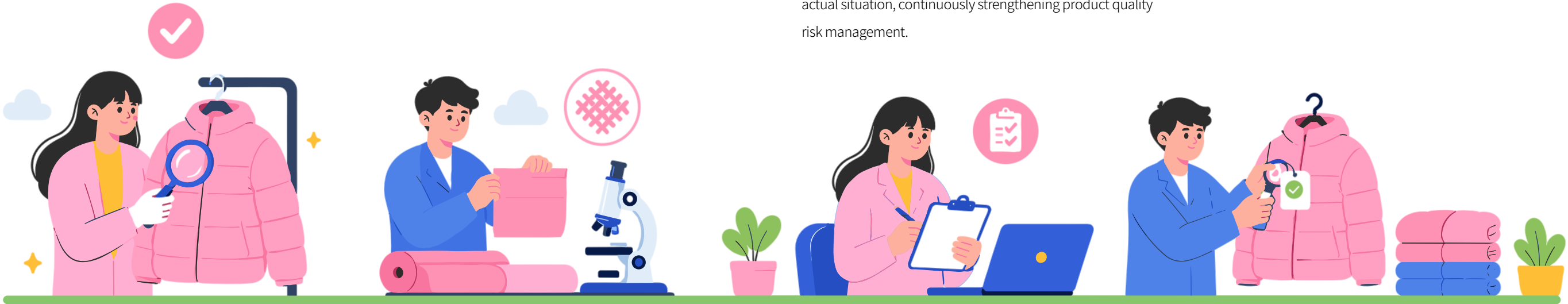
Product Recall

Bosideng continuously improves the product recall management system and workflow. By strengthening quality monitoring and risk investigation, it identifies potential quality problems as early as possible, minimizing the risk of unqualified products flowing into the market, and effectively safeguarding consumer rights and brand reputation. For products with quality abnormalities or high defect rates during the sales process, the Company requires stores to collect and feedback relevant samples in a timely manner, which are verified and evaluated by the supply chain management department. After confirming the existence of quality problems, the Company will issue a recall notice in accordance with the recall management procedures, clarifying the recall scope, reasons, handling measures and consumer compensation plans. For recalled products, the Company takes repair or harmless treatment measures according to the actual situation, continuously strengthening product quality risk management.

5.2.3 Our achievements

In FY2025/26, Bosideng continued to optimize the product quality standard system by establishing differentiated quality management requirements according to different scenarios such as business, leisure, sports, extreme cold, puff, outdoor and children's wear. The Company maintained the market return/defect rate standard for products in each scenario below 0.08% and below 0.035% for high-end products, while achieving a target satisfaction rate for high-end users of over 98%, thereby continuously improving consumer satisfaction and product quality performance. In addition, the Company did not have any active recall incidents caused by product quality, demonstrating stable and effective quality management.

Bosideng actively participates in the development of national and industry standards, continuously promoting the improvement of down jacket quality standards. During the Year, the Company participated in 1 international standard activity, the formulation and revision of 3 national standards, 1 industry standard and 4 group standards, and actively participated in product quality comparative tests organized by consumer associations, promoting standardized and high-quality development of the industry with practical actions.



5.3 CUSTOMER SERVICES

Bosideng has remained true to its initial mission of "consumer-orientation", consistently focusing on "channel operation, customer experience" as the major theme of its work, continuously improving diversified consumer communication channels, deeply gaining insight into customer needs, and optimizing service standards and service processes. Meanwhile, by leveraging digital tools and new retail model innovation, it promotes the integrated development of online and offline omni-channels to strengthen the construction of global consumer operation capabilities, providing consumers with a more convenient, efficient and high-quality shopping experience.

5.3.1 Our management

In terms of customer service management, Bosideng has continuously improved its customer complaint handling mechanism and established a dedicated customer complaint resolution fund, providing strong support for the protection of customer rights. In FY2025/26, the Company continued to conduct specialized training programs for customer service staff. Based on the standardized "Warm Service Octuplet" course as the core, it systematically enhanced customer request response capabilities, complaint handling efficiency and store service levels, further promoting the standardized and refined development of customer services, and continuously improving consumer service experience and satisfaction.

5.3.2 Our practices

New Retail Channel Innovation

Bosideng continuously optimizes channel quality, improves channel efficiency, and concentrates effective and high-quality resources on clearly defined target markets. We continue to build an omni-channel integrated operating model through a dual-strategy approach combining offline channel construction and online new retail development. Offline, the Company steadily advances the upgrading of store layout,

sales structure and terminal image, focusing on building benchmark stores (TOP stores), strengthening single-store refined operation capabilities, and continuously promoting quality and efficiency improvement. As of March 31, 2026, the number of offline stores of the Bosideng brand reached 3,289, representing a year-on-year increase of 2.6%. As for our online operations, the Group focused on enhancing its online platform capabilities and operational efficiency through strategies including prioritizing core product categories, executing integrated brand campaigns, focusing on content innovation, engaging in cross-category marketing campaigns and AI-intelligent refined operations to achieve high-quality growth of online channels.

Through refined tiered operations, we maintain targeted and positive communication with consumers, continuously transmitting brand information and dynamics. The Company continuously improves the membership point, level and rights system to improve member experience and satisfaction, so as to enhance user stickiness and brand loyalty. In FY2025/26, members redeemed a total of 2.6 billion membership points through consumption vouchers, gift redemptions and promotional activities. Meanwhile, the Company actively carries out diversified membership activities and branding initiatives, encouraging members to participate in content co-creation, and deepening consumer engagement through multiple dimensions to continuously enhance the overall service experience.

Case | Driving Consumer Engagement through Digital Interaction Innovation

Bosideng continuously explores the integration of new retail and sustainable concepts by enhancing user engagement and green awareness through mini-program interactive scenario innovation. In September 2025, the Company launched the "Transforming Oasis" (叠变绿洲) mini-program campaign, encouraging users to adopt green travel habits while incorporating spokesperson IP into an interactive online tree-planting experience. By illustrating the transformation from desert to oasis, the campaign effectively communicated environmental protection concepts. The campaign attracted 206,000 participants, who collectively uploaded approximately 3 billion walking steps.

In December 2025, the Company jointly launched the "Explore Antarctica, Discover the Extraordinary" mini-program activity with Chinese National Geography. Through interactive experiences simulating Antarctic exploration, the campaign introduced users to polar ecosystems and endangered species, enhancing public awareness of ecological conservation and environmental responsibility. The campaign attracted 250,000 participants. Through diversified digital engagement initiatives, Bosideng continues to broaden its sustainability communication channels and deepen consumer engagement on sustainability issues.



Efficient Logistics

Bosideng has adopted multiple initiatives to optimize the logistics efficiency of its logistics parks. Leveraging the self-developed ICC (Inventory Computing Center) and OPC (Order Processing Center) systems, the Group enables real-time capture and calculation of the geographical distance between goods and consumers, automatically sorting orders based on the nearest matching principle to generate operational instructions. The systems intelligently dispatch the optimal warehouse resources and activate automated equipment operations, achieving rapid outbound processes and seamless connection with courier resources. This ensures immediate order pickup and ultra-fast delivery. At the same time, by utilizing the intelligent logistics system and automated equipment capabilities, Bosideng achieves fully automated route allocation for the entire order process through intelligent wave combination and an upgraded warehouse management and transportation module. This effectively reduces in-warehouse processing time, and optimizes in-transit efficiency, continuously enhancing terminal delivery efficiency and the user experience.

Service Optimization

Bosideng continuously improves its customer service and complaint management system, committed to improving consumer satisfaction and service experience. During the Year, the Company continued to optimize complaint handling standards, compensation mechanisms, exchange processes and service collaboration, continuously improving problem response efficiency and resolution quality.

In terms of management mechanisms, the Company completed the restructuring of its customer service organization by establishing a dedicated public opinion and complaint handling team under dedicated supervision. It also developed comprehensive training processes and quality assurance systems for complaint and public opinion management, enhancing the professionalism and service quality of customer service personnel in handling complaints. At the same time, the Company comprehensively reviewed and refined its end-to-end customer service SOPs, established omnichannel customer service standards and a reward and punishment mechanism, strengthened cross-functional collaboration in complaint handling, and continuously improved service quality through its Voice of Customer (VOC) collection and analysis mechanism.

In terms of digital construction, the Company continuously promoted the interconnection and iterative optimization of the customer service system with the POS system, product system and channel system, improving the efficiency of customer problem identification and processing. At the same time, leveraging AI large model capabilities, the Company has enabled intelligent recognition of consumer consultation content and emotional states, achieving more accurate and efficient service responses, and further improving problem resolution timeliness and customer satisfaction.

In terms of service practice, the Company has conducted regular special training on customer complaints and formed a case library to facilitate the sharing of excellent experiences. For complex complaint scenarios, the Company has improved the collaborative processing mechanism between customer service and stores, achieving online and offline linkage response, and continuously improving customer complaint processing efficiency and satisfaction. During the Year, the Company introduced a new product exchange service model via its 400 hotlines, providing consumers with more flexible and diversified solutions; public opinion incidents remained zero throughout the year, and complaint public opinion management achieved remarkable results.



User Education

Bosideng continuously disseminates sustainable development concepts through diversified member activities, encouraging consumers to actively participate in green practices.

Green life

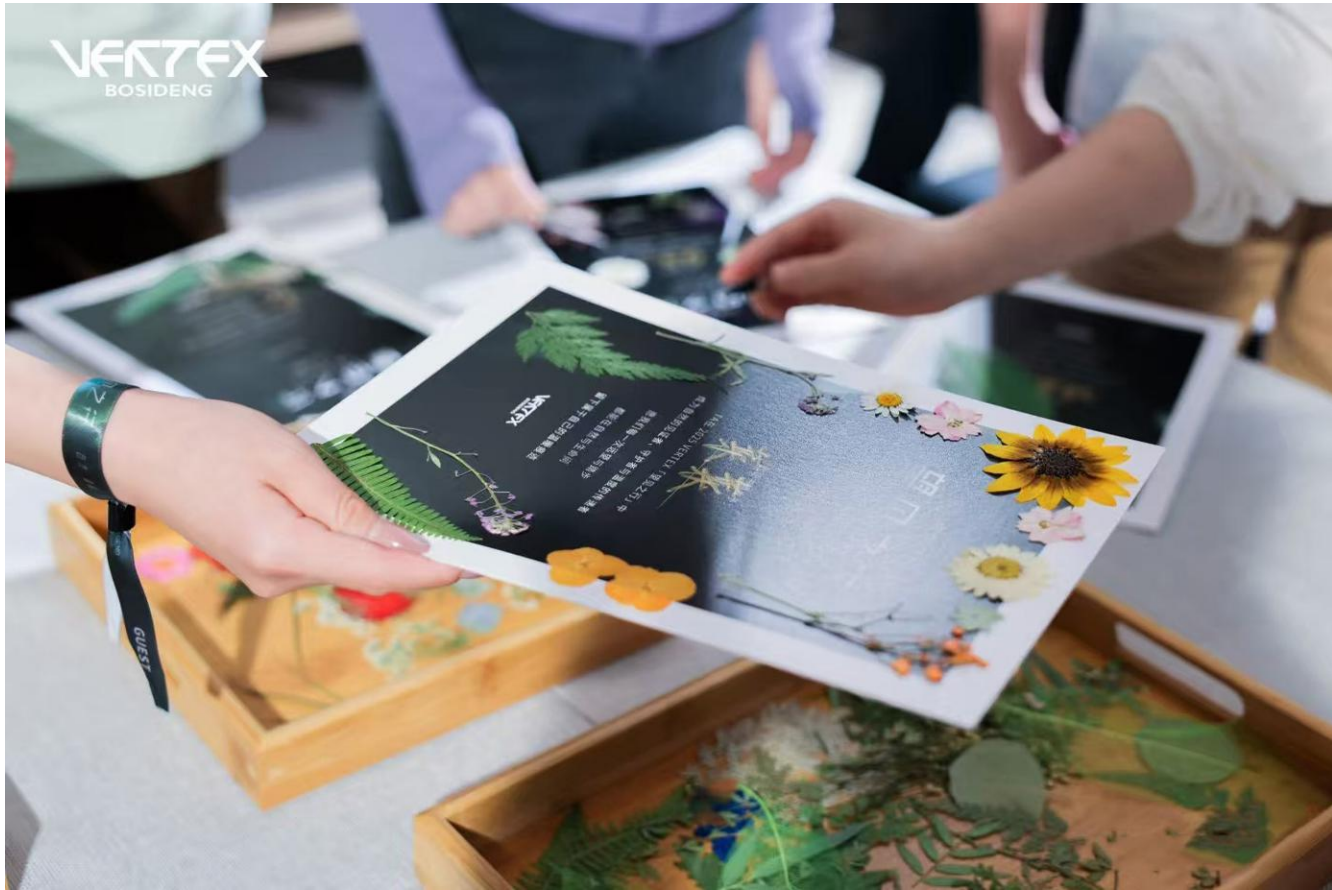
Organize low-carbon sports and eco-friendly handmade artwork theme activities

Biodiversity

Organize ecological scientific expeditions and nature education activities

Sustainable fashion

Promote down apparel recycling and low-carbon care knowledge, guiding consumers to practice green consumption



Case | Creating the "Warm Explorer" Member Community, Advocating Sustainable Lifestyles

Relying on the "Warm Explorer" member community, Bosideng combines the brand's "warm" concept with sustainable lifestyle practices, continuously carrying out various forms of member activities, and guiding consumers to participate in green actions. Around themes such as circular fashion, nature protection and cultural inheritance, the Company organizes activities such as old clothes recycling, LNT (Leave No Trace) environmental protection practices, mountain clean-up, biodiversity observation, down jacket washing and care education, and local intangible cultural heritage experiences, encouraging members to practice sustainable concepts in their daily lives.



Responsible Marketing

Bosideng strictly abides by relevant laws and regulations and down apparel industry standards in the places where its business operates, insists on true, accurate and complete disclosure of information in product identification and promotion, and prevent false or misleading promotion. The Company opposes any behavior that exaggerates or conceals environmental and social impacts, and also avoids improper evaluation of competing products, ensuring that consumers obtain objective information without being misled. At the same time, the Company establishes a consumer privacy and information security management mechanism in accordance with the law, collects and uses personal information only within the scope permitted by laws and regulations, and strictly prevents the risk of information leakage and illegal use. In addition, the Company has formulated and issued the Responsible Marketing Policy to systematically standardize and manage the marketing activities of brands under the Group.

For details of the Responsible Marketing Policy, please refer to:
https://sustainability.bosideng.com/en/media/responsible_marketing.pdf

5.3.3 Our achievements

Bosideng continued to deepen consumers' awareness of the Brand's sustainability practices. During FY2025/26, the Company conducted a dedicated materiality survey among consumers, receiving 535 valid responses. The survey results showed that a total of 90.8% of respondents recognized Bosideng as a brand committed to environmental protection and sustainable development, of which 55.7% "strongly agreed" and 35.1% "agreed". In addition, 20.6% of respondents were able to proactively associate Bosideng with the brand attribute of "green sustainability". In terms of awareness of sustainable products, 68.6% of respondents were aware of Bosideng's application of environmentally friendly protective fabrics (such as bio-based fabrics), 37.4% were aware of its carbon neutral and carbon-labelled products, and 35.7% were aware of its use of environmentally friendly recycled carton packaging.

Based on the statistical analysis of the above survey data, Bosideng assigned a weighting of 43% to the sustainability theme in its brand perception analysis, and estimated the quantitative impact of enhanced sustainability brand

awareness on business performance. During the most recent financial year, the improvement in sustainability brand awareness contributed approximately 1.7 percentage points to overall revenue growth. Meanwhile, Bosideng has established a clear target to enhance sustainability brand awareness, aiming to increase the overall proportion of consumers recognizing Bosideng as a brand committed to environmental protection and sustainable development to over 95% by FY2030.

In terms of brand digital operations, as of March 31, 2026, the Bosideng brand recorded approximately 1.0 million new followers and approximately 2.1 million new members on the Tmall and JD.com platforms, bringing the cumulative number of members to approximately 23.1 million. Meanwhile, the Bosideng brand recorded more than 7.0 million new followers on TikTok, bringing the cumulative number of followers to approximately 17.0 million.

During the Year, Bosideng conducted customer satisfaction surveys, achieving an overall customer satisfaction rate of 96%. Bosideng's 400 hotline handled 367,000 service requests, with a customer satisfaction rate of 98.7%, while its mini-

program and official WeChat account handled 607,000 service requests, with a customer satisfaction rate of 95.42%.

With respect to customer complaints, the Company received 13,000 customer complaint cases during the Year. The response time for customer complaints was 2 hours, while the average resolution time was 17.58 hours, representing a 48.3% year-on-year improvement in resolution efficiency.

According to the Brand Health Tracking Report conducted by Ipsos, Bosideng currently ranks first in both brand awareness and top-of-mind recall in the down apparel and Chinese apparel industry, with a top-of-mind recall rate reaching 73%. The Net Promoter Score (NPS) increased to 56, and the brand reputation score reached 9.25, with all brand health metrics showing improvement compared to previous years, demonstrating a more positive consumer perception of Bosideng.

During the Year, the Group did not acknowledge any material non-compliance incidents relating to health and safety, advertising, labeling, or privacy matters of products and services.



5.4 GREEN PRODUCT

Bosideng integrates sustainable fashion concepts into its product research, development and innovation practices, continuously advancing the application of environmentally friendly materials, green technological innovation and product lifecycle management. The Company is committed to developing a product portfolio that combines functionality, fashion and environmental value, while exploring low-carbon design and circular utilization pathways. Through continuous enhancement of its green product offerings, Bosideng empowers sustainable development through product innovation and drives the industry's green transformation.

5.4.1 Our practices

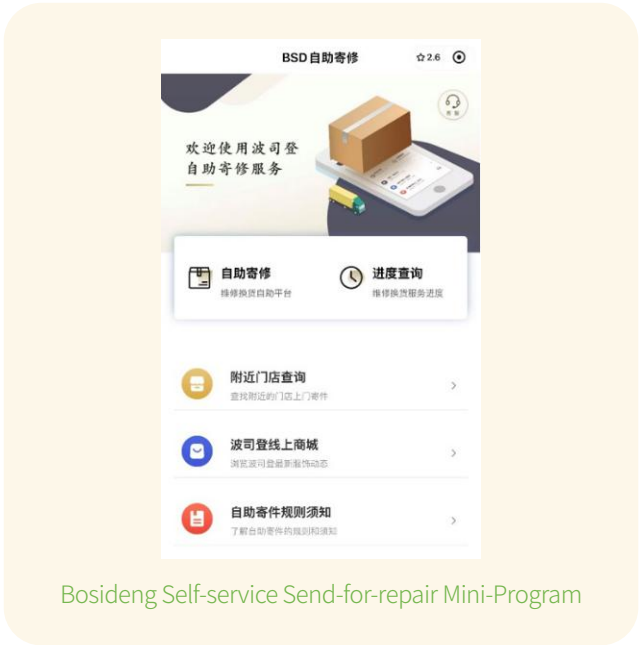
Bosideng actively participates in the development of industry green standards. As the leading drafting organization of T/CNGA 33-2021 *Technical Specification for Green-design Product Assessment – Down Apparel*, the Company has promoted the establishment of a green design assessment system covering the entire product lifecycle, including raw material procurement, manufacturing, sales and use, as well as recycling and disposal. The standard specifies the assessment requirements and lifecycle evaluation methodology for green products, providing standardized guidance for the down apparel industry in advancing green design and sustainable development practices.

The Group embeds green and low-carbon principles throughout the entire product lifecycle. In collaboration

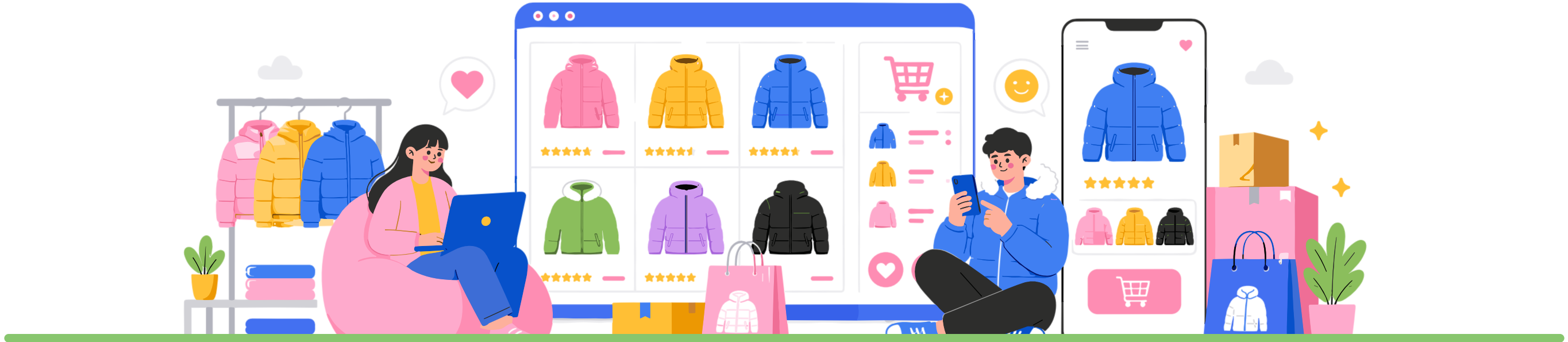
with suppliers, Bosideng has developed protective fabrics containing more than 70% bio-based content, which have been applied to the VERTEX series. The CIRCULAR 3.0 series has achieved a closed-loop "garment-to-garment" design and received both the ISPO Global Design Award - Gold Award and the US IDEA - Silver Award. A number of products have obtained carbon footprint certification from the China Quality Certification Centre (CQC). Against this backdrop, 100% of the down used in Bosideng down jackets has obtained RDS certification, while 92% has obtained OEKO-TEX® STANDARD 100 certification and 53% has obtained bluesign® certification.

Bosideng encourages consumers to participate in circular utilization through diversified services, continuously enhancing awareness of green consumption and promoting sustainable consumption practices. The Group has developed a sustainable product use education program for consumers, aiming to help consumers extend product lifespan and reduce

resource waste caused by improper care. To extend product lifespan, the Group provides one-year free repair services for quality-related issues and one-year paid repair services for user-induced damage. It also helps consumers properly maintain their products through member down jacket cleaning service redemption, the Product Care Guide available on garment care labels and the Bosideng's send-for-repair mini program. At the same time, through promotional campaigns, we distribute specialized down detergent as complimentary gifts, while our WeCom (WeChat Work) platform delivers tailored garment care knowledge to help customers maximize product longevity. In terms of after-sales services, consumers enjoy a 7-day no-reason-return policy and return or replacement for quality issues within 15 days, providing greater assurance for green consumption. In FY2025/26, the number of products for which Bosideng provided repair services was 183,000 pieces, with an estimated average weight of 1,500g per piece, totaling 274.5 tonnes.



Bosideng Self-service Send-for-repair Mini-Program



5 PRODUCT POSITIVE

We continue to advance green packaging management by placing emphasis on the environmental attributes and sustainable sourcing of packaging materials during the design and procurement process. The Company's cartons and carrier bags comply with the requirements of FSC or FSC Mix certification, thereby reducing the impact of packaging on natural resources. Meanwhile, Bosideng incorporates packaging certification into its packaging strategy and continues to promote the development of a greener, more environmentally friendly and sustainable packaging system.

In addition to green product design and green packaging management, Bosideng continues to strengthen product carbon footprint management. In accordance with ISO 14067, PAS 2050 and other relevant standards, Bosideng has defined the assessment scope for product carbon footprints, systematically collecting carbon emission data throughout the entire product lifecycle, from raw material sourcing to finished product delivery, while ensuring the accuracy and reliability of such data. At the same time, Bosideng collaborates with professional third-party organizations to conduct on-site audits and independent verification, continuously advancing product carbon footprint certification to support the development of low-carbon products and facilitate the green transition.

In 2026, Bosideng established the "Principles for Defining Green Products", specifying that suppliers of green products must possess sound quality management systems and environmental management systems. Building upon this, we have made specific classifications for relevant standards such as their use of environmentally friendly raw materials, product information transparency, zero waste and resource-optimized design. Meanwhile, Bosideng persists in the development of carbon-neutral offerings, regarding both green products and products that have obtained third-party carbon-neutral certification as sustainable products that make a substantial contribution to climate change mitigation, and identifies the relevant sales revenue as sustainable revenue. This definition aligns with the "climate change mitigation" activity category in the EU Taxonomy, taking the green attributes and the independent verification of net-zero emissions throughout the entire product lifecycle as the core threshold.

The Group's sustainable revenue is mainly derived from the aforementioned sustainable products. Taking the Windbreaker Goose Down Jacket (Product Code: B250331320) as an example, the greenhouse gas emissions generated per product during production are 10.90 kg of carbon dioxide equivalent. The Group achieved carbon neutrality for the designated batches of products by purchasing and

canceled verified emission reductions (VCUs) from certified VCS projects. The above greenhouse gas quantification and neutralization processes comply with ISO 14067 and PAS 2060 standards and are independently certified by the China Quality Certification Centre (CQC). In FY2025/26, the Group accumulatively canceled 853.11 tonnes of greenhouse gas emissions, and a total of 193,282 products completed carbon-

neutral cancellation, covering ten core products including the Windbreaker Goose Down Jacket, Short Hooded Long-Sleeve Jacket, Puff Innovative Down Jacket, and Soft Light Sports Sun Protection Jacket.



Product carbon neutrality certificate



5.4.2 Our achievements

During the Year, by enhancing our repair services, we reduced maintenance-related complaints by 6.9%, while disseminating care guidelines to educate consumers on proper cleaning and maintenance techniques to extend product lifespan, increasing in customer satisfaction.

In terms of product carbon footprint certification, multiple core products of Bosideng, including the sixth-generation Extreme Cold Polar Goose Down Jacket, the Extreme Cold Premium Goose Down Jacket, the widely popular and versatile Lightweight Down Jacket and the Windbreaker Down Jacket, have obtained carbon footprint certification from the CQC. Leveraging their low-carbon attributes, these products have achieved carbon-neutral status. In FY2025/26, through defining carbon footprint management and green certification program, Bosideng continuously reduced the environmental impact of its products, enhanced the green attributes of its products, unlocked further low-carbon development potential and advanced the achievement of its carbon-neutral goals.



Product carbon footprint certification

Case | Promoting Circular Fashion Through Used Garment Upcycling

Bosideng continues to explore textile circularity by actively carrying out used garment upcycling initiatives, advocating the concept of "zero disposal of used garments". Through member engagement and sustainable fashion-themed activities, the Company encourages consumers to participate in used garment upcycling and resource circularity, promoting the concept of green consumption. During the Year, Bosideng organized 20 sustainable fashion activities across Beijing, Tianjin, Shanghai, Hangzhou and other cities, focusing on garment upcycling and member DIY workshops. A total of 784 participants registered for the activities, while online campaign exposure exceeded 13 million views. Through continuously strengthening public engagement and circular fashion practices, Bosideng has enhanced consumer awareness of environmental protection and contributed to fostering a green and low-carbon lifestyle.



5.5 GREEN RETAIL

Bosideng integrates green and low-carbon concepts into the entire process of its retail network and operational management, continuously promoting the upgrade of stores towards resource conservation and environmental friendliness. We have established the positioning of "becoming Consumer Green Interaction Hubs and Carbon Reduction Technology Demonstration Grounds", and have actively explored new models of green operations through three core initiatives, namely "Energy Revolution, Spatial Reinvention and Operational Transformation".

5.5.1 Our practices

Leveraging its core functions in terminal store image development, design and promotion, Bosideng implements energy-saving and emission-reduction initiatives with a focus on empowering green retail through design and achieving coordinated cost reduction and carbon reduction. The following are the three core initiatives Bosideng employs to build green stores:

Energy Revolution

- Smart lighting system: Store operational energy consumption is optimized by accelerating the improvement of lighting equipment together with manufacturers. All offline stores have selected and adopted energy-efficient LED lighting fixtures, promoting the use of high-efficiency lighting equipment. By leveraging smart systems to connect functional equipment and matching lighting requirements with different store usage scenarios based on store needs, lighting settings are accurately adjusted to maximize energy conservation and emission reduction.
- Efficient temperature control system: Variable frequency air conditioners and intelligent temperature control systems are applied, combined with thermal insulation building materials such as galvanized steel plates and high-quality rubber to reduce energy consumption.

Operational Transformation

- Implementation of green store image design: Energy-saving and environmental protection concepts are incorporated into store image design standards, and environmentally friendly materials and lightweight designs are prioritized in store decoration and display fixture design, reducing resource consumption of stores at source.
- Eco-friendly decoration: During store decoration, Bosideng prioritizes the selection and use of renewable, recyclable and reusable materials/substances. Stores are preferentially located in operational sites obtaining green building certification. For seasonal peak-period store re-installations, the reuse rate of materials and fixtures exceeds 80%.
- Green building certification: Stores are preferentially located in operational sites obtaining green building certification; simultaneously, the coverage rate of green mall stores is continuously enhanced, targeting a development goal exceeding 90%.
- Water resource management: Water-saving facilities are fully implemented in stores, with employees generally receiving energy-saving and water-saving training to standardize daily water conservation operations.
- Green packaging: Stores use recyclable/biodegradable product packaging; all logistics cartons of core brands and paper shopping bags used in offline stores have obtained FSC or FSC Mix forest certification.
- Pop-up store circular design: Reusable and flexibly dismountable fixtures and props are utilized to reduce transportation and inventory losses.

Spatial Reinvention

- Product maintenance services: The "Renewal Workshop" provides high-end members with down jacket maintenance services to extend the product lifecycle;
- Green packaging solutions: Recyclable and biodegradable packaging materials are fully implemented;
- Sustainable product display: Dedicated exhibition zones for zero-carbon products and eco-friendly fabrics are established;
- Intelligent operational system: Digital tools are utilized to reconstruct the relationship between "people, goods, and place", enhancing resource utilization efficiency.

5.5.2 Our achievements

In terms of green store development, over 1,000 directly operated stores nationwide have completed energy-saving upgrades, achieving 100% coverage. In particular, the Bosideng Beijing Sanlitun Summit Concept Store participated in the formulation of the industry's first "Carbon Neutrality Store" standard. Store lighting has fully adopted high-efficiency LED lighting fixtures. Among them, newly upgraded lighting fixtures in 2025 reduced electricity consumption by 13% while maintaining the same lighting efficiency. Core stores are equipped with intelligent gateway lighting control systems and variable frequency air conditioners, reducing air-conditioning energy consumption by approximately 30%. In 2026, the Company plans to pilot Internet of Things intelligent store systems or intelligent power distribution cabinets, connecting lighting fixtures, screens, air conditioners and other equipment. Through scenario settings and matching with sales hours, energy consumption can be minimized, with theoretical electricity savings of 20%-25%.

Bosideng continues to advance its green mall coverage plan, with a target of achieving over 90% green mall coverage for self-operated stores, and prioritizes commercial premises with green building certification for store locations. Based on the standards of the "Green Action Plan", the Company continuously conducts planned assessments and upgrades for green mall coverage of offline self-operated stores, further increasing the overall proportion of stores located in green-certified malls.

In response to the operational characteristics of seasonal pop-up stores, Bosideng actively promotes the recycling and reuse of store materials. In 2026, the Company plans to promote reusable design solutions across approximately 250 pop-up stores, with an expected overall reconstruction reuse rate exceeding 70%. This initiative is expected to reduce the use of relevant materials by approximately 95%, lower construction costs, and effectively reduce resource consumption and environmental impacts during operations.

Joining the United Nations "Retail4Impact" (零售影响力) and Being Included as a Benchmark Product Case

In 2025, the Company officially joined the United Nations Environment Program (UNEP) Retail4Impact global initiative, becoming a benchmark participant in sustainable retail worldwide. The product line under the Bosideng brand was successfully included on the official UNEP platform, with only five enterprise cases selected globally.

Joining Retail4Impact represents an important milestone in Bosideng's sustainable development journey and marks the beginning of a new chapter. We look forward to working closely with global partners to jointly promote the transformation of the retail industry towards a greener and more responsible direction.



5.6 CHEMICALS MANAGEMENT

Bosideng places great importance on chemical management and continuously promotes the use and substitution of safe and environmentally friendly chemicals. Through establishing chemical approval and control mechanisms, strengthening supply chain collaborative management, strictly controlling hazardous substance risks, and enhancing the compliance and safety of chemical usage, Bosideng reduces the potential impact of chemicals on products and the environment.

5.6.1 Our management

Bosideng strictly implements the China National Standards GB18401-2010, the National General Safety Technical Code for Textile Products, and GB31701, the Technical Specification for Textile Products for Infants and Children, as well as other mandatory standards, and complies with more than 100 product standards and applicable regulations in the places where we operate. As a signatory brand of the ZDHC (Zero Discharge of Hazardous Chemicals) initiative, the Group benchmarks against the advanced standards of AFIRM (Apparel and Footwear International RSL Management) Group and continuously improves its chemical management system. We have updated the Chemicals Control Manual of Bosideng, which specifies the chemical management approach, objectives and organizational structure to ensure that the use and disposal of chemicals comply with environmental protection requirements.

Bosideng updates the Restricted Substances List for Chemicals (RSL) of Bosideng in accordance with AFIRM standards on a timely basis. Based on the relevant laws and regulations of the European Union and the United States, China's relevant regulations and market requirements, the Group defines restricted substances and their threshold limits, and conducts additional specialized testing on total fluorine content and fluorinated compounds for materials. The Group regularly conducts chemical substance testing on raw materials and finished products to timely identify chemicals that need to be phased out and replaced. During the Year, the Restricted

Substances List for Chemicals of Bosideng covered 34 categories of restricted chemical substances, including azoamine dyes and aromatic amine salts, prohibited disperse dyes (carcinogenic), among others.



The Group has established a full-chain chemical control system based on "source control - process management - end-point monitoring - continuous improvement". At the source control stage, we require suppliers to procure chemicals compliant with the ZDHC MRSL and establish chemical inventories based on the RSL. The chemical formulations submitted in accordance with ZDHC MRSL requirements cover detergents, dyes, colorants, auxiliaries, coatings and finishing agents used in raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation and pest control. The Chemicals Control Manual of Bosideng requires suppliers to include all chemicals used in production processes, process equipment and factory operations and maintenance in their chemical inventories, and enhance transparency through Performance Incheck reports. We also require suppliers to conduct on-site verification of Performance Incheck reports. For core production factories, we conduct hazard assessments, standardize storage operations and implement emergency response measures. At the end-point monitoring stage, inspections are conducted

on wastewater, waste materials, atmospheric emissions and finished products, with strict handling procedures implemented for non-conforming products. In addition, the Group has formulated plans for the reduction and elimination of hazardous substances, supplemented by employee training and hazard communication, to continuously advance the goal of zero use and zero discharge of hazardous chemicals across the supply chain.

Bosideng has clearly established the strategic goal of achieving "zero discharge of toxic and hazardous chemicals in the supply chain" by 2030, and has formulated specific plans covering the identification process, specific chemicals, affected products and product lines, and implementation timeline. The Group plans to complete the formulation and detailed implementation of a chemical phase-out roadmap across the entire supply chain in 2026, ensuring environmental and consumer safety while enhancing product quality.

For details of the Chemicals Control Manual of Bosideng, please refer to: <https://sustainability.bosideng.com/sc/media/ebook/ChemicalsControlManual/>



5.6.2 Our practices

Chemical Safety Inspections

Bosideng took the lead in drafting the Group Standard T/CNGA 33-2021 "Technical Specification for Green-design Product Assessment-Down Apparel". During the Year, it participated in the revision and formulation of 3 national standards and 1 industry standard, among which it jointly revised the Group Standard T/CFDIA 011-2025 Greenhouse Gases - Quantitative Methods and Requirements of Product Carbon Footprint - Down and Feather and Their Products and T/CFDIA 012-2025 Down Industry Enterprise Environmental, Social and Governance (ESG) Disclosure Guidelines with the China Feather and Down Industrial Association, and in accordance with these standards, the Company has managed related chemical safety throughout the product lifecycle, including stages such as design, raw material procurement, production and manufacturing, and finished product inspection.

The Restricted Substances List Requirements for Chemicals of Bosideng

Bosideng's self-operated garment factories formulated the Chemical Management System (CMS) Manual, clarifying the Company's chemical management policies, goals, organizational structure and chemical management system element requirements, and clarifying the specifications and responsible departments for chemical registration and use management. We ensure that prohibited chemical substances must simultaneously meet the requirements of relevant regulations and industry standards as follows:

- Substances that are prohibited as required by Exclusion of Substances and Mixtures Classified with Particular Hazard Codes or Risk Phrases of GRS2.2 (GRS2.2 《禁用特定危險代碼或風險術語分類的物質和混合物表》);

- Substances that are prohibited as set out in the latest REACH Substance of Very High Concern – SVHC List (《REACH 高關注物質 – SVHC 清單》);
- Substances that are prohibited as set out in the ZDHC Manufacturing Restricted Substances List (《ZDHC 生產限用物質清單》).

Case

Application Practice of Chemical Safety Control in Bosideng's Product Design

The materials used in Bosideng's product design are not allowed to contain formaldehyde or decomposable carcinogenic aromatic amine dyes, and must have no peculiar smell, with the pH value within the reasonable range required by the GB 18401 standard. The waterproof processing of the outer waterproof fabric prohibits the use of C8 waterproof auxiliaries.

For example, the premium minimalist series uses combed cotton floating yarn, which contains some Sorona® raw materials – a bio-based eco-friendly material, reducing the use of petroleum products and thereby reducing the burden on the environment; the premium minimalist series uses triacetate fabric. Triacetate raw materials are extracted and made from natural wood pulp, using natural raw materials, reducing the use of petroleum products and thereby reducing the burden on the environment; in the R&D and design of the Urban Cycling (都市騎行) series fabrics, it actively practices the concepts of low-carbon, circular and green development, prioritizes eco-friendly functional fabric combinations, uses recycled yarn as the face cloth base material, complemented by eco-friendly TPE polyester composite film, and ceramic heat storage functional lining. The overall fabric solution reduces the consumption of virgin raw materials, while balancing resource recycling, low chemical residues and product practical performance, achieving the unity of eco-friendly attributes and wearing experience.

In the dimension of chemical safety management and control, the Company follows the management framework of the Zero Discharge of Hazardous Chemicals (ZDHC), establishing a standardized Bosideng Restricted Chemical Substance List (RSL) management and control system. Product development and production execution continuously and normally entrust authoritative third-party testing institutions with CNAS and ILAC international mutual recognition qualifications such as BV, SGS, and ITS to carry out finished product compliance testing, comprehensively verifying various restricted and prohibited chemical substance indicators, closed-loop guaranteeing the full-dimensional chemical safety compliance of terminal finished products, consolidating the bottom line of product environment and health and safety, and landing the Group's 2030 ESG goal of zero discharge of toxic and hazardous chemicals in the supply chain. In the raw material incoming inspection link, Bosideng's raw material laboratory conducts sampling inspections on each batch of incoming fabrics and accessories in accordance with Bosideng's quality standards for fabrics and accessories. Throughout the year, about 56,945 batches of incoming linings and accessories were received, including 37,570 batches of accessories, 16,255 batches of fabrics, 2,575 batches of linings, and 575 batches of galls, and the laboratory issued corresponding test reports. At the same time, the Company irregularly commissions third-party laboratories to conduct inspections in compliance with GB 18401, National General Safety Technical Code for Textile Products and GB 31701, Technical Specification for Textile Products for Infants and Children.

During the Year, the Company optimized its down testing standards to specifically reduce the content of harmful substances in down materials and further minimize the content of environmentally impactful residual substances in down materials, so as to enhance the safety and environmental performance of products from the raw material end.

Chemicals Safety in Supply Chain

Bosideng attaches great importance to chemicals management in the supply chain, prioritizing the selection of cooperative suppliers holding environmental certifications—requiring down products to meet RDS certifications, and core fabrics and accessories to meet OEKO-TEX® STANDARD 100 and bluesign® certifications. Through upstream supplier screening and control, it guarantees restricted substance compliance from the raw material source. The Company formulated and publicly released the Chemicals Control Manual of Bosideng, explicitly requiring suppliers to cover all chemicals used in the production process, process equipment, and factory operation and maintenance in their chemical lists, so as to implement effective control in all links of chemical use, and ensure that raw materials, work-in-process and finished products supplied to Bosideng are in line with the Restricted Substances List Requirements for Chemicals of Bosideng (RSL). At the same time, the Company optimized and upgraded the Supplier Cooperation Manual, continuously advocating suppliers to prioritize production processes that meet environmental standards, and feature low energy consumption, low pollution, non-toxicity, and high resource utilization in the production process.



Bosideng has joined the ZDHC to eliminate the input of toxic and hazardous substances at the source by managing inputted chemicals. The Group leverages ZDHC’s gateway database, the website of Detox.live, and third-party platforms to continuously monitor suppliers' implementation of ZDHC's standards for sustainable chemical management, with a key focus on verifying whether they provide Performance InCheck reports, ClearStream reports, and factory zero-discharge certification documents, thereby identifying chemical substances of potential concern and their corresponding affected products and product lines.

The Company requires core suppliers to submit chemicals used in their production processes on a monthly basis, and verifies their compliance rate of ZDHC MRSL Level 1/2/3 through a third-party platform. Based on the monthly monitoring results, suppliers are required to gradually transition to compliant chemicals to improve the compliance rate, thereby ultimately ensuring that the chemicals used in the production process meet Bosideng's requirements. To strengthen the identification and control capabilities of chemical risks in the supply chain, the Group has comprehensively integrated chemical control requirements into supplier admission standards, procurement contract terms, and annual evaluation systems, and ensured compliance and transparency throughout the entire process from raw material procurement to terminal delivery through the dual-track control of Restricted Substances List (RSL) and Manufacturing Restricted Substances List (MRSL). We place emphasis on verifying whether the fabrics and accessories provided by primary raw material suppliers comply with restricted substance regulations, and conduct restricted substance testing on the fabrics and accessories supplied by secondary suppliers. For non-compliant suppliers, we immediately put forward improvement requirements and standards, track the progress and results of improvements to ensure compliance with requirements, and terminate cooperation with suppliers that fail to make improvements or show poor improvement results.

At the testing and verification level, Bosideng's own laboratory monitors the pH value and formaldehyde content of each batch of fabrics, and irregularly sends samples to third-party institutions to test for decomposable carcinogenic aromatic amine dyes. During the Year, the Company conducted chemical safety testing on 77 mass-produced products. The entire production process was controlled in accordance with the Restricted Substances List Requirements for Chemicals of Bosideng (RSL), and core raw materials such as fabrics, linings, galls, and fillers of the products all met the list regulations.

In the production process of OEM/ODM business, the chemicals actually used are limited to machine oil (for sewing machine lubrication) and organic solvent oil (for spot decontamination in small quantities during post-finishing processes), which are all low-risk, conventional industrial consumables and do not involve highly hazardous substances. At the same time, the Company has established and regularly maintains the list of chemicals used in the factory and SDS (Safety Data Sheets), and all chemicals must be traceable. The chemicals used all comply with the Manufacturing Restricted Substances List (MRSL) and Finished Product Restricted Substances List (RSL) requirements of each brand. The chemicals involved in OEM/ODM business are low-risk conventional consumables and have not been included in the key phase-out list by current customers.

Subsequently, the Company will continue to focus on reducing the overall usage and emission of chemicals in the production process. In the post-finishing process, organic solvent oil is only used to remove small-area stains on the finished cloth surface. By optimizing process control, reducing quality inspection deviations, and improving operational refinement levels, the Company will effectively reduce the unit consumption of organic solvent oil in the decontamination process, and will continuously monitor the updated requirements of customers in RSL and MRSL . Should any relevant chemicals be included in customers' phase-out lists, the Company will respond and implement the necessary actions immediately.

Case | Deeply Promoting Bosideng's Chemical Risk Control

Relying on the ZDHC platform, the Company conducts monthly tracking of InCheck reports on suppliers' chemical use, requiring them to formulate clear phase-out plans for chemicals of concern. In FY2025/26, for suppliers participating in the ZDHC project, we completed 100% on-site verification of third-party InCheck reports, the total achievement rate of supplier MRSL Level 1/2/3 reached 80%, and continuously tracked and rectified non-compliant behaviors. Bosideng proved with solid actions that the problem of chemical management can be overcome step by step through systematic management.

Consumer Chemical Safety Awareness

Bosideng attaches great importance to improving consumers' cognition of chemical safety, carrying out chemical safety knowledge promotion and information disclosure through multiple channels and forms, and effectively safeguarding consumers' right to know and right to choose.

In terms of knowledge dissemination, relying on channels such as the official website, WeChat public account, and e-commerce platforms, the Group continuously releases chemical safety popularization content, covering topics such as common chemical substances in textiles, interpretation of certification standards, and product safety purchase guides,

helping consumers establish scientific chemical safety cognition.

In terms of information disclosure, the Company's full range of products standardizes the labeling of information such as fabric composition, lining composition, down composition, down content, fill power and safety category on washing labels, hangtags and product detail pages, ensuring that consumers clearly know the product material and safety attributes. Product hangtags and e-commerce platform pages synchronously display RDS certification, and some products that have passed bluesign® certification also clearly mark blue sign certification information, helping consumers identify products that meet international environmental standards. In addition, the Company regularly releases product chemical safety testing results and certification progress on official channels, enhancing consumer trust with transparent information disclosure.

In terms of consumer interaction and feedback, through channels such as customer service hotlines, online consultations and member communities, the Company responds to consumers' questions about product materials and chemical safety in a timely manner, collects hot issues of concern to consumers and incorporates them into knowledge promotion content updates. Through continuous knowledge dissemination, transparent information disclosure and timely interactive feedback, Bosideng is committed to building a consumer chemical safety trust system and promoting the overall improvement of industry green consumption awareness.



5.7 CIRCULAR ECONOMY

Bosideng insists on integrating the concept of circular economy into the entire process of corporate operations and product management, continuously exploring resource recycling models around key links such as product design, raw material selection, production manufacturing, consumption and use, and recycling and reuse. By promoting the application of sustainable materials, improving product durability, carrying out product maintenance and old clothes recycling practices, the Company continuously extends the product lifecycle, reduces resource consumption and environmental impact, promotes the implementation of circular fashion concepts, and contributes to the sustainable development of the industry.

5.7.1 Our management

Bosideng integrates the concept of circular economy into the core pillars of corporate sustainable development, continuously promoting the implementation of circular fashion practices around efficient resource utilization and product full lifecycle management. By building a complete management mechanism and cross-departmental collaborative system, the Company jointly promotes circular economy-related work through the Sustainability Steering Group, innovation research institute and supply chain management center, continuously improving the sustainable development level of products and supply chains.

In terms of management practice, we prioritize the use of more sustainable raw materials and empower the application of eco-friendly fabrics through innovative R&D (see Section 4.3). We also maintain strict quality control to ensure our products are long-lasting (see Section 5.2). We also offer premium repair and maintenance programs to extend product lifespan, thereby encouraging consumers to explore product reuse (see Section 5.3&5.4), and integrate sustainability principles from the very beginning of the product lifecycle. In addition, the Company continuously carries out product lifecycle management research, actively explores bio-based material applications, recycling technology upgrades and circular process innovation, and promotes the concept of circular economy throughout key stages such as product design, production, use and recycling and reuse.

In terms of goal planning, the Company has formulated a clear medium- and long-term development path, planning to achieve a 40% utilization rate of low-carbon fabrics in all product lines by 2030; further increase it to 80% by 2038, and synchronously improve the construction of the product recycling network, promoting the terminal product recycling rate to reach over 30%. Through continuously improving the circular management system and innovative practices, Bosideng is continuously promoting the transformation of circular economy concepts into quantifiable, traceable and implementable practices, contributing to the green and low-carbon development of the industry.



5.7.2 Our practices

In terms of circular economy practices, Bosideng continuously promotes the circular fashion special plan, exploring resource recycling paths in the textile and apparel industry through the dual-wheel drive of product innovation and industry collaboration. Since 2021, the Company has continuously carried out circular fashion special R&D, focusing on the layout of sustainable material applications. In FY2025/26, Bosideng actively participated in the development of industry standards. As the first drafting unit, Bosideng is collaborating with the China Fashion & Color Association to formulate the Specifications for Circular Fashion Design (《可循環服裝設計規範》), providing standardized guidance for circular fashion design and evaluation.

In terms of product innovation, adhering to the concept of "circular fashion", Bosideng continuously promotes the iterative upgrading of CIRCULAR eco-friendly products. Currently, it has completed three generations of product innovation, achieving systematic breakthroughs from circular design and material innovation to resource closed-loop

management, gradually building a full lifecycle management system covering design, production, use, recycling and regeneration, setting a new paradigm of "from design to rebirth" for the industry.

★ **CIRCULAR Era 1.0: Laying the Foundation with Recycling Technology**

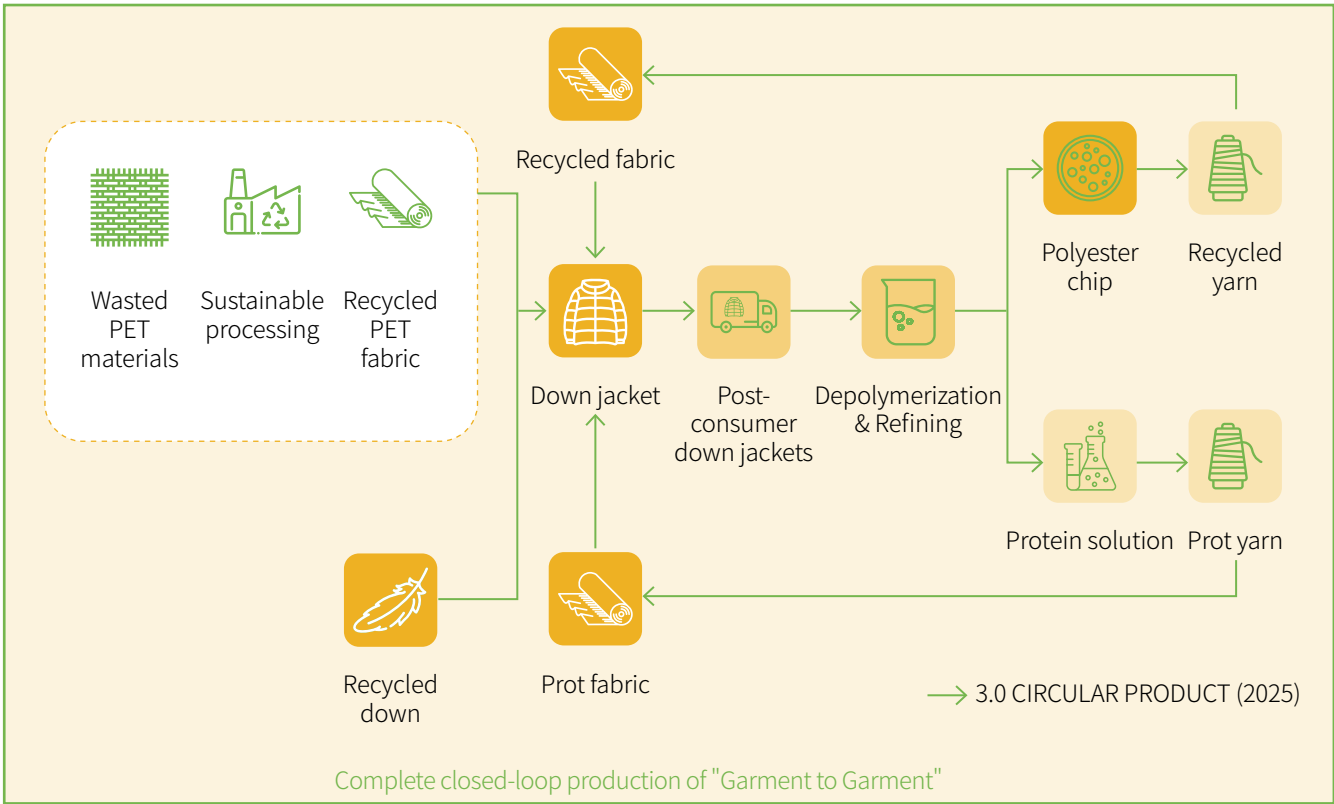
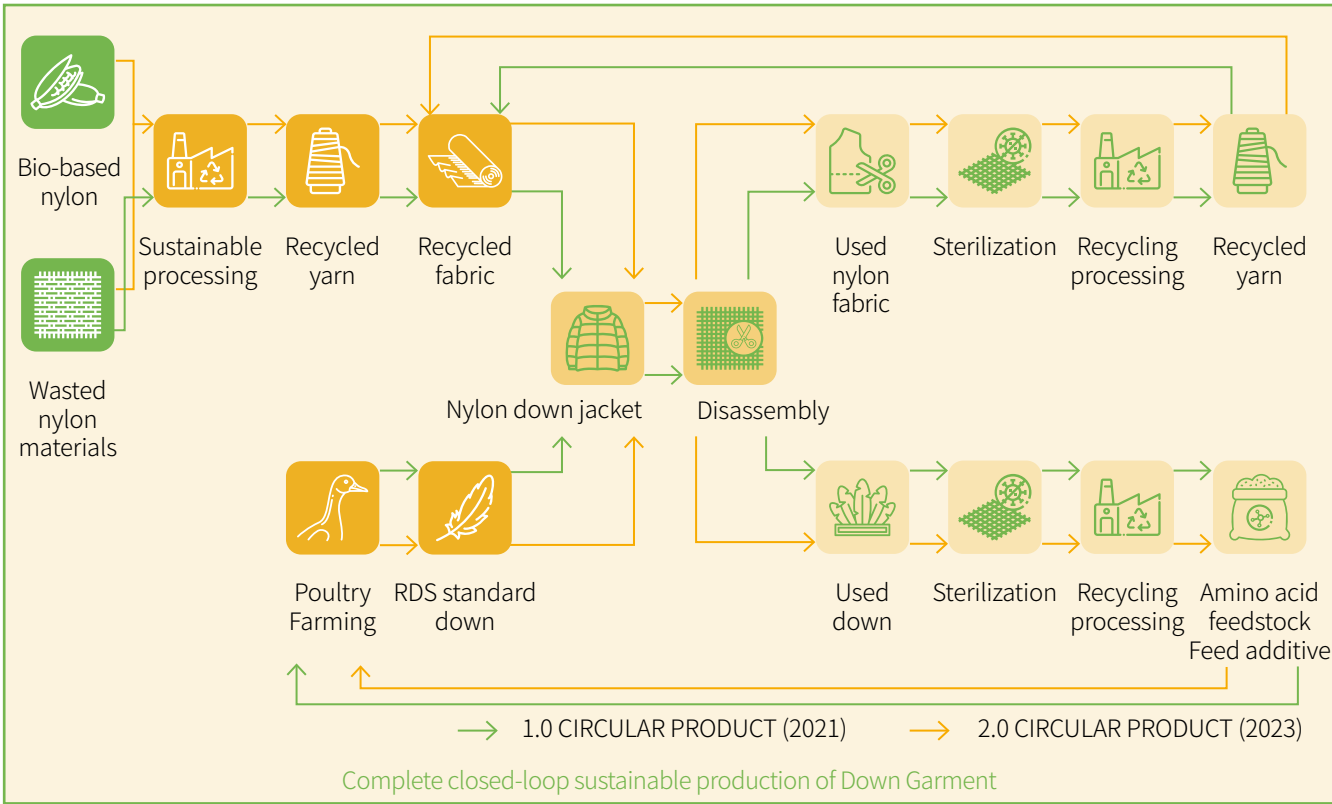
In 2021, Bosideng took the lead in breaking through the traditional linear development model of "production-waste", launching the first down jacket certified by the Red Dot Award, and initiating the exploration of circular fashion product innovation. This product adopts a detachable structural design, achieving efficient separation of fabrics, linings and down, thereby effectively extending the product lifecycle, reducing resource consumption and environmental impact, and providing innovative practices for the development of the industry's circular economy.

★ **CIRCULAR Era 2.0: The Bio-based Revolution**

In 2023, based on circular recycling technology, Bosideng further extended to the field of material innovation, successfully developing the first down jacket using a single-origin bio-based nylon material (for both fabric and lining). The product raw materials are derived from renewable biomass resources such as industrial corn and crop straw, effectively reducing dependence on fossil resources. Meanwhile, the garment's mono-material bio-based construction improves the recyclability of the product from the source and solves the problem of traditional mixed material recycling. In addition, down, as a natural fiber, has degradable and environment-friendly characteristics. By combining bio-based nylon with natural down, the product implements green design concepts from fabrics to fillers, promoting the construction of a bio-based circular system covering the entire lifecycle of raw material acquisition, production manufacturing, product use and recycling disposal, achieving efficient resource utilization and minimizing environmental impact.

★ **CIRCULAR Era 3.0: GTG Closed-loop Pinnacle**

In 2025, we developed and officially launched the third-generation circular down jacket product Circular 3.0, aiming at the "Garment to Garment (G2G)" closed-loop circulation, achieving full lifecycle resource recycling of products. This product adopts a single polyester material and modular, detachable design, improving recycling and reuse efficiency, and reducing sorting links and resource losses in traditional recycling processes; at the same time, it applies low-carbon and eco-friendly technologies such as recycled polyester fibers and dope dyeing, avoiding the use of large amounts of water resources and wastewater discharge in traditional dyeing processes, effectively reducing resource consumption and environmental impact in the production process. Circular 3.0 products have passed the standard verification of the Specifications for Circular Fashion Design (《可循環服裝設計規範》), becoming the industry's first batch of SA-rated products, and won the ISPO Global Design Award - Gold Award and the IDEA (International Design Excellence Awards) - Silver Award, demonstrating the Company's innovative practice achievements in the fields of circular design, green manufacturing and sustainable fashion.



5.7.3 Our achievements

In December 2025, as part of the first batch of Chinese enterprises to sign the "Building Sustainable Brands" Visionary Initiative, Bosideng brought the physical CIRCULAR 3.0 product to the "Creating Sustainable Business and Brands" high-level dialogue. With the closed-loop circular technology of "Garment-to-Garment (G2G)", it was highly recognized by UN officials and international enterprise representatives, demonstrating the innovative vitality of Chinese brands in the field of sustainable fashion. In addition, relying on leading circular technology and low-carbon attributes, the Circular 3.0 product has obtained the zero-carbon product certification mark issued by the China Quality Certification Centre (CQC).



Circular 3.0 Product Zero-Carbon Product Mark

In terms of independent certification of circular performance, the Circular 3.0 product was awarded the CIRCULARITY (circular label) certification launched by TESTEX, a Swiss testing agency, making it the only Chinese apparel brand to receive such certification. TESTEX CIRCULARITY focuses on a comprehensive assessment of the durability, reparability, and recyclability of textile products. Upon independent testing and verification, the Circular 3.0 product has passed the durability certification, fully demonstrating its outstanding performance in full-lifecycle circularity.



Bosideng's TESTEX CIRCULARITY Certification

Case | Bosideng "Renewal Workshop" Project

Bosideng adheres to long-term sustainability, caring for every member with warm services. We carry out circular fashion plans such as old clothes recycling creative workshops, store warm circulation plans, and renewal workshops, advocating sustainable lifestyles and co-creating a green future with users. Focusing on integrated product cleaning, care and repair services, we extend product service life with professional technology, providing users with a high-quality service experience.



6 PEOPLE POSITIVE

Bosideng has always adhered to the "people-positive" philosophy, thereby integrating respect, care, and growth into the full-cycle management of employees. We continue to improve the support system covering compliant employment practices, human rights protection, compensation and benefits, career development, health and safety, and employee communication, as part of our commitment to creating a fair, diverse, inclusive, and reassuring work environment to help employees achieve value growth in their post practices. Meanwhile, we actively fulfill our corporate social responsibility by relying on public welfare foundations, public welfare projects, and volunteer actions to extend care for "people" to social domains such as children's growth, assistance for underprivileged groups, disaster relief, and green public welfare, thereby continuously building a warmer connection among employees, the enterprise, and society.

SDGs



Materiality Issues:

Employees' rights assurance

High-quality employment and empowering growth

Occupational health and safety

Supporting community

6.1 EMPLOYEES' RIGHTS AND INTERESTS

Bosideng consistently regards employees as the core force of its sustainable development and continuously improves the rights protection system covering compliant employment practices, human rights protection, compensation and benefits, and employee care. The Group continues to advance practices such as equal pay for equal work, diversity and inclusion, and anti-discrimination by further optimizing relevant systems and management procedures, effectively safeguarding the legitimate rights and interests of employees.

6.1.1 Our management

Our Commitments to Human Rights Protection

Bosideng regards respecting and protecting human rights as an important foundation for employee rights management. As a member of the United Nations Global Compact (UNGC), we continuously benchmark against international standards and norms established by the United Nations, the International Labour Organization (ILO), and other international organizations regarding human rights protection, anti-discrimination, and the prohibition of child labor and forced labor, including requirements such as the International Covenant on Civil and Political Rights (ICCPR), the UNGPs, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the ILO Declaration on Fundamental Principles and Rights at Work. In strict compliance with applicable labor and employment laws and regulations in the locations where we conduct business, we set out employee rights protection requirements through systems such as the Human Resources Management Policy and Employee Handbook, and establish a compliant employment management system covering recruitment, induction, and position management, which strictly prohibits the employment of child labor and forced labor. Bosideng prevents relevant risks through measures such as recruitment identity verification, investigation into agency recruitment processes, age verification standards implemented by suppliers, and systematic position management. Where such circumstances are identified, the head of the Human Resources Department and the senior responsible person at the employing unit will be held accountable, and legal proceedings will be initiated in cases of severe violations.

In FY2025/26, Bosideng further improved human rights management procedures. In addition to our compliance with laws and regulations such as the Labor Law of the People's Republic of China and the Employment Contract Law of the People's Republic of China, we integrated requirements in respect of safety and health in the working environment, prevention of child labor and forced labor, equal employment, anti-discrimination, equal pay for equal work, workplace violence prevention and control, humane treatment, freedom of association, collective labor negotiation, appeal and remediation, human rights due diligence, and risk assessment into the entire process of our employee management. This procedure applies to all employees within the scope of Bosideng International Holdings Limited and its branches, subsidiaries, and holding companies, and covers different forms of employment.

Bosideng extends human rights protection requirements to supply chain management. By conducting human rights due diligence on suppliers through bidding, market research, business negotiations, and contractual agreements, we strictly prohibit gross conducts that violate human rights for our cooperation. In case that a partner engages in human rights violations that breach agreements or laws and regulations, the Group will terminate cooperation and include such partner in the prohibited cooperation list. The Group advocates that suppliers, contractors, and other business partners jointly follow relevant human rights protection requirements to advance the continuous improvement of human rights protection levels across the entire value chain.

Candidate recruitment



By clearly defining job responsibilities and working conditions for all positions, and identifying and setting basic qualification requirements for personnel, Bosideng requires that all formal employees recruited must be at least 18 years old, and that the identity and actual age of applicants are strictly verified during the recruitment process; during the recruitment process, candidate identities are strictly verified to ensure that the age of the personnel to be hired complies with local laws and regulations and that identity information is correct before they can be employed.

Employee pre-induction



Through the online pre-induction system, Bosideng moves pre-employment screening forward to the pre-induction stage, verifying the authenticity and validity of materials such as identity documents, academic certificates, and professional qualifications of the personnel to be hired to ensure accurate and reliable identity information of such personnel; induction procedures are withheld for individuals failing to meet recruitment requirements.

Systematic position management



The Group formulates and implements attendance management systems, implementing an 8-hour working hour system per working day in accordance with the law, explicitly affirming the voluntary nature of overtime work, and does not compel any employee to work overtime. In case that overtime is arranged due to work needs, relevant departments must provide advance notice to employees and obtain approvals before execution. Overtime hours can be converted into compensatory leave, effectively safeguarding work-life balance and preventing forced labor risks.

Supplier Due Diligence



Prohibition of child labor and forced labor is a critical criterion in supplier selection and evaluation, and employee age verification is incorporated into supplier selection considerations. The Group regularly investigates agency recruitment processes and conducts audits on human resources practices, including those of third-party labor dispatch agencies, to rigorously investigate instances of child labor and forced labor.

Review and Follow-up



Upon identification of child labor, forced labor, non-compliant employment practices, or relevant complaints, the Group will enforce management accountability against the head of the employing department, the head of the Human Resources Department, and the senior responsible person at the employing unit, and require mandatory rectification within a stipulated period. Legal proceedings will be initiated in cases of severe violations.

Employee Communication Mechanism

The Employee Relations Coordination Committee, jointly formed by the Labor Union, Human Resources Department, and Administrative Management Department of the Company, is responsible for coordinating and handling day-to-day employee labor relations complaints, continuously maintaining a harmonious employment relationship. Regarding changes in labor relations, the Group fully communicates with employees and negotiates consensus treatment proposals based on actual conditions, including performance appraisal and coaching outcome, employee health, or accidental events. During the Year, Bosideng did not experience major changes in its business operations or large-scale contract terminations that had a significant impact on employees and their representatives. In case that such situations occur in the future, the Group will rely on internal mediation mechanisms and collaborate with relevant parties, including the human resources and social security, judicial, and public security authorities of the government to establish dedicated handling teams, with a view to safeguarding employee rights and maintaining labor relations stability through processes of communication, investigation, negotiation and mediation, and execution of legal agreements.

Meanwhile, Bosideng has established diversified employee appeal channels, including internal skip-level appeals within departments, relevant management departments of the Company, and the President's mailbox, to promptly identify potential negative human rights impacts. Depending on the nature of the event, the Human Resources, Audit and Supervision, Legal, and Administrative departments will process them accordingly, thereby reducing the risk of continuous negative events through internal mediation, disciplinary actions, liability compensation, judicial intervention, and notice prevention. With a focus on the mitigation and remediation of potential human rights risks, the Group supports department team building through dedicated budgets, promotes communication, trust, and mutual respect within the organization, and continues to foster a harmonious labor relations environment.

Equality and Diversity

Bosideng adheres to the employment philosophy of fairness, justice, diversity, and inclusion, thereby integrating equal rights protection throughout the entire process of human resources management, including recruitment and hiring, remuneration and benefits, and career promotion. Any form of discrimination based on non-job-related factors, such as gender, age, ethnicity, region, religious belief, and marital status, is prohibited. These requirements cover formal employees and different employment forms such as dispatched and outsourced workers. Bosideng engages in formal, legally binding labor relationships with employees in accordance with the law. Regarding circumstances where the Group initiates the termination of labor contracts with employees, we strictly implement relevant arrangements in accordance with applicable laws and regulations and normative procedures.

In the recruitment stage, Bosideng formulates and implements the Recruitment Management System based on the principles of fairness, justice, role-alignment, and standardized processes, which focuses on the applicant's ability and suitability for the post to ensure that hiring is not affected by non-job-related factors such as race, gender, age, and marital status. During the Year, we further standardized the management of recruitment advertisements and interview processes, prohibiting restrictive conditions based on gender, age, region, or ethnicity in job descriptions, and reduced the impact of subjective evaluations through "unconscious bias"

training and structured question banks, thereby enhancing the fairness and transparency of recruitment and hiring.

During the Year, Bosideng continued to pay attention to industry trends and changes in the talent market, enhanced the diversity and effectiveness of recruitment channels, and strengthened its appeal in the high-end talent market through employer brand building and promotion, thereby continuously improving the ability to attract high-quality talents. We comprehensively use diversified channels such as online platforms, offline activities, campus recruitment, social recruitment, employee referrals, university-industry partnerships, public-sector collaborations, and flexible employment to source talent, and refine talent introduction strategies focused on key directions such as internationalized talents and digital transformation talents, continuously achieving recruitment management goals of fairness, justice, standardization, and role-alignment. During the Year, the Group further improved the Regulations on Administration of Employees' Code of Conduct, and maintained zero tolerance for misconduct associated with harassment and discrimination such as threats, intimidation, and insults. The provisions for handling sexual harassment were further introduced, clearly setting out that employees who engage in sexual harassment will be dismissed. This internal regulation has been released and implemented after soliciting opinions from all employees through the internal office system.

Remuneration and Benefits

Bosideng adheres to the principles of "equal pay for equal work" and gender equality, thereby continuously improving the remuneration and welfare management system based on position value and performance contribution. This ensures that remuneration standards for employees at identical job grades with equivalent performance remain consistent. The Group designs the remuneration structure based on position value, enhancing external competitiveness while ensuring internal fairness, and commits to providing base salaries higher than the national minimum wage level. The remuneration system comprises base fixed salary, performance bonus, and allowances.

In FY2025/26, Bosideng continuously advanced the development of the MPO job grade and salary bandwidth standard system. Oriented by "value creation, value evaluation, and value reward", we established fixed and variable salaries and corresponding position-based salary standards based on position value and performance contribution. During the Year, the Group made reasonable adjustments to employee salaries after taking into account factors such as market salary growth levels, employee performance results, position changes, and promotion results, and identified salary standards for various levels of positions through third-party market salary surveys, salary bandwidth adjustments, internal evaluation of position value, talent inventory, and total salary budget management. The Company determines salaries based on position levels and salary standards, rather than non-job-related factors such as gender and age, fully clarifying the implementation standards and boundaries of equal pay for equal work. Meanwhile, the Group establishes performance evaluation arrangements based on different position categories and work characteristics, evaluates and timely adjusts employee salary and benefits based on performance results, and continuously improves the diversified welfare protection system to provide support for employees and their families.

For details of Human Resources Management Policy, please refer to:
https://sustainability.bosideng.com/en/media/human_resources.pdf



6.1.2 Our practices

Prohibition of Child Labor and Forced Labor

As an UNGC member organization, Bosideng continuously pays attention to human rights management risks in its own operations and supply chain, and identifies potential impacts related to employee rights, labor compliance, and supply chain labor management through human rights due diligence and risk assessment mechanisms. We strictly prohibit the employment of child labor and forced labor, thereby integrating relevant requirements into recruitment and hiring, pre-induction verification, position management, supplier review, and follow-up. We regularly review the recruitment processes of human resources service providers and agencies, and incorporate requirements such as child labor, forced labor, and employee age verification into supplier selection and evaluation standards, as part of our continuing efforts to strengthen the human rights risk prevention for internal employment and external partners.

Freedom of Association and Collective Bargaining

Bosideng respects every employee's freedom of association and right to collective bargaining as permitted by law, and incorporates relevant requirements into the Employee Handbook. The Group establishes regional joint trade unions in accordance with the law and organizes annual negotiations and updates for collective contracts. Relevant agreements cover specialized content such as wages, labor safety and health, and female employees' rights, and apply to all contractual employees at the Group headquarters, effectively safeguarding employees' collective bargaining rights.

Anti-discrimination and Anti-harassment

Bosideng continuously promotes diversity and fair employment management, strictly implements anti-discrimination policies, and reduces the risk of bias and misconduct in recruitment, interviewing, training, and

employee conduct management. The Group standardizes job posting requirements, prohibiting restrictive conditions based on gender, age, region, or ethnicity in job descriptions, and enhances recruitment fairness through "unconscious bias" training for interviewers and structured interview question banks. We implement training related to workplace discrimination and harassment for all staff and set gender diversity targets for management, regularly disclosing progress to continuously advance the development of a diverse, equal, and inclusive workplace.

Bosideng maintains a zero-tolerance policy toward misconduct such as harassment and discrimination, and sets out anti-discrimination and anti-harassment behavioral guidelines based on the Regulations on Administration of Employees' Code of Conduct. Disciplinary procedures are carried out through investigation and collection of evidence, interviews, submission of disciplinary review letters, soliciting opinions from the trade union, and issuing notices. The Group adopts stringent tiered disciplinary actions as warnings, demerits, or termination, and sets severe penalties for sexual harassment, insults, and violence. In FY2025/26, Bosideng further improved the Regulations on Administration of Employees' Code of Conduct by incorporating provisions for handling sexual harassment, clearly setting out that employees who engage in sexual harassment will be dismissed.

To address reports of harassment and discrimination, the employee relations management post of the Human Resources Center takes the lead and collaborates with the Administrative, Supervision, and Audit departments to conduct investigations. The Company handles matters through investigation interviews, written reviews, and communication based on the situation, and determines improvement measures based on investigation results. Employees may appeal disciplinary results through the Human Resources Department if they have objections against such disciplinary results.

In addition, Bosideng actively promotes workplace equality empowerment and anti-discrimination and anti-harassment initiatives among its associated factories. At the policy level, Bosideng's associated factories have launched the "Eliminating Gender-Based Violence and Harassment" (GBVH) initiative. Through the establishment and implementation of GBVH policies, the Group systematically enhances employees' awareness of prevention and eliminates incidents of violence and harassment at source. At the capacity-building level, associated factories organized participation in women's leadership programs, focusing on enhancing the production skills and communication capabilities of female supervisors. During FY2025/26, a total of 33 female supervisors completed systematic learning of modules such as "Fundamentals of Effective Supervisors", "Building Trust and Collaboration" and "Effective Communication Skills". At the cultural integration level, the Group participated in the "Reimagining Industry to Support Equality" (RISE) program and successfully cultivated 10 internally certified RISE trainers. Through regular frontline employee training and daily promotion of workplace gender equality concepts, these trainers continuously enhance employees' awareness of rights and interests, understanding of equality, and overall professional competencies.

Remuneration System

Bosideng has established an MPO position classification system, which classifies positions into three categories based on job nature: Management (M-series), Professional (P-series), and Operational (O-series). In addition, 7 to 10 job levels are set out under each category, totaling 23 levels, and supporting horizontal comparison between different sequences and vertical development of employees. Under this system, the Group establishes a systematic remuneration and benefits management mechanism in accordance with the principle of "equal pay for equal work", with the remuneration and benefits standards uniformly determined based on the employee's position level to ensure fair and consistent management for comparable positions. In FY2025/26,

Bosideng continued to advance the development of the MPO job grade and salary bandwidth standard system. Oriented by "value creation, value evaluation, and value reward", we established fixed and variable salaries and corresponding position-based salary standards based on position value and performance contribution. The remuneration system of the Group is comprised of basic fixed salary, performance bonus, and allowances, and employee salaries are reasonably adjusted based on factors such as market salary growth levels, employee performance results, position changes, and promotion results to maintain market competitiveness.

Regarding performance bonus, Bosideng has process bonus, annual bonus, and long-term incentives covering a subset of employees. Process bonus and annual bonus are granted based on the Company's performance evaluation results, with performance bonus covering 100% of its employees. After the end of each year, the Group sets corresponding performance coefficients based on the overall organizational performance, department performance, and individual performance results in accordance with the performance appraisal incentive system to calculate the performance bonus employees should receive for the year. To incentivize and retain core talent, Bosideng has established a regular long-term incentives mechanism, mainly comprising share options and award shares. As of March 31, 2026, Bosideng's eight tranches of equity incentive plans covered a total of 285 core employees, mainly including middle and senior management, core personnel, and key position talents, who were selected based on their position importance, individual performance, contribution to the Company, and long-term development potential. The long-term incentive plans are usually vested in batches starting from the second year after the grant to achieve long-term binding and incentive for our core talents.

To promote alignment between mid-to-long-term incentives and long-term enterprise value and sustainable development goals, Bosideng has integrated ESG metrics into long-term incentives for senior executives and department-level performance appraisals, establishing linkage mechanisms in areas such as product innovation, supply chain management, and carbon reduction goals. Among these, at the executive level, ESG is incorporated into strategic objectives and linked to long-term incentives through equity incentives and the Remuneration Committee mechanism; at the departmental level, ESG indicators are broken down into quantifiable KPIs that affect performance bonuses; and at the employee level, ESG-related KPIs are embedded in the assessment of certain relevant positions. In addition, Bosideng establishes differentiated incentive mechanisms based on the value creation characteristics of different business areas, deploying tiered and categorized remuneration designs for core positions including market retail and apparel design and R&D, and guiding employees to continuously create high-value outcomes through dedicated incentives and benchmarking cases.

Performance Appraisal

To ensure fair and equal performance evaluation, Bosideng establishes a target-oriented performance management mechanism based on the responsibilities of various functional positions and business development characteristics, and sets performance targets across four dimensions, namely, operational indicators, strategic indicators, user indicators, and talent development indicators. Focusing on annual business targets and strategic priorities, the Group cascades KPIs from the headquarters and departments to retail companies and stores, achieving alignment with specific positions and employees after approval, and promoting the 100% integration of indicators. The appraisal design balances individual and team goals, linking team goal achievement to employee performance incentives, and forming a systematic performance evaluation mechanism through the integration of team and individual evaluations.

Bosideng adopts a multi-dimensional performance appraisal model combining annual target appraisals and process management, and comprehensively evaluates employee performance through 360-degree evaluations from various perspectives including colleagues, direct subordinates, other employees, and customers. The Group's performance management and evaluation include annual appraisals, semi-annual appraisals, and process appraisals, among which, annual appraisals are conducted for all staff at the end of the fiscal year to support the achievement of the annual business targets and strategic priorities; semi-annual appraisals are conducted for all non-operational (O-series) staff to focus on stage-specific reviews of systems, standards, processes, and frameworks and semi-annual reviews of annual KPIs; process appraisals are conducted for all staff to break down targets, identify issues, and drive problem-solving through quarterly milestone appraisals and monthly work plan appraisals.

To adapt to business changes, the Group and project teams dynamically adjust KPI targets based on actual conditions and follow up on performance achievement through process management methods such as monthly appraisals and performance coaching. The Group sets monthly coaching targets and conducts performance feedback sessions, advancing the closed-loop improvement for employees through methods, including review summaries, identifying gaps, consensus on improvement goals, strategic co-creation, care empowerment, and internal benchmarking learning. Through frequent performance-based appraisals and coaching in multiple forms, Bosideng achieves continuous annual performance management, supporting employees in creating effective performance with a focus on target decomposition, process tracking, regular feedback, and performance improvement, while implementing incentives such as promotions, salary increases, and/or annual bonuses based on appraisal results.

To ensure the fairness of performance appraisal results, if an employee has objections to their performance level and cannot reach a consensus with the immediate superior, they can directly appeal to the Group's Human Resources

Management Center or the Human Resources Department of each business unit by writing, email, or in other recordable formats. Bosideng adheres to the principles of fairness, justice, and transparency in receiving performance appeals, promptly providing feedback on the review results to the employee, and generally resolving the matter within 7 working days.

Employee Benefits

Bosideng strictly abides by the requirements of laws and regulations of the countries and regions in which it operates, continuously improving the compliant benefits protection system to ensure that employees are entitled to access social insurance, housing fund, and various statutory leave rights in accordance with the law. In the PRC, the Group provides all of its employees with "five social insurances and one housing fund" and statutory leaves including paid annual leave, marriage leave, maternity leave, medical leave for work-related injuries, and bereavement leave. The Group makes and announces annual holiday arrangements in advance, and extends the Spring Festival holidays to support employees in different locations to reunite with their families. To ensure that employees fully utilize their entitled paid annual leave, the Group consolidates employees' unused annual leave and compensatory leave within the year into the Spring Festival holiday, extending the Spring Festival holiday beyond the national statutory arrangement. This supports employees in getting adequate rest and adjustment while effectively ensuring the full realization of their annual leave rights and interests. In FY2025/26, in addition to contributing social insurance and housing fund for employees, the Group purchased commercial insurance policies covering business-specific scenarios such as business trips based on employees' business travel and health protection needs, and introduced high-end medical insurance for employees to continuously enhance employee protection and benefits.

In Hong Kong SAR of China, the Group participates in the Mandatory Provident Fund (MPF) Scheme in accordance with local regulations. Each member of the Group and its employees make monthly contributions to the scheme, generally at 5% of

the employees' earnings. The monthly contributions of each of the employer and the employees are subject to a maximum contribution of HKD1,500, after which contributions become voluntary.

In the United Kingdom, the Group's employees participate in the National Insurance Scheme and the relevant pension scheme (collectively, the "UK Schemes"). Each member of the Group in the United Kingdom and its employees make monthly contributions to the relevant schemes based on the statutory percentage of the average employee's salary provided by the United Kingdom Government.

The Group also operates related businesses in Vietnam and Indonesia through joint ventures. In Vietnam, it strictly complies with the Social Insurance Law, requiring all local employees to participate in the statutory social insurance scheme, which covers pension insurance, health insurance, and unemployment insurance, with contribution rates of 21.5% borne by the employer and 10.5% by the employee. In Indonesia, the Group complies with the local Social Security Law, and employees are mandatorily enrolled in the national integrated social security scheme, with the employer bearing approximately 11% and the employee bearing approximately 4% of the contribution. The Group undertakes to pay local social security contributions in full and on time, and fulfills its obligation to report to the social security authorities as required.

For employees reaching the statutory retirement age, Bosideng handles retirement procedures on time according to standardized processes and assists employees in legally accessing pension benefits based on standards set by local human resources and social security departments. After employees reach the retirement age, the basic pension is determined by the pension fund center of the National Human Resources and Social Security Bureau, and 100% of the retired employees enjoy the pension issued by the national human resources and social security department.

In addition to statutory benefits, Bosideng provides supplementary benefits such as high-temperature subsidies, maternity subsidies for female employees, meal allowances, communication allowances, accident insurance, attendance bonuses, and length of service allowances based on employees' daily work and life needs, and continuously improves employee housing protection through rental subsidies and "Happy Residence Project" talent rental subsidy applications. During the Year, the Group further improved employee life support through measures including organization of monthly birthday celebrations, provision of catering specialty services before holidays, establishment of family rooms in employee dormitories, offering of diverse canteen dishes, and opening shuttle bus routes to and from Shanghai, Suzhou, and Changshu. Such measures create a convenient and comfortable work and life environment for employees. Meanwhile, an internal charity fund was established, encouraging each employee to voluntarily donate RMB2 per month to help colleagues in need resolve life difficulties.

To cope with the impact of climate change and extreme weather on employees' work and life, Bosideng continues to improve the employee welfare protection mechanism, including paying high-temperature subsidies, issuing holiday materials such as sun protection and down clothing, providing heatstroke prevention food during high-temperature seasons, and supplying summer food and daily necessities in internal general stores to support employees in cooling down and ensuring healthy work and life in summer. The Administrative Management Center releases extreme weather forecasts in advance through the internal system to remind all employees to take safety precaution; on the basis of ensuring occupational safety, the Group also provides home office arrangements for employees depending on the circumstances, enhancing the convenience and comfort of employees' work.

6.1.3 Our achievements

In FY2025/26, Bosideng was not aware of any major violations related to recruitment and promotion, working hours, rest periods, child labor or forced labor. Similarly, there were no known employee complaints concerning fair opportunities, diversity, anti-discrimination, harassment, corporal punishment, abuse and inappropriate punitive measures, nor are there any disputes involving salary payment. During the Year, the Group's compliant employment system continued to operate effectively, with fair employment and anti-discrimination policies being implemented, and employees' remuneration and welfare rights explicitly protected; the collective negotiation mechanism of the labor union proceeded in an orderly manner, ensuring effective maintenance of employees' collective rights and maintaining harmonious and stable labor relations. This year, 100% of Bosideng's new employees underwent new employee training to learn and clarify the code of conduct and handling procedures, and signed the Employment Commitment Letter for behavioral management.

As of March 31, 2026, the Group had 12,895 employees, including 10,433 female employees, accounting for approximately 80.9% of the total. Female employees continue to play a crucial role in the Group's management and business operations. During the Year, the number of female employees in the entire management was 940, accounting for approximately 52.5% of the management positions, up by approximately 0.7 percentage points as compared to FY2024/25, further consolidating the Group's diversity management achievements.

As of March 31, 2026, Bosideng granted eight tranches of equity incentives to its employees in total, including a total of 2,007.38 million share options and award shares comprising 1,556.48 million share options and 450.9 million award shares, covering a total of 285 core employees. Between March 31, 2025, and March 31, 2026, the Group did not grant new equity incentives. In the future, Bosideng plans to further optimize and expand the coverage of its Employee Stock Ownership Plan (ESOP), gradually extending incentive targets to key business personnel, high-potential talent, and key position employees, and timely evaluating and introducing new

incentive plans based on business development stages, capital market environment, and talent development needs.

Bosideng actively participated in the development of harmonious labor relations organizations under the guidance of human resources and social security departments, supporting the early-stage identification and mitigation of labor management risks through publication of policies and exchange, and was rated as the "2024 Advanced Member Unit" by the Suzhou Harmonious Labor Relations Enterprise Association.

Leveraging continuous performance in employment management, talent attraction, and employer brand development, Bosideng received external awards during the Year, including the "Annual Influential Employer" by 58.com, "Top Graduate Employer" by 51 Job, "Talent-Loving Employer" by BOSS Zhipin, "2025 Extraordinary Employer" by www.liepin.com, and "2025 China Talent Management Excellence Model Award" by Beisen, reflecting the recognition of the Group's talent management capabilities and employer brand influence by external institutions.



"Annual Influential Employer" by 58.com



"Top Graduate Employer" by 51 Job



"Talent-Loving Employer" by BOSS Zhipin



"2025 Extraordinary Employer" by www.liepin.com



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6.2 TRAINING AND DEVELOPMENT

Bosideng is committed to providing employees with diversified and full-cycle learning and development opportunities, while continuously improving the training system covering leadership, professional capabilities, and general capabilities. Leveraging Bosideng Business School, digital learning platforms, and tiered and categorized talent development programs, we support employees in enhancing post capabilities and expanding career development paths, thereby further synchronizing employee growth with the Group's strategic development.

6.2.1 Our management

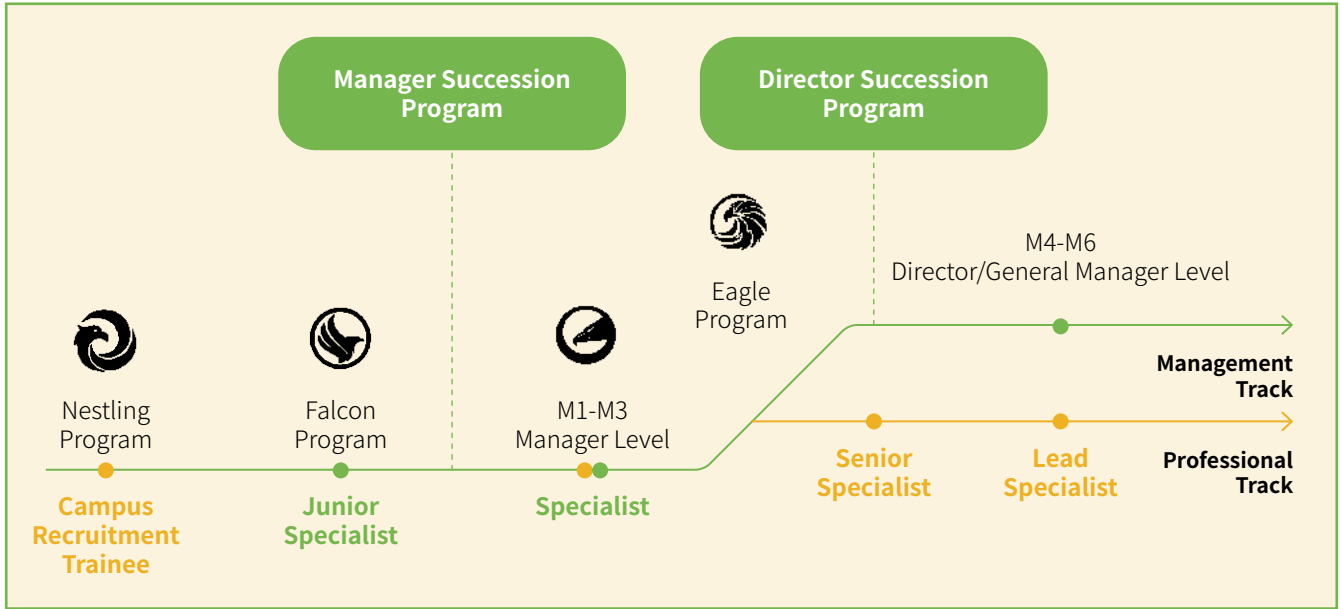
Bosideng focus on internal upward mobility through training and development. Bosideng formulates and implements the "Talent Development Management System" and the "Training Management System" to continuously regulate the talent development management system and training operation mechanism. By promoting core values, systematic training, performance management, and promotion and advancement management, we encourage employees to continue with lifetime learning and continuous growth. Focusing on leadership, professional capabilities and transferable competencies, we have established a full-cycle training system for different groups, including university students, new employees, professional experts, core management pipelines and core TMT members. In line with the Group's strategic development plan and the competency requirements of different positions, we carry out differentiated and systematic talent development.

In terms of learning platform development, Bosideng integrates diversified learning channels, including offline classrooms, retail classrooms, Ding Talk online learning platform, and WeChat. Bosideng Business School led the development of a digital learning platform at the Group level, and collaborated with Beisen to build an AI Learning system as the core foundation for all-staff learning and capability development. The platform has an ESG-specific zone, with the course content covering climate change and carbon management, circular economy and green products, ESG governance and compliance, supply chain responsibility, green retail, employee rights, EHS and many other issues, all of which are aimed at continuously improving the convenience, accessibility, and ESG capability construction level of employee learning, helping employees master the professional capabilities required to address the challenges of green transition and climate change.

With a focus on key positions critical to the Group's future strategic development, Bosideng systematically identifies and nurtures core talents that demonstrate their "high willingness, high performance, and high potential", and expands the external perspectives and industry awareness of core talents through external visits and study tours. Relying on the MPO position classification system, the Group builds career development paths that encompass both management and professional tracks, thereby meeting employees' multidimensional needs for horizontal and vertical development. In FY2025/26, Bosideng further aligned talent evaluation outcomes with promotion and development qualifications, and made the completion of the "Eagle System" program a prerequisite for promotion to some M positions, providing clearer development paths for employees with diverse characteristics and preferences, and promoting the synergistic improvement of personal growth and organizational development.

6.2.2 Our practices

Bosideng builds employee career development channels based on the MPO category system, setting 7 to 10 job levels under Management (M-series), Professional (P-series), and Operational (O-series), totaling 23 levels, supporting employees in horizontal expansion and vertical promotion based on position characteristics, capability advantages, and career aspirations, and establishing a dual career development path.



Managerial Cadre Cultivation

In terms of management cadre cultivation and promotion pathways, Bosideng focuses on on-the-job cadre cultivation and reserve cadre cultivation, continuously enhancing the leadership, management capabilities and strategic undertaking capabilities of the management talent team. For on-the-job cadres, the Group has carried out systematic cultivation through personal development plans, online premium courses, symbiotic learning workshops and other methods. Additionally, relying on the talent inventory mechanism, we have comprehensively evaluated and validated the value achievements and capacity improvement of their annual efforts, promoting management cadres to continuously enhance their professionalism and management capabilities. For middle and senior management, Bosideng uses the TMT program to link up the whole chain of "selection, training, utilization and retention", supporting management cadres to gradually advance and develop from M1 level to M8 level, and continuously strengthening the core management team development.

Case | TMT Development Fosters a Leading Business Management Team



In FY2025/26, Bosideng continued to proceed with the TMT development program by focusing on TOP management teams and key personnel who undertake core strategic business targets, which is aimed at building a leading talent team with a forward-looking global mindset and in pursuit of excellent business results. The program focuses on leading business management team building, continuously optimizing the core management team structure through annual inventory, role-alignment, and external introduction for vacant positions, ensuring that the supply of talents for key positions matches the Group's strategic development needs.

In terms of cultivation and operation, the TMT development program drives the core management team to undertake business goals and create business value through mechanisms, including the alignment of KPIs with business responsibilities, resource allocation, and accountability and self motivation. Meanwhile, the Group promotes the unification of cognitive thinking and management language among the leading business management team through brainstorming sessions, team building, and business analysis meetings, and empowers them around themes such as business management and team management, continuously upgrading management cadres' leadership to help the core team lead the organization to win battles and achieve results.

To ensure the cultivation effectiveness of the program, Bosideng continuously implements process appraisal, "horse racing" competitions, dynamic talent review, and survival of the fittest mechanisms, providing core management talent support for the Group's high-quality development.



As for reserve cadre training, Bosideng bases it on the Group's future strategic development needs, with talent reserve and endogenous echelon construction as the core, and continuously operates the "Eagle System" to precisely cultivate various echelons of reserve cadres. Among them, the "Falcon program" is intended for manager-level reserve cadres (M1-M2), the "Elite program" is intended for retail company reserve general managers (M3), and the "Eagle program" is intended for Group headquarters reserve directors (M4 and above), promoting the alignment of key management position talent supply with strategic needs through tiered cultivation. In FY2025/26, Bosideng further strengthened the connection between talent cultivation and promotion, deeply aligning talent evaluation outcomes with promotion qualifications, and making "Eagle System" graduates a prerequisite for promotion to some corresponding M positions, continuously refining reserve management talent standards and full-process cultivation mechanisms to solidify the management talent foundation for the Group's sustainable development.

Case | "Eagle System" Program Builds an Endogenous Reserve Management Echelon



To support the achievement of strategic goals, Bosideng continuously advances the "Eagle System" program, and focuses on building an endogenous reserve management echelon, which is intended for the selection and cultivation of core talents with high willingness, high performance, and high potential in each echelon. The program selects the right people with high standards from multiple dimensions including willingness, performance, potential, management experience, and B-point position matching, deploying suitable talents to appropriate positions to fully leverage position value and support organizational goals and capability achievement.

In terms of cultivation, the "Eagle System" program implements the "721" cultivation principle and methodology, focuses on B-point challenge tasks for practical experience, and continuously improves reserve management talents' organizational management and strategic undertaking capabilities through mentorship and coaching, leadership model knowledge empowerment, and transformation application. Meanwhile, the program drives all program representatives to jointly achieve talent development results through responsibility binding and appraisal incentive mechanisms, improving the quality of reserve talent supply for key positions. During the Year, the "Eagle System" program achieved a 30% decrease in the turnover rate of graduates, and the full-time equivalent (FTEs) participating in the project was 100%.



Professional Talent Cultivation

Bosideng continuously optimizes the professional and expert talent structure, focusing on strategic core positions to build a professional talent team with benchmark leadership. The Group has set up a professional route talent development committee to assess the professional capabilities of professional talent, with professional accreditation as an important mechanism, conducting comprehensive evaluation based on cultural values, professional capabilities, and knowledge levels. Based on assessment results, Bosideng classifies employees in the professional route into different ranks: Technician (P1-P3), Specialist (P4), Senior Specialist (P5), Lead Specialist (P6), and Chief Specialist (P7), clearly defining position expectations and requirements for each level to support professional talents' continuous development along the professional track.

In FY2025/26, Bosideng launched the "Group Professional Specialist Cultivation Program" for the second consecutive year, focusing on fostering professional talents in core professional positions, and continuously promoting professional talent echelon construction around goals such as implementing professional specialist cultivation methodologies, upgrading the professional talent structure, and cultivating leading benchmark experts. The program adheres to the cultivation philosophy of "selecting key

professional groups, practical experience, and benchmark leadership", and adopts the "721" operation model, introducing external course resources such as the "LPI Learning Path" and "TTT" to empower our trainees, promoting professional talents to continuously improve professional capabilities in post practice, tutor support, benchmark learning, and course training.

During the Year, the Group launched subsidiary programs for professional talent cultivation, focusing on directions such as technical expert cultivation, scientific research talent development, and quality capability consolidation. These subsidiary programs are aimed at promoting the accumulation of key professional capabilities and the upgrade of talent echelons. In terms of technical expert cultivation, the Group reached consensus on talent capability standards, clarified the "Five-Learning Portrait", built a professional specialist cultivation system. Furthermore, we advanced the technical capability improvement through tiered and categorized "learning-training-practice" mechanisms. Meanwhile, the Group continued to distill professional experience by centering on technical capability benchmarking, business pain point solving, and patent standards and system accumulation, thereby promoting the transformation of professional talent capability into organizational capability.



Case | Bosideng Vocational Skill Training Project



In FY2025/26, Bosideng leveraged the Business School to continuously conduct vocational and skill training for different position-based groups, covering all employees, enabling employees to improve their professional capabilities in post-related practices and skill competitions through technical capability enhancement, testing capability development, factory frontline skill upgrading, standardized sample sealing management, and other directions. During the Year, the Group organised its first Technical Competition, the fifth Bosideng Testing Technology Competition, the Factory Skills Competition and the Factory Sample Sealing Competition. The competitions involved employees in relevant technical positions across the Bosideng Business Unit, Foreign Trade Business Unit, Binjora Business Unit, Supply Chain Management Center and Scientific Research and Technology Center, as well as personnel from the Bosideng Raw Material Expert Laboratory, 21 core external suppliers, and teams, key business personnel and team leaders from seven internal factories. These initiatives continued to enhance professional capabilities in key positions, quality management capabilities and frontline standardised execution capabilities.



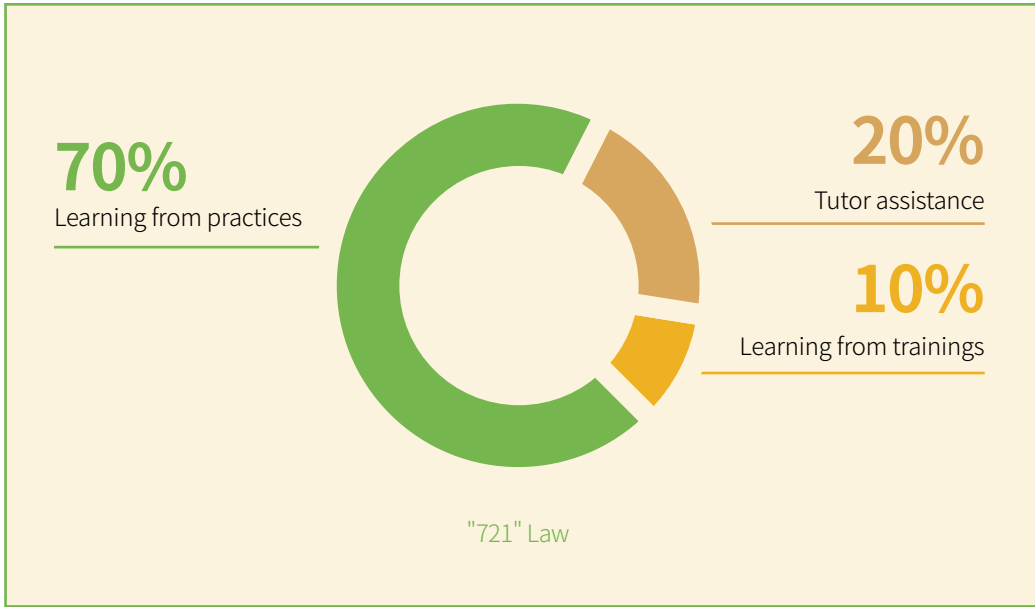
2025 First Bosideng Technical Competition

6 PEOPLE POSITIVE

In response to changes in position-based capabilities brought by industrial transformation and climate change, Bosideng conducts targeted training for core positions, including production, procurement, and R&D, supporting its green, low-carbon, and digital transformation across the entire value chain. Among them, R&D position training focuses on low-carbon and environmentally friendly fabric application, climate-change-adapted patterns, 3D digital sampling, and more. Procurement position training focuses on green supplier screening and environmental raw material compliance audits. Production-specific position training focuses on intelligent production line operation and workshop energy saving and consumption reduction. The Group prioritizes R&D process engineers, production team leaders, key equipment technicians, and procurement specialists as key groups that require skill reshaping, solidifying the talent foundation for low-carbon transformation and intelligent manufacturing capability development.

To develop research talents, the Group closely aligns with the upgrade needs for the talent structure of the Scientific Research and Technology Center, and conducts targeted development programs of talent capabilities through high-goal-driven mechanism, strategic project exposure, and core resource protection to build a "lean, specialized and high-performing" talent team. To strengthen the quality capabilities, the Group develops its organizational capabilities and systemizes professional capabilities to build a "4+1+1" quality expert pool, who help to promote the upgrade of quality capabilities across the full chain through the full-cycle capability system of front-end risk prevention and verification, process quality system management, and back-end garment inspection business.

To ensure the effective implementation of professional talent cultivation programs, Bosideng strictly implements a dual-track responsibility mechanism between Human Resources and business departments. The Human Resources Department leads key projects, and focuses on breakthroughs in difficult and key capabilities by adopting the high-positioning and high-intensity execution approach. The business departments take the lead in strengthening organizational health and enhancing accountability alignment, ensuring the effective implementation of talent development initiatives.



Case | Key Position Talent Structure is Upgraded Through Professional Specialist Program



Bosideng continues to advance its professional specialist development program, focusing on fostering leading benchmark experts aligned with key strategic positions and progressively optimising the structure of its expert talent pool to strengthen support for business development in critical professional roles. The program targets the structured hierarchy of key professional specialists, identifies high-potential core talent through rigorous selection, extracts competency profiles of benchmark experts, defines capability development standards, and applies the "721" training model to specifically develop core professional capabilities aligned with business scenarios.

In the project operation, Bosideng sets the cultivation requirements for core capability items and appraisal task achievement items, and aligns relevant content with the performance indicators, driving professional specialists to continuously improve, transform, and apply professional capabilities in business scenarios. Through the professional specialist program, the Group continues to strengthen the professional talent reserve for key positions and improves the quality of the professional talent structure, thereby providing talent support in key business scenarios including product R&D, quality management, and supply chain coordination. During the Year, the professional specialist program achieved a 20% increase in the promotion rate of graduates, and the full-time equivalent (FTEs) participating in the program was 100%.

Case | Bosideng's "Employee Academic Qualification Improvement Initiative"



Bosideng regards the long-term employee growth as an important foundation for the talent echelon development. In 2025, the Group officially launched the "Employee Academic Qualification Improvement Initiative", thereby providing degree programs or certifications support for all existing employees. This initiative encourages employees to receive continuing education through adult higher education and top-up degrees to improve professional capabilities and overall competence, thereby strengthening the foundation for personal career development and the Group's talent reserve.

To accommodate employees' needs for further education, Bosideng provides supporting policies, including tuition subsidies or partial funding for enrolled employees, and supports employees in choosing professional directions related to the Group's value chain, including supply chain management and apparel design and engineering, thereby promoting the alignment of personal capability improvement with our corporate business development needs. The program reduces the cost of continuing education for employees through our institutionalized support, while expanding the career development space for employees and cultivating composite talents with professional knowledge, practical capabilities, and long-term development potential for the Group.

In October 2025, Mr. Gao Dekang, the founder and president of Bosideng, delivered keynote speeches titled "See a Bigger World as You Climb Higher" (攀登，遇見更大的世界) at Peking University and Donghua University, and shared his perspective about enterprise development, talent growth, and continuing education, thereby further creating a talent development atmosphere that encourages learning and supports growth. During the same period, Bosideng introduced the "Employee Academic Qualification Improvement Support Program" for all formal employees, thereby promoting mutual growth between employees and the enterprise through a more open and long-term education support mechanism.

The "Employee Academic Qualification Improvement Initiative" represents an important measure for Bosideng to improve the dual-track training system of "internal training and external education". Through academic qualification improvement, professional capability development, and coordinated university-industry partnership resources, the Group continuously broadens employee growth paths, enhances the talent echelon foundation, and reserves the sustainable talent momentum for the Group's high-quality development.

Management Trainee Cultivation

Bosideng considers the training of Management Trainees as an important part of the talent echelon development, thereby continuously cultivating a group of young talents who identify with our corporate culture and have business understanding, practical experience, and long-term growth potential. This will solidify the reserve talent foundation for the Group's long-term development. In the cultivation process, the Group advances the talent development focused on cultural integration, frontline rotation, and on-the-job practice through collaborative efforts across various responsible departments. Furthermore, the Group sets learning plans and work objectives for Management Trainees, and tracks the development progress through periodic assessments and multi-dimensional evaluation mechanisms to ensure tangible outcomes.

Meanwhile, Bosideng further strengthens the onboarding integration and role-based capability training. To achieve the goal of cultural identity and job readiness, we implement the "Small Victory Plan for Recruits" to help new employees clearly understand their job responsibilities, business processes, and Bosideng standards, thereby facilitating their integration into positions, teams, and business scenarios, and fostering a sense of belonging through stage-specific achievement.

External Training

To broaden employees' growth paths, Bosideng continues to build a dual-track training system of "internal training and external education". Building on a solid foundation of internal training, the Company encourages employees to participate in external education, and supports them in continuous improvement in professional knowledge, technical skills, and management systems. In addition, training expense approval and reimbursement mechanisms are introduced to provide support for their further education. With the "Employee Academic Qualification Improvement Initiative" officially launched in FY2025/26, Bosideng supported existing employees in improving academic qualifications and professional capabilities through adult higher education and top-up degrees, providing supporting policies including tuition subsidies or partial funding. The study directions cover professional fields related to the Group's value chain, such as supply chain management and apparel design and engineering, promoting the alignment of personal capability improvement with the Group's business development needs.

6.2.3 Our achievements

In FY2025/26, the employee training coverage rate of the Group reached 100%. Total training hours completed by employees were 185,885 hours. By employee level, the average training hours for senior management were 11.5 hours, the average training hours for general management were 12.0 hours, and the average training hours for non-management employees were 14.8 hours. During the Year, the total investment in employee training by Bosideng Business School was RMB9.0422 million, continuously carrying out training development programs focused on core management teams, director back-up talents, and manager reserved talents leadership development, and other directions.

During the Year, Bosideng Business School built a Group-level digital learning platform, and collaborated with Beisen to build an AI Learning system. In addition, the school set up an ESG-specific zone to integrate ESG capability development into core business scenarios, building an internal ESG learning and interaction platform that covers content, including climate change and carbon management, circular economy and green products, ESG governance and compliance, supply chain responsibility, green retail, employee rights, and EHS. During the Year, the Group continued to build an endogenous talent development system, with the retention rate of outstanding employees reaching 95%; among newly recruited talents, the ratio of employees with a bachelor's degree and above was 80%, and the average age was 32; as of March 31, 2026, the ratio of employees in the post-90s generation was 52%, maintaining a stable talent structure.



6.3 HEALTH AND SAFETY

The Company actively formulates occupational health and safety policies and establishes a sound management system. By deeply integrating safety awareness into employees' daily work, the Company achieved full coverage of health and safety management across the entire business process and all operational stages.

6.3.1 Our management

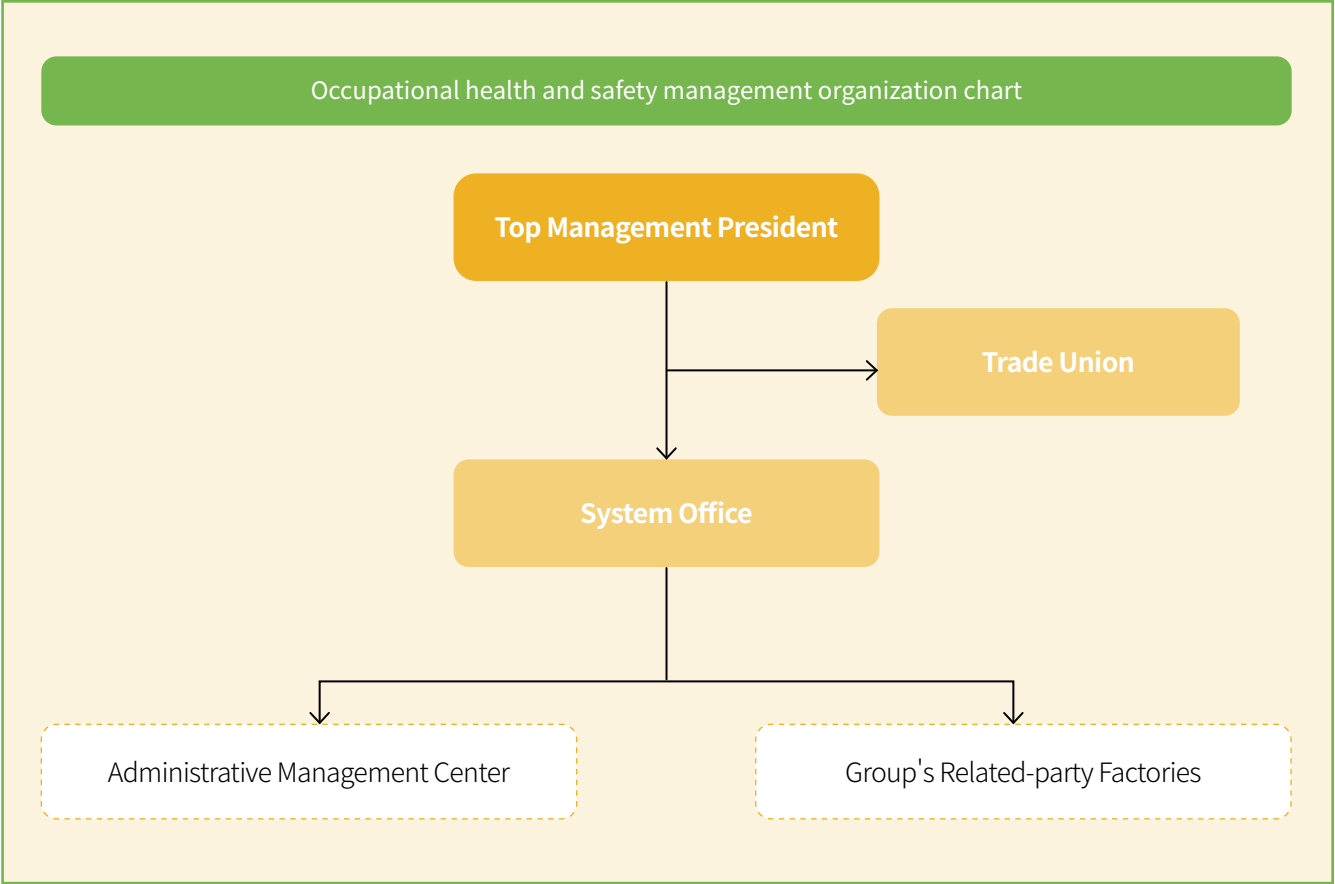
Bosideng strictly complies with national laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), the Work Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), and the Work-Related Injury Insurance Regulations (《工傷保險條例》), as well as the requirements of the Guidelines on Occupational Health and Safety Management Systems (《職業健康安全管理體系指南》) of the International Labor Organization. The Company has formulated internal regulations such as the EHS Management Manual (《EHS 管理手冊》), which clarifies the management framework, responsibilities, and obligations for environmental hygiene and occupational health and safety. The Group's occupational health and safety policy applies to all operational activities and employees of the Company, as well as contractors or individuals under the Company's supervision.

In terms of system construction, the Company has established the safety policy of "employee participation, health and safety, continuous improvement, compliance with regulations, and prevention first", led by the President and supported by a system office composed of management representatives, to systematically construct the occupational health and safety management system. The Group regularly reviews the achievement of EHS policies and objectives and the operation status of the management system, and is committed to continuously improving the performance of the occupational health and safety management system. In terms of implementation, the Sustainability Steering Group collaborates with relevant departments to deploy prevention measures, and

an internal occupational health and safety inspection team has been established to promote the integration of system standards into daily work processes, and proactively accepts regular audits by professional institutions. Currently, the Group has obtained the ISO 45001 certification, and the system continues to operate stably, fully covering the design and development of down products and related management activities, safeguarding employee health and the safe development of the enterprise.



ISO 45001 Occupational Health and Safety Management System certification



6.3.2 Our practices

Risk Identification

Based on the annual priority improvement matters and action plans, the Group organizes professional teams to compile a number of procedural documents such as the Corporate Environment and Stakeholder Requirements Control Procedure (《公司環境與相關方要求控制程序》), combining the use of PEST (political, economic, sociological and technological) analysis with research and review of internal control aspects such as corporate governance, product realization, support and guarantee, and environmental governance. Through cross-analysis of internal and external environmental factors, the Group has accurately identified important sources of risk that relate to the Company's goal and affect the expected outcomes of its EHS management, and prioritized them based on the severity and likelihood of the risks.

Based on the results of risk assessment, the Group has formulated and implemented more than 180 risk response and opportunity capture measures, significantly enhancing the precision and effectiveness of EHS management and control. In the field of occupational health and safety, the Group carries out monthly hidden danger investigations and rectifications in each park. For major hidden dangers and habitual hidden dangers, it actively contacts the persons in charge of each department to urge them to rectify within a time limit or on-site. The Group has planned and formulated specific management and control measures for each important hazard source, clarifying the control methods, measures and countermeasures, facilitating practical operation and control, and effectively improving the pertinence and effectiveness of management and control. In response to work-related injuries, health issues, diseases, and accidents that have occurred, the Group has established a special investigation procedure led by the occupational health and safety inspection team to trace the root causes and formulate corrective and preventive measures, ensuring that similar incidents do not recur.

In addition, to improve the fire extinguishing and emergency evacuation response and coordination for unexpected fire and explosion incidents, enhance the comprehensive handling capability for fire incidents, prevent and control secondary disasters, safeguard the life safety of employees and the public, and minimize casualties, property loss, environmental damage and social impact, the Group organizes fire emergency drills in accordance with regulations such as the Fire Protection Law of the People's Republic of China and the Work Safety Law of the People's Republic of China. During the drill process, each emergency group responded quickly and completed processes such as alarm, evacuation, fire extinguishing, and first aid in an orderly manner according to the division of labor in the plan, effectively testing the feasibility of the emergency plan and the team's collaborative handling capability.



Safety Training

The Group's employees primarily work in indoor offices and sales outlets. Assessment results show that there are no significant occupational health and safety risks. The Company carries out safety training and education for all employees, covering manufacturing workshops, logistics, and office areas. The Company has dedicated security and logistics management departments to implement systematic management of personnel entry and exit, fire safety, and employee accommodation, while handling insurance prescribed by the government for each employee according to law to ensure they can enjoy corresponding insurance benefits in case of injury. On this basis, the Group effectively prevents various health and safety risks and continuously enhances employees' safety prevention awareness and practical emergency capabilities through key measures including advancing work safety standardization, constructing a comprehensive training system, and regularly organizing emergency drills.

Health Checkups

Bosideng takes the protection of employees' occupational health as a core corporate responsibility and sets a strict goal of "100% monitoring of occupational diseases". The Company strictly implements an occupational disease checkup system covering the full cycle of pre-employment, on the job, job transfer and resignation stages. Relying on standardized processes and dynamic health records, it ensures precise identification and effective prevention of occupational health risks. In terms of resource guarantee, the Company has deepened medical cooperation and organized health consultations with the city's Grade 3A hospitals once a year to build a professional and convenient medical service platform. In terms of personalized checkups, the Company has worked with professional medical institutions to develop differentiated plans based on the distribution of occupational hazard factors across positions as well as employees' age and gender differences: for employees in key positions exposed to dust, in addition to routine examinations (including blood tests, urine tests, liver and kidney function assessments, electrocardiograms, etc.), targeted screenings such as chest DR required for pneumoconiosis are added; for female employees, special gynecological examinations are provided.

6.3.3 Our achievements

Bosideng continues to promote the improvement of the occupational health and safety management system, and the occupational health and safety of employees is effectively guaranteed. In terms of training, in FY2025/26, the Group carried out EHS and EnMS training for all employees. In terms of achievements, the system operates smoothly, with no significant occupational health and safety incidents reported throughout the year and no cases of occupational diseases found; employee health and safety awareness has significantly improved, and emergency response capabilities have been continuously enhanced, laying a solid foundation for the sustainable development of the Company.

During the Year, the largest outsourced manufacturer of the Group located in Changshu City, Jiangsu Province invested approximately RMB39.74 million in occupational health and safety, achieving a 100% intact rate for workers' protective equipment, 100% per capita allocation rate (based on positions required) and 100% workplace environmental compliance rate.

Statistics on Investment in Occupational Health and Safety Made by the Outsourced Manufacturer in Changshu during the Year		
No.	Program name	Actual investment (RMB'000)
01	Environmental Safety Improvement Program of the Workplace	21,117
02	Purchase, Repairs and Maintenance of Safety Equipment	2,437
03	Medical Fees	20
04	Occupational Development Training	15,090
05	System Certifications Investment	1,076
Total		39,740

6.4 COMMUNICATION AND CARE

Bosideng integrates employee care into its day-to-day management, pays attention to employees' physical and mental health through diversified care initiatives, continuously improves employee feedback and communication mechanisms, and constantly enhances employee satisfaction and organizational cohesion, thereby actively creating a corporate culture atmosphere of respect, inclusion, and synergy.

6.4.1 Our practices

Bosideng is committed to listening to the voices of its employees by establishing a multi-faceted communication platform. Through various meetings, program discussion workshops, online, WeChat groups, DingTalk groups and other platforms for real-time discussions, DingTalk online survey questionnaires, and democratic life meetings, the management can listen to the questions and opinions raised by employees. Meanwhile, the Group conducts annual employee satisfaction surveys to widely collect employee opinions around dimensions such as job satisfaction, wellbeing, career development, and work stress to identify areas for improvement.

In terms of daily life care, the Company formulates and announces the annual holiday arrangement in advance every year to help employees plan their work and personal life within the year; during the Spring Festival, the holiday is appropriately extended to create convenient conditions for non-local employees to reunite with their families. Meanwhile, the Company organizes monthly employee birthday celebrations and provides catering services before festivals to create a warm and harmonious corporate culture atmosphere. Regarding employees' housing needs, family rooms are established in dormitories to meet the needs of employees' families, the canteen provides diversified meals and optimizes the dining

environment, and commuting bus routes to Shanghai, Suzhou, and Changshu are opened; the "Happy Residence Project" talent rental subsidy declarations are carried out, supplemented with the Company's rental subsidy, to improve the level of accommodation benefits for employees.

In terms of employees' physical and mental health, the Company helps employees relieve work pressure and improve their physical and mental health through health education, stress management, and mental health support activities. Meanwhile, medical consultants are hired to provide health consultation, health diagnosis, and personalized healthcare plans for employees, and health service resources such as fitness facilities are equipped to encourage employees to develop an active and healthy lifestyle. For employees with childcare needs, the Company actively provides paternity leave, childcare support, and related welfare guarantees to help employees balance work and family responsibilities; meanwhile, breastfeeding facilities such as nursing rooms are set up to provide a convenient and comfortable care environment for pregnant and lactating employees, continuously creating an inclusive, friendly, and healthy workplace atmosphere.

In terms of social activities, Bosideng has created seven employee clubs under the Peak Club, attracting more than 600 employees and building interest-based communities such as mountaineering, reading, and sports. These clubs promote employees to establish

social connections outside of work and form an internal mutual support atmosphere. The Company invests in venues, materials, funds, and spare time to hold five major league matches throughout the year. It provides supporting resources, including equipment, event staffing, and organisational coordination, to ensure the long-term and stable operation of employee communities in a comprehensive manner. Various collective matches promote cross-departmental collaboration and mutual assistance through competition, deepening trust and reciprocity among employees. Collective community activities are continuously carried out to consolidate team cohesion and create a warm and sustainable internal corporate community.

For families facing special needs and difficulties, we initiated a charity fund within the Company, encouraging each employee to voluntarily contribute RMB2 per month to provide timely assistance to colleagues in need and support employees in responding to unexpected events and emergencies. In 2025, the Group further introduced rewards for employees' children who are admitted to key universities under Project 985 and Project 211. A total of 56 employees received our welfare support, with total expenditures amounting to RMB136,000.

6.4.2 Our achievements

The Company conducts employee satisfaction surveys through various forms such as questionnaires via DingTalk, performance coaching and communication, democratic life meetings, internal research on daily life (dining, accommodation, transportation, etc.), the president's mailbox, and communication between superiors and subordinates. The aim is to identify the problems raised by employees and identify areas for improvement in internal management and employee support. During the Year, the

Group set the employee satisfaction target at 90%. Over the years, our actual employee satisfaction rate has been above 90%.

In addition, the Company organized its associated factories to participate in and complete the "Family-Friendly Factories (FFF) Program" initiated by the China National Textile and Apparel Council. Focusing on key indicators including family-friendly workplace policies, support for women's career development, and employee family care measures, more than 30 family-friendly policies have been developed and implemented. Among them, Bosideng's factory obtained the FFF Program certification issued by the China National Textile and Apparel Council at the end of 2025, while the Snow Flying factory is expected to complete the certification in the first half of 2027.

In terms of daily life care, associated factories have launched the "The Way Home" program since 2023, providing free clothing, footwear, bags and other supplies to frontline production employees during the Chinese New Year every year, with more than 10,000 items distributed cumulatively.

In terms of employee family care, associated factories have continuously organized the "Summer Children's Home" program since 2021, helping the left-behind children of migrant workers reunite with their parents during the summer holiday. The program has received cumulative investment of over RMB600,000, benefiting 250 employee children and 100 employee families. During the same period, a series of activities, including parent-child training and family activity days, were organized to enhance communication between employee parents and their children and improve overall employee satisfaction.



Bosideng Employee Activities

6.5 OUR COMMUNITY

Bosideng adheres to the principle of integrating business value with social value and embeds a mission-driven approach into its corporate DNA. Leveraging the professional capabilities of the Group's "4A-level" foundation as rated by the Ministry of Civil Affairs, the Group has established an integrated support system covering supplies and donations, public welfare programs, and volunteer services, enabling precise responses to social needs. At the same time, the Group actively reshapes consumers' perception of sustainable fashion by developing sustainable consumption communities and exploring the integration of environmental protection and aesthetics, thereby achieving a win-win outcome in both brand growth and social value creation.

The Bosideng Charity Foundation upholds the mission of "preserving culture, promoting public welfare, and conveying warmth", and has developed a series of high-impact public welfare programs, including "Warmth in China", "Earthquake Relief", "Cheng'ai Program", and "Bosideng Education Assistance Program".

Bosideng attaches great importance to public welfare compliance management. While actively responding to the rural revitalization plan, it strictly prohibits all political donations that violate the legal requirements of applicable countries or regions. Bosideng's donations are all unconditional public welfare donations. It resolutely resists any form of kickback and strictly prohibits charitable funds and materials from being used for bribery, corruption, or political donations, ensuring that all charitable donations and public welfare activities comply with legal norms and ethical standards. Over the years, it has cumulatively donated RMB1.55 billion in cash and goods to society, with its public welfare footprints covering 112 local-level cities and 600 counties in 30 provinces (including autonomous regions and municipalities) across the country, as well as the Hong Kong Special Administrative Region, benefiting 1.923 million people in need, and has been honored with the "China Charity Award" four times, demonstrating the responsibility of an industry leader.

Warm Actions to Warm China

Since 2015, Bosideng Charity Foundation has continuously deepened its "Warmth in China" public welfare project, regularly donating cold-weather protective supplies to disadvantaged people in key poverty-stricken areas in the PRC every year. In FY2025/26, the Foundation actively responded to and implemented the decision and deployment of the CPC Central Committee on deepening paired assistance and East-West collaboration, actively participating in the "region + field" group-style assistance activities of "Thousands of Enterprises Revitalizing Thousands of Villages", donating high-quality cold-weather protective clothing worth over RMB1 million to local people and students in need, effectively solving the winter needs of local people and continuously delivering philanthropic warmth.

- Together with the Suzhou Charity Federation, we donated 2,223 pieces of cold-weather protective clothing to people in need in Linzhou County, Tibet and Zhouzhi County, Shaanxi, providing a solid livelihood guarantee for local people in need.
- The Foundation deeply implemented the important instructions of the Fourth Plenary Session of the 20th CPC

Central Committee on "ensuring that disaster-affected people stay warm in winter", and visited Bayannur, Inner Mongolia, donating high-quality cold-weather protective down clothing with a total value of over RMB1.009 million to local people in need in Bayannur City, and keeping them warm in winter.

- The Foundation actively practiced the original responsibility of "thinking of the source of wealth and giving back to the hometown", donating cold-weather clothing with a total value of RMB2.61 million to Changshu nursing homes, children's welfare homes, and people and children in need in various towns (streets), helping people in need fight cold and lighting up the hope of life for them.
- Together with Sameite, we donated Sameite school uniforms to 1,200 students from families with economic difficulties in Pixina Township Central Primary School, Pishan County, Hotan Prefecture, Xinjiang, and 5,291 primary and secondary school students from families with economic difficulties in Cangyuan Va Autonomous County, effectively improving their learning and living conditions.
- The Foundation visited higher education institutions

such as Peking University, Tsinghua University, Fudan University, Harbin Institute of Technology, and Harbin Engineering University, donating high-quality cold-weather protective clothing to students from families with economic difficulties, building a warm line of

defense through concrete actions, safeguarding talent cultivation in higher education, benefiting 2,086 students in need in universities, and creating a more fair and warm educational environment.



Donated cold-weather protective clothing to people in need in Linzhou County, Tibet and Zhouzhi County, Shaanxi



Donated Sameite school uniforms to students from families with economic difficulties in Pixina Township Central Primary School, Pishan County, Hotan Prefecture, Xinjiang



Donated cold-weather clothing to students from families with economic difficulties at Fudan University



Donated high-quality cold-weather protective down clothing to local people in need in Bayannur City

6 PEOPLE POSITIVE

Earthquake Relief with Love for Disaster Victims

As a national enterprise deeply rooted in the field of people's livelihood, Bosideng always upholds the concept of "warming people with products and warming hearts with charity", responding and acting at the first time in previous emergency disaster relief and public welfare events, with warm footprints all over the country. In November 2025, a fire occurred in several residential buildings in Wang Fuk Court, Tai Po, New Territories, Hong Kong, causing heavy casualties. The Group urgently launched an assistance action, donating a total of HK\$30.0 million, including HK\$10.0 million in cash and HK\$20.0 million worth of materials, to support emergency rescue, resettlement of affected compatriots, and post-disaster reconstruction work in the Tai Po area of Hong Kong, conveying a piece of practical warmth to affected families in winter.



Donation for Families Affected by the Tai Po Fire in Hong Kong

Education Assistance Program to Warm Students

In promoting educational equity, the Foundation established and continuously deepened the "Bosideng Education Assistance Program" brand project. This project is oriented towards students from families with economic difficulties in the higher education stage, establishing a long-term assistance mechanism by providing targeted subsidies for tuition and living expenses to ensure that assisted students complete their studies without worries. Since the establishment of the project, it has cumulatively helped over 1,200 students cross the economic threshold on the road to education and successfully enter university campuses.

In FY2025/26, the "Bosideng Education Assistance Program" became available at Jiangnan University, donating RMB200,000 to the group of university students from families with economic difficulties at Jiangnan University, conveying our message of winter warmth to students in need in the form of grants to help them complete their studies and achieve their dreams.



Bosideng provided grants for students in need at Jiangnan University

Volunteers in Action to Warm Thousands of Homes

The Group regards volunteer service as a bridge connecting the enterprise to society, and therefore established the "Bosideng Volunteer Service Team". By taking this as a cornerstone to practice the "Public Welfare 100" initiative, the Group has established a normalized mechanism with an average annual volunteer service of over 100 minutes. The volunteer team provides the front lines of disaster relief, rural revitalization, and community co-construction, delivering brand warmth through professional actions. In disaster relief scenarios, the Group assists in material allocation and livelihood assistance; in rural development, the Group promotes industrial assistance and educational support, effectively delivering Bosideng's warmth at home and abroad.

On September 2, 2025, the Bosideng voluntary blood donation activity was held at the Group's headquarters. Since 2004, Bosideng has carried out voluntary blood donation activities every year, which has been held for 22 consecutive years and has become a fine tradition long continued by Bosideng. The voluntary blood donation activities aim to build a platform for employees to dedicate love and give back to society, encouraging employees to inherit the enterprise's warmth through practical actions and demonstrate the selfless love spirit of Bosideng people. As of 2025, approximately 1,500 employee participations in voluntary blood donation have been recorded at Bosideng, with a total donated volume exceeding 300,000 millilitres.



7 OUTLOOK

Looking ahead, Bosideng will continue to steadfastly integrate the concept of sustainable development into corporate strategy, governance systems, and business operations. Centering on the vision of "leading sustainable fashion with a consumer-oriented approach", we will continue to deepen the "1+3+X" ESG strategic framework, focusing on the three core areas of "Product Positive, Nature Positive, and People Positive", and drive long-term value creation and high-quality development with clearer goals, more solid actions, and more transparent disclosure.

We will continue to deepen climate action and green operations, and firmly advance the goal of "achieving net-zero emissions in its operations by 2038". Focusing on key directions such as energy management, resource efficiency, green logistics and packaging, preferred materials, water resource management, waste recycling, and biodiversity protection, we will accelerate the application of renewable energy, low-carbon technology upgrades, and circular economy practices, and continuously enhance the ability and resilience of the entire value chain to respond to climate change.

We will adhere to leading sustainable fashion with product innovation, integrating green and low-carbon, quality and safety, and consumer experience into the full product life cycle. In the future, Bosideng will continue to strengthen functional technology, sustainable materials, product carbon footprint, chemical safety, and circular design management, improve the green retail and after-sales service system, and respond to consumers' expectations for a better life with higher quality, lower impact, and more sustainable products and services.

Talents and partners are important forces for Bosideng's sustainable development. We will continue to improve human rights protection, compliant employment, remuneration and welfare, occupational health and safety, and training and development systems, thereby creating a diverse, inclusive, healthy, and safe work environment for continuing growth; meanwhile, we will deepen synergy with suppliers, customers, communities, and industry partners, thereby promoting the co-creation of responsible supply chains, public welfare actions, and green consumption, delivering brand warmth through pragmatic actions, and joining hands with stakeholders to build a sustainable fashion future.

Sustainable development is the core path for Bosideng to move towards long-termism. Looking ahead, we will connect with partners in an open posture, respond to expectations through pragmatic actions, and integrate product value, environmental responsibility, and social warmth into every business choice. These efforts will continue to enhance enterprise resilience and industry influence, and we will join hands with stakeholders to create a warmer, lower-carbon, and more sustainable future.



8 SUMMARY OF ESG PERFORMANCE DATA

| ENVIRONMENTAL PERFORMANCE DATA

Greenhouse gas (GHG) emission				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Scope 1 and 2 emissions (location-based)	metric tons of CO ₂ equivalent	63,828.5	51,605.2	45,714.9
Scope 1 and 2 emissions (location-based) intensity	metric tons of CO ₂ equivalent/ RMB million revenue	3.1	2.8	2.7
Scope 1 emissions	metric tons of CO ₂ equivalent	330.1	244.0	140.9
Scope 2 emissions (location-based)	metric tons of CO ₂ equivalent	63,498.4	51,361.2	45,574.0
Scope 2 emissions (market-based)	metric tons of CO ₂ equivalent	62,655.8	52,956.7	44,616.1
Scope 3 emissions	metric tons of CO ₂ equivalent	1,173,180.4	1,181,356.5	1,249,652.6

Scope 1 and Scope 2 GHG emissions (location-based) are calculated using the GHG Protocol: Corporate Accounting and Reporting Standard, covering Bosideng's headquarters and self-operated Bosideng branded down apparel retail stores (including specialty stores and concessionary retail outlets), logistics centers and warehouses in the People's Republic of China. The organizational boundary for GHG emissions is determined using the operational control approach, whereby emissions arising from operations, facilities and emission sources over which Bosideng has operational control during the reporting year are included in the GHG inventory. The reported GHG emissions include carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O), which are converted into carbon dioxide equivalent (CO₂e). Scope 1 emissions cover GHG emissions from sources owned or controlled by Bosideng, including the combustion of fuels from stationary and mobile sources, and are calculated using applicable emission factors under the Guidelines for the Preparation of Provincial Greenhouse Gas Inventories (2025 Edition), Greenhouse Gas Emission Accounting Methodology and Reporting Guidelines for Enterprises Operating Public Buildings (Trial) and the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. Scope 2 emissions cover "energy indirect" GHG emissions associated with purchased electricity of Bosideng, and are calculated using applicable emission factors published by the Ministry of Ecology and Environment and the National Bureau of Statistics. The above calculation method and emission factors were selected based on internationally recognized standards and officially published data in China to ensure the compliance, credibility and comparability of the calculation results. During the Reporting Period, there were no material changes to the measurement approach, inputs and assumptions for greenhouse gas emissions.

Scope 1 and Scope 2 emissions (location-based) intensity is calculated as the sum of Scope 1 and Scope 2 GHG emissions (location-based) (in metric tons of CO₂e) divided by revenue (in RMB million) for the reporting year. Revenue includes the revenue from self-operated branded down apparel business and original equipment manufacturing management ("OEM") business as disclosed in Bosideng's Annual Report 2025/26.

Energy				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Total energy consumption	MWh	122,202.5	97,776.2	83,373.9
Energy consumption intensity	MWh/RMB million revenue	5.9	5.3	4.9
Renewable energy consumption ¹	MWh	3,955.5	6,190.6	-
Non-renewable energy consumption ²	MWh	118,247.0	91,585.6	-
Gasoline	tonnes	12.9	14.4	11.6
Diesel fuel	tonnes	0.8	2.5	4.4
Natural gas	ten thousand cubic meters	13.2	8.8	4.1
Purchased electricity	MWh	119,672.7	95,716.0	81,849.8
Green electricity	MWh	3,018.0	5,284.5	-
Photovoltaic power generation	MWh	953.0	917.2	893.6
Power transmission	MWh	15.5	11.1	10.3
Self-consumed electricity	MWh	937.5	906.1	883.3

1. Total energy consumption comprises both renewable energy and non-renewable energy, covering Bosideng's headquarters and self-operated Bosideng branded down apparel retail stores (including specialty stores and concessionary retail outlets), logistics centers and warehouses in the People's Republic of China, and is calculated using the applicable conversion factors under the General Rules for Calculation of the Comprehensive Energy Consumption (GB/T 2589-2020) and the Greenhouse Gas Emission Accounting Methodology and Reporting Guidelines for Enterprises Operating Public Buildings (Trial). Renewable energy comprises both self-consumed portion of photovoltaic power generation, purchased green electricity and green electricity certificates (GECs).
2. Non-renewable energy consumption data was disclosed for the first time last year. Non-renewable energy consumption includes direct energy consumption such as gasoline, diesel, and natural gas, as well as the purchased electricity consumption derived from non-renewable energy sources.

8 SUMMARY OF ESG PERFORMANCE DATA

Exhaust				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
SOx	kg	0.3	0.3	0.3
NOx	kg	16.7	19.3	18.9
PM	kg	1.2	1.4	1.4

Raw material				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Down (raw materials certified)				
RDS	%	100	100	100
bluesign®	%	53	58	58
OEKO-TEX® STANDARD 100	%	92	75	75
Main raw materials other than down (materials consumption by length)				
Fabric	%	49	35	50
Lining	%	14	21	15
Gall material	%	37	44	35
Plastic materials in products ³				
Plastic material consumption	tonnes	25,917.9	26,407.2	-
Proportion of plastic materials with recycled certification	%	45.3	50.0	-

3. For the first time this Year, we have disclosed the amount of plastic materials used in our products and the proportion of plastic materials with recycled certification. The plastic materials used in our products primarily include thermoplastic materials such as polyester and nylon. Recycled certification includes GRS (Global Recycled Standard) certification and RCS (Recycled Claim Standard) certification.

Waste				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Non-hazardous waste	tonnes	8,622.9	8,605.8	9,623.6
Hazardous waste	kg	0.0	0.0	82.5
Non-hazardous waste intensity	kg/RMB million revenue	416.5	466.1	565.6
Hazardous waste intensity	kg/RMB 100 million revenue	0.0	0.0	0.485

Water resources				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Water consumption	ten thousand cubic meters	37.4	81.5	34.7
Water drainage	ten thousand cubic meters	12.5	27.2	11.6
Water consumption density	cubic meter/RMB million revenue	18.0	44.2	20.4
Water drainage density	cubic meter/RMB million revenue	6.0	14.7	6.8

Packaging				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Packaging material consumption	tonnes	18,101.9	15,921.1	13,590.5
Packaging material consumption density	kg/RMB million revenue	874.3	862.3	798.8
Wood/paper fiber packaging consumption	tonnes	14,413.6	12,666.6	10,593.5
Proportion of wood/paper fiber packaging with FSC certification	%	96.5	88.0	-
Plastic packaging consumption	tonnes	3,688.3	3,254.6	2,996.9

8 SUMMARY OF ESG PERFORMANCE DATA

| SOCIAL PERFORMANCE DATA

Employment				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Number of employees	person	12,895	13,106	11,831
Number of newly recruited employees	person	2,918	3,620	-
Employee diversity: by gender				
Male	person	2,462	2,546	2,285
Female	person	10,433	10,560	9,546
Proportion of men	%	19.1	19.4	19.3
Proportion of women	%	80.9	80.6	80.7
Employee diversity: by age				
Aged between 18 and 30	person	3,188	3,028	2,920
Aged between 31 and 50	person	9,452	9,536	8,639
Aged 51 and above	person	255	542	272
Employee diversity: by grade				
Non-management	person	11,106	11,409	10,386
General management	person	1,526	1,455	1,236
Senior management	person	263	242	209
Employee diversity: by management				
Proportion of women in general management	%	53.7	53.0	52.3
Proportion of men in general management	%	46.3	47.0	47.7
Proportion of women in senior management	%	46.0	43.8	41.6
Proportion of men in senior management	%	54.0	56.2	58.4
Proportion of female employees in all management positions	%	52.5	51.8	50.8
Proportion of male employees in all management positions	%	47.5	48.2	49.2

Employment				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Number of ethnic minority employees in senior management positions	person	3	-	-
Number of foreign employees in senior management positions	person	3	-	-
Employee diversity: by employment type				
Formal employees	person	12,895	13,106	11,831
Informal employees	person	0	0	0
Employee diversity: by geographical region				
Mainland China	person	12,811	13,034	11,761
Outside mainland China	person	84	72	70
Employee diversity: by ethnicity				
Han employees	person	12,567	-	-
Ethnic minority employees ⁴	person	244	-	-
Employee diversity: by nationality				
Chinese employees	person	12,816	13,040	-
Foreign employees ⁵	person	79	66	-
Employee diversity: by position				
Number of employees in STEM-related positions ⁶	person	56	62	-
Number of women in STEM-related positions	person	26	29	-
Proportion of women in STEM-related positions	%	46.4	46.8	-
Newly recruited employees ⁷ : by gender				
Male	person	526	-	-
Female	person	2,392	-	-

8 SUMMARY OF ESG PERFORMANCE DATA

Employment				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Total employee turnover rate ⁸	%	4.7	4.6	4.9
Employee turnover rate: by gender				
Male	%	1.5	1.6	2.2
Female	%	3.2	3.1	2.8
Employee turnover rate: by age				
Aged between 18 and 30	%	2.0	2.1	2.5
Aged between 31 and 50	%	2.5	2.2	2.4
Aged 51 and above	%	0.2	0.3	0.1
Employee turnover rate: by grade				
Non-management	%	3.5	3.5	3.0
General management	%	1.1	1.0	1.7
Senior management	%	0.1	0.2	0.3

Employment				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Employee turnover rate: by geographical region				
Mainland China	%	4.6	4.6	4.9
Outside mainland China	%	0.1	0	0
Employee turnover rate: by employment type				
Formal employees	%	4.7	4.7	5.0
Informal employees	%	0	0	0
Number of employees taking paid parental leave: by gender				
Female	person	71	64	69
Male	person	34	29	31
Average number of paid parental leave days: by gender				
Female	day	8	7	7
Male	day	6	6	7
Paid parental leave for primary caregivers	week	1	1	-
Paid parental leave for non-primary caregivers	week	1	1	-

4. Ethnic minority employees in FY2025/26 include: 65 Hui, 25 Zhuang, 21 Tujia, 21 Mongolian, 58 Manchu, and 54 from other ethnic minorities.

5. Foreign employees in FY2025/26 include: 63 Vietnamese, 12 British, 1 Italian, 3 South Korean.

6. STEM: Science, Technology, Engineering and Mathematics.

7. Newly recruited employees in FY2025/26 can also be categorized as follows:

- By age: 1,263 aged between 18 and 30, 1,644 aged between 31 and 50, 11 aged 51 and above;
- By grade: 2,685 non-management, 211 general management, 22 senior management.

8. Number of employee voluntary turnover in FY2025/26 was 577, and the employee voluntary turnover rate was 4.5%

8 SUMMARY OF ESG PERFORMANCE DATA

Training and development				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Total investment in employee training	RMB ten thousand	904.22	890.80	1,039.9
Average investment in employee training	RMB	701.22	679.69	879.0
Total training hours	hour	185,885	178,100	178,000
Average training hours	hour/person	14.4	13.6	15.0
Average training hours: by gender				
Male	hour/person	14.8	14.0	15.3
Female	hour/person	14.3	13.5	15.0
Average training hours: by grade				
Average training hours for senior management	hour/person	11.5	13.8	15.9
Average training hours for general management	hour/person	12.0	11.9	14.0
Average training hours for non-management	hour/person	14.8	13.7	15.0
Training coverage ratio	%	100	100	100
Training coverage ratio: by gender				
Male	%	100	100	100
Female	%	100	100	100
Training coverage ratio: by grade				
Non-management	%	100	100	100
General management	%	100	100	100
Senior management	%	100	100	100

Health and safety				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Work-related injuries	person	2	2	2
Work-related fatalities	person	0	0	0
Percentage of work-related injuries	%	0.02	0.02	0.02
Percentage of work-related fatalities	%	0	0	0
Days lost due to work injuries	day	20	25	30

Supplier management				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Number of suppliers	/	344	349	344
Number of important suppliers	/	39	47	-
Suppliers by type				
Suppliers of raw material	/	142	131	135
Production suppliers	/	168	181	166
Other suppliers	/	34	37	43
Suppliers by region				
Mainland China	/	343	348	343
Hong Kong, Macau and Taiwan area	/	1	1	1
Oversea region	/	0	0	0

8 SUMMARY OF ESG PERFORMANCE DATA

Supplier management				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Suppliers by tier				
Tier 1 (direct) suppliers	/	168	181	-
Tier 2 (material) suppliers	/	131	122	-
Tier 3 (raw material) suppliers	/	11	9	-
Others	/	34	37	-
Supplier review				
Number of suppliers subject to review	/	344	349	344
Proportion of important suppliers reviewed	%	100	100	100
Number of suppliers with non-compliance	/	47	66	44
Number of suppliers rectified	/	24	39	17
Number of suppliers with whom cooperation is terminated	/	23	27	27

Supplier management				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Supplier trainings				
Number of supplier trainings	/	10	10	8
Number of suppliers covered by supplier trainings	/	344	349	144
Number of important suppliers covered by supplier trainings	/	39	47	-
Proportion of important suppliers participating in supplier trainings	%	100	100	-
Total number of suppliers in capacity building projects	/	39	47	-
Implementation of supplier rectification measures				
Number of suppliers supported by rectification measures	/	24	39	17
Proportion of suppliers supported by improvement measures after identifying negative impacts	%	100	100	100

Community investment				
Indicators	Unit	FY2025/26	FY2024/25	FY2023/24
Charitable donation*	RMB ten thousand	4,119	1,796	1,911

*Charitable donation includes cash and product donation made by Bosideng and its subsidiaries to charitable organizations. For product donation, monetary value is estimated based on the cost of products.

9 CONTENT INDEXES

| HKEX ESG REPORTING CODE INDEX

Subject areas, aspects, general disclosure and key performance indicator		Section	Remark
A. Environmental			
Aspect A1: Emissions			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	NATURE POSITIVE	During the Year, there were no material non-compliant events involving gas emissions, sewage discharge into water and land, and waste generation
KPI A1.1	The types of emissions and respective emissions data.	WATER RESOURCES WASTES SUMMARY OF ESG PERFORMANCE DATA	
KPI A1.2	[Repealed January 1, 2025]	/	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	WASTES SUMMARY OF ESG PERFORMANCE DATA	
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	WASTES SUMMARY OF ESG PERFORMANCE DATA	
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	OUR ESG STRATEGIC GOALS SUMMARY OF ESG PERFORMANCE DATA	
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	WASTES	

Subject areas, aspects, general disclosure and key performance indicator		Section	Remark
Aspect A2: Use of Resources			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	NATURE POSITIVE	
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	ENERGY MANAGEMENT SUMMARY OF ESG PERFORMANCE DATA	
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	WATER RESOURCES SUMMARY OF ESG PERFORMANCE DATA	
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	ENERGY MANAGEMENT	
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	WATER RESOURCES	During the Year, the Group did not have any issue in sourcing water that is fit for purpose
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	SUMMARY OF ESG PERFORMANCE DATA	
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	NATURE POSITIVE	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	NATURE POSITIVE	
Aspect A4: Climate Change			
General Disclosure	[Repealed January 1, 2025]	/	
KPI A4.1	[Repealed January 1, 2025]	/	

9 CONTENT INDEXES

Subject areas, aspects, general disclosure and key performance indicator		Section	Remark
B. Social			
Employment and labour practices			
Aspect B1: Employment			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	EMPLOYEES' RIGHTS AND INTERESTS	During the Year, there were no material non-compliant events involving employment and labor practice
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	EMPLOYEES' RIGHTS AND INTERESTS	SUMMARY OF ESG PERFORMANCE DATA
KPI B1.2	Employee turnover rate by gender, age group and geographical region.		SUMMARY OF ESG PERFORMANCE DATA
Aspect B2: Health and Safety			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	HEALTH AND SAFETY	
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	SUMMARY OF ESG PERFORMANCE DATA	
KPI B2.2	Lost days due to work injury.	SUMMARY OF ESG PERFORMANCE DATA	
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	HEALTH AND SAFETY	
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	TRAINING AND DEVELOPMENT	
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	TRAINING AND DEVELOPMENT	SUMMARY OF ESG PERFORMANCE DATA
KPI B3.2	The average training hours completed per employee by gender and employee category.	TRAINING AND DEVELOPMENT	SUMMARY OF ESG PERFORMANCE DATA

Subject areas, aspects, general disclosure and key performance indicator		Section	Remark
Aspect B4: Labor Standards			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	EMPLOYEES' RIGHTS AND INTERESTS	During the Year, there were no material non-compliant events involving child or forced labor
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	EMPLOYEES' RIGHTS AND INTERESTS	
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	EMPLOYEES' RIGHTS AND INTERESTS	
Operating Practices			
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	SUPPLY CHAIN MANAGEMENT	
KPI B5.1	Number of suppliers by geographical region.	SUMMARY OF ESG PERFORMANCE DATA	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	SUPPLY CHAIN MANAGEMENT	
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	SUPPLY CHAIN MANAGEMENT	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	SUPPLY CHAIN MANAGEMENT	
Aspect B6: Product Responsibility			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	PRODUCT POSITIVE	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	QUALITY ASSURANCE	
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	QUALITY ASSURANCE	
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	R&D AND INNOVATION	
KPI B6.4	Description of quality assurance process and recall procedures.	QUALITY ASSURANCE	
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	INFORMATION SECURITY CUSTOMER SERVICES	

9 CONTENT INDEXES

Subject areas, aspects, general disclosure and key performance indicator		Section	Remark
Aspect B7: Anti-corruption			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	ETHICS AND COMPLIANCE	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	ETHICS AND COMPLIANCE	During the Year, there were no concluded legal cases regarding corrupt practices brought against the Group or employees
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	ETHICS AND COMPLIANCE	
KPI B7.3	Description of anti-corruption training provided to directors and staff.	ETHICS AND COMPLIANCE	
Community			
Aspect B8: Community Investment			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	OUR COMMUNITY	
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	OUR COMMUNITY	
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	OUR COMMUNITY	

Climate-related Disclosures	Section
(I) Governance	
19. An issuer shall disclose information about:	
(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:	GOVERNANCE STRUCTURE CLIMATE RESPONSIBILITY
(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee the strategies to address climate-related risks and opportunities;	GOVERNANCE STRUCTURE CLIMATE RESPONSIBILITY
(ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities.	GOVERNANCE STRUCTURE CLIMATE RESPONSIBILITY
(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	GOVERNANCE STRUCTURE CLIMATE RESPONSIBILITY
(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and	GOVERNANCE STRUCTURE CLIMATE RESPONSIBILITY
(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	CLIMATE RESPONSIBILITY
(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	CLIMATE RESPONSIBILITY
(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	CLIMATE RESPONSIBILITY

9 CONTENT INDEXES

Climate-related Disclosures	Section
(II) Strategy	
Climate-related risks and opportunities	
20. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:	
(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;	CLIMATE RESPONSIBILITY
(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;	CLIMATE RESPONSIBILITY
(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	CLIMATE RESPONSIBILITY
(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	CLIMATE RESPONSIBILITY
Business model and value chain	
21. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:	
(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain;	CLIMATE RESPONSIBILITY
(b) a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	CLIMATE RESPONSIBILITY

Climate-related Disclosures	Section
Strategy and decision-making	
22. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:	
(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:	CLIMATE RESPONSIBILITY
(i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities;	CLIMATE RESPONSIBILITY
(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);	CLIMATE RESPONSIBILITY
(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan;	CLIMATE RESPONSIBILITY
(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and	CLIMATE RESPONSIBILITY
(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).	CLIMATE RESPONSIBILITY
23. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	CLIMATE RESPONSIBILITY

9 CONTENT INDEXES

Climate-related Disclosures	Section
Financial position, financial performance and cash flows	
Current financial effect	
24. An issuer shall disclose qualitative and quantitative information about:	
(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and	CLIMATE RESPONSIBILITY See Note 1
(b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	See Note 1
Anticipated financial effect	
25. The issuer shall provide qualitative and quantitative disclosures about:	
(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	See Note 2
(i) its investment and disposal plans; and	See Note 2
(ii) its planned sources of funding to implement its strategy; and	See Note 2
(b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	CLIMATE RESPONSIBILITY See Note 2

Climate-related Disclosures	Section
Climate resilience	
26. An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:	
(a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	CLIMATE RESPONSIBILITY
(i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;	CLIMATE RESPONSIBILITY
(ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and	CLIMATE RESPONSIBILITY
(iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;	CLIMATE RESPONSIBILITY
(b) how and when the climate-related scenario analysis was carried out, including:	CLIMATE RESPONSIBILITY
(i) information about the inputs used, including:	CLIMATE RESPONSIBILITY
(1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios;	CLIMATE RESPONSIBILITY
(2) whether the analysis included a diverse range of climate-related scenarios;	CLIMATE RESPONSIBILITY
(3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;	CLIMATE RESPONSIBILITY
(4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change;	CLIMATE RESPONSIBILITY
(5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;	CLIMATE RESPONSIBILITY
(6) time horizons the issuer used in the analysis; and	CLIMATE RESPONSIBILITY
(7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);	CLIMATE RESPONSIBILITY
(ii) the key assumptions the issuer made in the analysis; and	CLIMATE RESPONSIBILITY
(iii) the reporting period in which the climate-related scenario analysis was carried out.	CLIMATE RESPONSIBILITY

9 CONTENT INDEXES

Climate-related Disclosures	Section
(III) Risk Management	
27. An issuer shall disclose information about:	
(a) the processes and related policies it uses to identify, assess, prioritize and monitor climate-related risks, including information about:	CLIMATE RESPONSIBILITY
(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);	CLIMATE RESPONSIBILITY
(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;	CLIMATE RESPONSIBILITY
(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);	CLIMATE RESPONSIBILITY
(iv) whether and how the issuer prioritizes climate-related risks relative to other types of risks;	CLIMATE RESPONSIBILITY
(v) how the issuer monitors climate-related risks; and	CLIMATE RESPONSIBILITY
(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period;	CLIMATE RESPONSIBILITY
(b) the processes the issuer uses to identify, assess, prioritize and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and	CLIMATE RESPONSIBILITY
(c) the extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	CLIMATE RESPONSIBILITY

Climate-related Disclosures	Section
(IV) Metrics and Targets	
Greenhouse gas emissions	
28. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO ₂ equivalent, classified as:	
(a) Scope 1 greenhouse gas emissions;	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
(b) Scope 2 greenhouse gas emissions; and	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
(c) Scope 3 greenhouse gas emissions.	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
29. An issuer shall:	
(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
(b) disclose the approach it uses to measure its greenhouse gas emissions including:	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA

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Climate-related Disclosures	Section
Climate-related transition risks	
30. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	See Note 3
Climate-related physical risks	
31. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	CLIMATE RESPONSIBILITY See Note 3
Climate-related opportunities	
32. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	CLIMATE RESPONSIBILITY See Note 3
Capital deployment	
33. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	See Note 4
Internal carbon prices	
34. An issuer shall disclose:	See Note 4
(a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and	See Note 5
(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.	See Note 5
Remuneration	
35. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).	GOVERNANCE STRUCTURE CLIMATE RESPONSIBILITY
Industry-based metrics	
36. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterize participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	CLIMATE RESPONSIBILITY

Climate-related Disclosures	Section
Climate-related targets	
37. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:	
(a) the metric used to set the target;	CLIMATE RESPONSIBILITY
(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	CLIMATE RESPONSIBILITY
(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);	CLIMATE RESPONSIBILITY
(d) the period over which the target applies;	CLIMATE RESPONSIBILITY
(e) the base period from which progress is measured;	CLIMATE RESPONSIBILITY
(f) milestones or interim targets (if any);	CLIMATE RESPONSIBILITY
(g) if the target is quantitative, whether the target is an absolute target or an intensity target; and	CLIMATE RESPONSIBILITY
(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	CLIMATE RESPONSIBILITY
38. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	
(a) whether the target and the methodology for setting the target has been validated by a third party;	GOVERNANCE STRUCTURE CLIMATE RESPONSIBILITY
(b) the issuer's processes for reviewing the target;	GOVERNANCE STRUCTURE CLIMATE RESPONSIBILITY
(c) the metrics used to monitor progress towards reaching the target; and	GOVERNANCE STRUCTURE CLIMATE RESPONSIBILITY
(d) any revisions to the target and an explanation for those revisions.	See Note 6

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Climate-related Disclosures	Section
39. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	CLIMATE RESPONSIBILITY
40. For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	
(a) which greenhouse gases are covered by the target;	CLIMATE RESPONSIBILITY
(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	CLIMATE RESPONSIBILITY
(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	CLIMATE RESPONSIBILITY
(d) whether the target was derived using a sectoral decarbonization approach; and	CLIMATE RESPONSIBILITY
(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	See Note 7
(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	See Note 7
(ii) which third-party scheme(s) will verify or certify the carbon credits;	See Note 7
(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	See Note 7
(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	See Note 7
Applicability of cross-industry metrics and industry-based metrics	
41. In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider (i) the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	CLIMATE RESPONSIBILITY

Notes:

- 1.Due to the complex transmission paths between climate factors and financial performance, and the fact that related impacts have not yet achieved systematic independent measurement and isolation, the Group currently assesses relevant impacts only through qualitative and scenario analysis. No material climate risks have been identified that would lead to material adjustments to the carrying amounts of assets and liabilities in the next reporting year.
- 2.As climate scenario analysis is primarily used for strategic direction assessment, and predictive financial quantitative models are still being established; we are gradually establishing investment and disposal plans and funding sources have not yet been separately planned along climate-related dimensions, the Group is unable to provide reliable quantitative projections at this stage. The Group has continued to invest in areas including renewable energy deployment and green product development, laying the foundation for future quantitative analysis of climate-related financial impacts. The Group will gradually advance the construction of relevant predictive capabilities and disclose them when feasible.
- 3.Currently, the Group mainly adopts qualitative and semi-quantitative methods to identify and assess climate-related risks and opportunities. Quantitative work will be carried out after data from the upstream and downstream of the value chain becomes more complete and the internal assessment methodology matures. The Group plans to gradually promote relevant quantitative analysis in the future and disclose corresponding information when conditions are met.
- 4.Since climate-related inputs have been integrated into daily operations and strategic planning (such as renewable energy deployment and green product R&D), related funds overlap with regular operating expenses and capital inputs, making independent separation difficult at this stage. The Group will evaluate the feasibility of establishing a special statistical system for climate-related expenditures and disclose them in due course in the future.
- 5.The Group has paid attention to the potential impact of rising carbon costs in the future through scenario analysis, and will assess the feasibility and method of introducing internal carbon pricing in a timely manner based on the progress of China's carbon market policies and the Group's carbon management needs.
- 6.The Group's emission reduction targets are reviewed annually. If there are any revisions, the content and reasons will be disclosed. No revisions were made to the targets during the reporting period.
- 7.At this stage, the Group's emission reduction strategy prioritizes focusing on actual emission reductions in its own operations and value chain. A detailed plan for the use of carbon credits to achieve greenhouse gas net-zero emission targets has not yet been formulated. The 1,509 VCUs retired during the reporting period were of a voluntary nature and not a systematic arrangement included in the net-zero target pathway. In the future, based on the progress of the emission reduction pathway, the Group will evaluate the specific role and degree of reliance on carbon credits in offsetting residual emissions, and disclose information such as the type of carbon credits, third-party schemes for verification or certification, and their credibility once plans are clear.

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| GRI INDEX

GRI Standards	Disclosure	Section
GRI 2: General Disclosures 2021		
2-1	Organizational details	ABOUT THIS REPORT
2-2	Entities included in the organization's sustainability reporting	ABOUT THIS REPORT
2-3	Reporting Period, frequency and contact point	ABOUT THIS REPORT
2-5	External assurance	GHG EMISSIONS VERIFICATION REPORT
		INDEPENDENT ASSURANCE REPORT
2-6	Activities, value chain and other business relationships	ABOUT BOSIDENG
2-7	Employees	EMPLOYEES' RIGHTS AND INTERESTS
		SUMMARY OF ESG PERFORMANCE DATA
2-9	Governance structure and composition	GOVERNANCE STRUCTURE
2-10	Nomination and selection of the highest governance body	GOVERNANCE STRUCTURE
2-11	Chair of the highest governance body	GOVERNANCE STRUCTURE
2-12	Role of the highest governance body in overseeing the management of impacts	GOVERNANCE STRUCTURE
2-13	Delegation of responsibility for managing impacts	GOVERNANCE STRUCTURE
2-14	Role of the highest governance body in sustainability reporting	GOVERNANCE STRUCTURE
2-15	Conflicts of interest	ETHICS AND COMPLIANCE

GRI Standards	Disclosure	Section
2-16	Communication of critical concerns	ETHICS AND COMPLIANCE
2-17	Collective knowledge of the highest governance body	ETHICS AND COMPLIANCE
2-18	Evaluation of the performance of the highest governance body	ETHICS AND COMPLIANCE
2-19	Remuneration policies	GOVERNANCE STRUCTURE
2-20	Process to determine remuneration	GOVERNANCE STRUCTURE
2-21	Annual total compensation ratio	GOVERNANCE STRUCTURE
2-22	Statement on sustainable development strategy	GOVERNANCE STRUCTURE
2-23	Policy commitments	EMPLOYEES' RIGHTS AND INTERESTS
2-24	Embedding policy commitments	EMPLOYEES' RIGHTS AND INTERESTS
2-25	Processes to remediate negative impacts	ETHICS AND COMPLIANCE
2-26	Mechanisms for seeking advice and raising concerns	ETHICS AND COMPLIANCE
2-27	Compliance with laws and regulations	ETHICS AND COMPLIANCE
2-28	Membership associations	BOSIDENG AND THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS
2-29	Approach to stakeholder engagement	STAKEHOLDER ENGAGEMENT
2-30	Collective bargaining agreements	EMPLOYEES' RIGHTS AND INTERESTS

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GRI Standards	Disclosure	Section
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	DOUBLE MATERIALITY ASSESSMENT
3-2	List of material topics	DOUBLE MATERIALITY ASSESSMENT
3-3	Management of material topics	DOUBLE MATERIALITY ASSESSMENT
GRI 101: Biodiversity 2024		
3-3	Management of material topics	BIODIVERSITY CONSERVATION
101-1	Policies to halt and reverse biodiversity loss	BIODIVERSITY CONSERVATION
101-2	Management of biodiversity impacts	BIODIVERSITY CONSERVATION
101-4	Identification of biodiversity impacts	BIODIVERSITY CONSERVATION
GRI 201: Economic Performance 2016		
3-3	Management of material topics	PERFORMANCE REVIEW
201-2	Financial implications and other risks and opportunities due to climate change	CLIMATE RESPONSIBILITY
201-3	Defined benefit plan obligations and other retirement plans	EMPLOYEES' RIGHTS AND INTERESTS
GRI 202: Market Presence 2016		
3-3	Management of material topics	PERFORMANCE REVIEW
GRI 203: Indirect Economic Impacts 2016		
3-3	Management of material topics	OUR COMMUNITY
203-1	Infrastructure investments and services supported	OUR COMMUNITY
GRI 204: Procurement Practices 2016		
3-3	Management of material topics	SUPPLY CHAIN MANAGEMENT PREFERRED MATERIALS

GRI Standards	Disclosure	Section
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	ETHICS AND COMPLIANCE
205-1	Operations assessed for risks related to corruption	ETHICS AND COMPLIANCE
205-2	Communication and training about anti-corruption policies and procedures	ETHICS AND COMPLIANCE
205-3	Confirmed incidents of corruption and actions taken	ETHICS AND COMPLIANCE
GRI 206: Anti-competitive Behavior 2016		
3-3	Management of material topics	ETHICS AND COMPLIANCE
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	ETHICS AND COMPLIANCE
GRI 207: Tax 2019		
3-3	Management of material topics	RISK MANAGEMENT
207-1	Approach to tax	RISK MANAGEMENT
207-2	Tax governance, control, and risk management	RISK MANAGEMENT
GRI 301: Materials 2016		
3-3	Management of material topics	LOGISTICS AND PACKAGING
301-1	Materials used by weight or volume	SUMMARY OF ESG PERFORMANCE DATA
301-2	Recycled input materials used	SUMMARY OF ESG PERFORMANCE DATA
301-3	Reclaimed products and their packaging materials	SUMMARY OF ESG PERFORMANCE DATA
GRI 302: Energy 2016		
3-3	Management of material topics	ENERGY MANAGEMENT
302-1	Energy consumption within the organization	SUMMARY OF ESG PERFORMANCE DATA
302-3	Energy intensity	SUMMARY OF ESG PERFORMANCE DATA
302-5	Reductions in energy requirements of products and services	ENERGY MANAGEMENT

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GRI Standards	Disclosure	Section
GRI 303: Water and Effluents 2018		
3-3	Management of material topics	WATER RESOURCES
303-1	Interactions with water as a shared resource	WATER RESOURCES
303-2	Management of water discharge-related impacts	WATER RESOURCES
303-3	Water withdrawal	SUMMARY OF ESG PERFORMANCE DATA
303-4	Water discharge	SUMMARY OF ESG PERFORMANCE DATA
GRI 305: Emissions 2016		
3-3	Management of material topics	CLIMATE RESPONSIBILITY
305-1	Direct (Scope 1) GHG emissions	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
305-2	Energy indirect (Scope 2) GHG emissions	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
305-3	Other indirect (Scope 3) GHG emissions	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
305-4	GHG emissions intensity	CLIMATE RESPONSIBILITY SUMMARY OF ESG PERFORMANCE DATA
305-5	Reduction of GHG emissions	CLIMATE RESPONSIBILITY
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	SUMMARY OF ESG PERFORMANCE DATA
GRI 306: Waste 2016		
3-3	Management of material topics	WASTES
306-1	Waste generation and significant waste-related impacts	WASTES

GRI Standards	Disclosure	Section
306-2	Management of significant waste-related impacts	WASTES
306-3	Waste generated	WASTES SUMMARY OF ESG PERFORMANCE DATA
306-5	Waste directed to disposal	WASTES
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	SUPPLY CHAIN MANAGEMENT
308-1	New suppliers that were screened using environmental criteria	SUPPLY CHAIN MANAGEMENT
308-2	Negative environmental impacts in the supply chain and actions taken	SUPPLY CHAIN MANAGEMENT
GRI 401: Employment 2016		
3-3	Management of material topics	EMPLOYEES' RIGHTS AND INTERESTS COMMUNICATION AND CARE
401-1	New employee hires and employee turnover	SUMMARY OF ESG PERFORMANCE DATA
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	EMPLOYEES' RIGHTS AND INTERESTS COMMUNICATION AND CARE
401-3	Parental leave	SUMMARY OF ESG PERFORMANCE DATA
GRI 402: Labor/Management Relations 2016		
3-3	Management of material topics	EMPLOYEES' RIGHTS AND INTERESTS
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	HEALTH AND SAFETY
403-1	Occupational health and safety management system	HEALTH AND SAFETY
403-2	Hazard identification, risk assessment, and incident investigation	HEALTH AND SAFETY
403-3	Occupational health services	HEALTH AND SAFETY

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GRI Standards	Disclosure	Section
403-4	Worker participation, consultation, and communication on occupational health and safety	HEALTH AND SAFETY
403-5	Worker training on occupational health and safety	HEALTH AND SAFETY
403-6	Promotion of worker health	HEALTH AND SAFETY
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	HEALTH AND SAFETY
403-8	Workers covered by an occupational health and safety management system	HEALTH AND SAFETY
403-9	Work-related injuries	SUMMARY OF ESG PERFORMANCE DATA
403-10	Work-related ill health	SUMMARY OF ESG PERFORMANCE DATA
GRI 404: Training and Education 2016		
3-3	Management of material topics	TRAINING AND DEVELOPMENT
404-1	Average hours of training per year per employee	TRAINING AND DEVELOPMENT SUMMARY OF ESG PERFORMANCE DATA
404-2	Programs for upgrading employee skills and transition assistance programs	TRAINING AND DEVELOPMENT
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	EMPLOYEES' RIGHTS AND INTERESTS
405-1	Diversity of governance bodies and employees	EMPLOYEES' RIGHTS AND INTERESTS SUMMARY OF ESG PERFORMANCE DATA
GRI 406: Non-discrimination 2016		
3-3	Management of material topics	EMPLOYEES' RIGHTS AND INTERESTS
406-1	Incidents of discrimination and corrective actions taken	EMPLOYEES' RIGHTS AND INTERESTS
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topics	EMPLOYEES' RIGHTS AND INTERESTS SUPPLIER MANAGEMENT
GRI 408: Child Labor 2016		
3-3	Management of material topics	EMPLOYEES' RIGHTS AND INTERESTS SUPPLIER MANAGEMENT
GRI 409: Forced or Compulsory Labor 2016		
3-3	Management of material topics	EMPLOYEES' RIGHTS AND INTERESTS SUPPLIER MANAGEMENT

GRI Standards	Disclosure	Section
GRI 413: Local Communities 2016		
3-3	Management of material topics	OUR COMMUNITY
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	SUPPLY CHAIN MANAGEMENT
414-2	Negative social impacts in the supply chain and actions taken	SUPPLY CHAIN MANAGEMENT
GRI 415: Public Policy 2016		
3-3	Management of material topics	BOSIDENG AND THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS
415-1	Political contributions	BOSIDENG AND THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS
GRI 416: Customer Health and Safety 2016		
3-3	Management of material topics	QUALITY ASSURANCE CUSTOMER SERVICES
416-1	Assessment of the health and safety impacts of product and service categories	QUALITY ASSURANCE CUSTOMER SERVICES
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	QUALITY ASSURANCE CUSTOMER SERVICES
GRI 417: Marketing and Labeling 2016		
3-3	Management of material topics	CUSTOMER SERVICES
417-1	Requirements for product and service information and labeling	CUSTOMER SERVICES
417-2	Incidents of non-compliance concerning product and service information and labeling	CUSTOMER SERVICES
417-3	Incidents of non-compliance concerning marketing communications	CUSTOMER SERVICES
GRI 418: Customer Privacy 2016		
3-3	Management of material topics	INFORMATION SECURITY
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	INFORMATION SECURITY

ISO14064-1



萬泰認證

Greenhouse Gases Emissions
Verification Statement

The GHG inventory report of the following organizations have been verified by WIT in accordance with the requirements of ISO14064-3:2019 to confirm that they meet the requirements of the verification guidelines, achieve the reasonable assurance level and meet the materiality requirements.

BOSIDENG DOWN WEAR LIMITED

Address: Bosideng Industrial Park, Guli Town, Changshu City, Jiangsu Province, P. R. China

- 1. GHG statement released date: May.28,2026 (Rev.V1.0)
- 2. GHG statement based on a specific period: from Apr. 1st 2025 to Mar.31th 2026,
- 3. Verification criteria: ISO 14064-1:2018
- 4. Organizational boundary: All GHG emission and removal facilities of THE WHOLESALING AND RETAILING OF APPAREL PRODUCTS AND RELATED ACTIVITIES IN BOSIDENG DOWN WEAR LIMITED.The organization boundary is determined by the organization in accordance with the principle of operational control.
- 5. Business and activitie: GHG EMISSION RELEVANT TO THE WHOLESALING AND RETAILING OF APPAREL PRODUCTS AND RELATED ACTIVITIES IN BOSIDENG DOWN WEAR LIMITED.
- 6. Types of greenhouse gases included: ☒CO₂☒CH₄☒N₂O☐HFCs☐PFCs☐SF₆☐NF₃
- 7. GHG emissions 1237008.86 (location-based)/ 1236166.29 (market-based)tCO₂e, GHG deductions0.00tCO₂e, GHG removals 0.00tCO₂e, GHG offset 1509.00tCO₂e, The details are as follows:

Category 1	Category 2	Category 3	Category 4	Category 5	Category 6	Total GHG emissions (tCO ₂ e)
Direct GHG emissions (tCO ₂ e)	Indirect GHG emissions from imported energy (tCO ₂ e)	Indirect GHG emissions from transportation (tCO ₂ e)	Indirect GHG emissions from products used by organization (tCO ₂ e)	Indirect GHG emissions associated with the use of products from the organization (tCO ₂ e)	Indirect GHG emissions from other sources (tCO ₂ e)	
330.12	63498.36(location-based)/62655.79(market-based)	24933.39(carbon sink offset credits: 1509, net GHG emissions after offset deduction: 23424.39	1012269.56	70141.28	65836.15	1237008.86 (location-based)/ 1236166.29 (market-based); carbon sink offset credits: 1509, net GHG emissions after offset deduction: 1235499.86 (location-based)/1234657.29 (market-based)

- 8. The verification purpose, assurance level, materiality, and target users of the GHG Verification Statement are detailed in the Appendix, which is an integral part of this Verification Statement.
- Certification Date: Jul/20/2026 Certificate Number : 15/WITGHG2026332



Hangzhou WIT Assessment Co.,Ltd.
14 F, Building A, International Sunyard, No.1750 Jianghong Avenue, Binjiang District, Hangzhou

ISO14064-1



萬泰認證

Greenhouse Gases Emissions
Verification Statement Appendix

- 1. Roles and responsibilities
The management of BOSIDENG DOWN WEAR LIMITED(Hereinafter referred to as the "Responsible Party")is responsible for the GHG information system of the organization, the recording and reporting procedures are established and maintained according to the system, including the calculation and determination of GHG emission information and reported emissions.
WIT provides an independent GHG verification opinion on GHG statement provided by the Responsible Party during the reporting period.
According to the ISO14064-3:2019, WIT conducted a third party verification on whether the GHG statement provided by the Responsible Party were in compliance with ISO14064-1:2018 on Jun.2-4th,2026(verification date).
The verification is conducted based on the verification scope, objectives and criteria agreed between the Principal and WIT on Jun.16,2026(contract date).
- 2. Purpose of verification
Verify the authenticity of the GHG declaration by the responsible party through an objective evidence review, and confirm that the data stated in the GHG declaration conforms to the principles of relevance, accuracy, completeness, consistency and transparency, and is free from material errors or omissions.
- 3. Relevant industry and category
02General Manufacturing (physical or chemicaltransformation of materials or substances into new products)
- 4. Assurance level
The agreed assurance level is reasonable assurance
- 5. Materiality limit
Based on the demand of the expected users of the GHG statement, the materiality limit for this verification is 5%.
- 6. Target users of the GHG statement
Relevant stakeholders involved in the operations and activities of the Responsible Party.

Certification Date: Jul/20/2026 Certificate Number : 15/WITGHG2026332



Hangzhou WIT Assessment Co.,Ltd.
14 F, Building A, International Sunyard, No.1750 Jianghong Avenue, Binjiang District, Hangzhou

11 INDEPENDENT ASSURANCE REPORT



KPMG
8th Floor, Prince's Building
Central, Hong Kong
G P O Box 50, Hong Kong
Telephone +852 2522 6022
Fax +852 2845 2588
Internet kpmg.com/cn

Independent Practitioner's Limited Assurance Report

To the board of directors of Bosideng International Holdings Limited

Report on selected information in Bosideng International Holdings Limited's

2025/26 Environmental, Social and Governance Report for the year ended 31 March 2026

Conclusion

We have performed a limited assurance engagement on selected information in Bosideng International Holdings Limited's ("Bosideng" or the "Company") 2025/26 Environmental, Social and Governance Report for the year ended 31 March 2026 (the "Report"), as listed in Appendix I (hereafter referred to as "the Assured Sustainability Information").

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Assured Sustainability Information of Bosideng for the year ended 31 March 2026 is not prepared, in all material respects, in accordance with the criteria applied by Bosideng to prepare the Assured Sustainability Information set out in Appendix II (the "Applicable Criteria").

Our conclusion on the Assured Sustainability Information does not extend to any other information that accompanies or contains the Assured Sustainability Information and our report (hereafter referred to as "other information"). We have not performed any procedures as part of this engagement with respect to the other information.

Basis for conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*, and ISAE 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Intended use or purpose

This report is made solely to you, as a body, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report. Our conclusion is not modified in respect of this matter.

Responsibilities for the Assured Sustainability Information

The Directors of Bosideng are responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the Assured Sustainability Information that is free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the Assured Sustainability Information and appropriately referring to or describing the criteria used; and
- preparing the Assured Sustainability Information in accordance with the Applicable Criteria.

Inherent limitations in preparing the Assured Sustainability Information

Greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Assured Sustainability Information is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to you.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgement and maintained professional scepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the Assured Sustainability Information that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the Assured Sustainability Information and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- evaluating the suitability in the circumstances of Bosideng's use of the Applicable Criteria, as the basis for preparing the Assured Sustainability Information;

- through inquiries of relevant staff responsible for the preparation of the Assured Sustainability Information, obtaining an understanding of Bosideng's control environment, processes and information systems relevant to the preparation of the Assured Sustainability Information, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness;
- testing a limited number of items to or from supporting records, as appropriate;
- performed analytical procedures where appropriate by comparing to the prior period results reported and made inquiries of management to obtain explanations for any significant differences we identified;
- performing recalculations of selected data in the Assured Sustainability Information; and
- considering the disclosure of the Assured Sustainability Information.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Certified Public Accountants
8th Floor, Prince's Building
10 Chater Road
Central, Hong Kong

27 July 2026

11 INDEPENDENT ASSURANCE REPORT

Appendix I – Assured Sustainability Information

The Assured Sustainability Information for the year ended 31 March 2026 is listed below:

Assured Sustainability Information	Unit	Value	Location
Scope 1 greenhouse gas (GHG) emissions	metric tons of CO ₂ equivalent	330.1	"Summary of ESG Performance Data" section of the Report
Scope 2 GHG emissions (location-based)	metric tons of CO ₂ equivalent	63,498.4	
Scope 1 and 2 GHG emissions (location-based) intensity	metric tons of CO ₂ equivalent/RMB million revenue	3.1	
Scope 3 GHG emissions – Category 6: Business travel	metric tons of CO ₂ equivalent	2,096.5	"Nature Positive – Climate Responsibility: Metrics and Targets" section of the Report
Total energy consumption	MWh	122,202.5	"Summary of ESG Performance Data" section of the Report
Non-renewable energy consumption	MWh	118,247.0	
Charitable donation	RMB ten thousand	4,119	

Appendix II – Applicable Criteria

The reporting boundary, methodology and definitions for the Assured Sustainability Information reported are as follows:

Assured Sustainability Information	Methodology	Reporting Boundary
Scope 1 GHG emissions (in metric tons of CO ₂ equivalent)	Scope 1 and Scope 2 GHG emissions (location-based) are calculated using the GHG Protocol: Corporate Accounting and Reporting Standard. Subject to the reporting boundary described on the right, the organizational boundary for GHG emissions is determined using the operational control approach, whereby emissions arising from operations, facilities and emission sources over which Bosideng has operational control during the reporting year are included in the GHG inventory. The reported GHG emissions include carbon dioxide (CO ₂), methane (CH ₄) and nitrous oxide (N ₂ O), which are converted into carbon dioxide equivalent (CO ₂ e). Scope 1 emissions cover GHG emissions from sources owned or controlled by Bosideng, including the combustion of fuels from stationary and mobile sources, and are calculated using applicable emission factors under the Guidelines for the Preparation of Provincial Greenhouse Gas Inventories (2025 Edition), Greenhouse Gas Emission Accounting Methodology and Reporting Guidelines for Enterprises Operating Public Buildings (Trial) and the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. Scope 2 emissions cover "energy indirect" GHG emissions associated with purchased electricity of Bosideng, and are calculated using applicable emission factors published by the Ministry of Ecology and Environment and the National Bureau of Statistics.	Bosideng's headquarters and self-operated Bosideng branded down apparel retail stores (including specialty stores and concessionary retail outlets), logistics centers and warehouses in the People's Republic of China.
Scope 2 GHG emissions (location-based) (in metric tons of CO ₂ equivalent)		

Assured Sustainability Information	Methodology	Reporting Boundary
Scope 1 and 2 GHG emissions (location-based) intensity (in metric tons of CO ₂ equivalent/RMB million revenue)	Scope 1 and Scope 2 GHG emissions (location-based) intensity is calculated as the sum of Scope 1 and Scope 2 GHG emissions (location-based) (in metric tons of CO ₂ e) divided by revenue (in RMB million) for the reporting year. Revenue includes the revenue from self-operated branded down apparel business and original equipment manufacturing management ("OEM") business as disclosed in Bosideng's Annual Report 2025/26.	
Scope 3 GHG emissions – Category 6: Business travel (in metric tons of CO ₂ equivalent)	Scope 3 GHG emissions – Category 6: Business travel include emissions from employee business travel activities of the branded down apparel business operations of Bosideng Down Wear Limited and Bosideng International Fashion (China) Limited, calculated using applicable emission factors from the ZEROlab by CCM CSR Promotion Centre and CEDA (Comprehensive Environmental Data Archive) by Watershed.	Branded down apparel business operations of Bosideng Down Wear Limited and Bosideng International Fashion (China) Limited.
Total energy consumption (in MWh)	Total energy consumption comprises both renewable energy consumption and non-renewable energy consumption, and is calculated using the applicable conversion factors under the General Rules for Calculation of the Comprehensive Energy Consumption (GB/T 2589–2020) and the Greenhouse Gas Emission Accounting Methodology and Reporting Guidelines for Enterprises Operating Public Buildings (Trial). Renewable energy consumption comprises both self-consumed portion of photovoltaic power generation, purchased green electricity and green electricity certificates (GECs). Non-renewable energy consumption includes direct energy consumption such as gasoline, diesel, and natural gas, as well as the purchased electricity consumption derived from non-renewable energy sources.	Bosideng's headquarters and self-operated Bosideng branded down apparel retail stores (including specialty stores and concessionary retail outlets), logistics centers and warehouses in the People's Republic of China.
Non-renewable energy consumption (in MWh)		
Charitable donation (in RMB ten thousand)	Charitable donation includes cash and product donation made by Bosideng and its subsidiaries to charitable organizations. For product donation, monetary value is estimated based on the cost of products.	Bosideng and its subsidiaries.

12 DEFINITION

Terms	Definitions
"3D"	three dimensional
"6D"	six dimensional
"amfori BSCI"	Amfori Business Social Compliance Initiative, a movement to monitor and assess workplace standards across global supply chains
"Anker methodology"	a methodology used for estimating living wages
"APEO"	Alkylphenol Ethoxylates, chemical compounds commonly used as surfactants in different industries, including textiles, leather and footwear, as detergents and wetting agents , the usage of such chemical may trigger hormone disruption in human and aquatic contamination
"Audit Committee"	the audit committee of the Company
"bluesign®"	a solution aimed at helping apparel brands & retailers, textile manufacturers and chemical suppliers to improve sustainability and product safety to reduce negative impacts on people and the Earth
"Board"	the board of Directors
"Board Diversity Policy"	the board diversity policy of the Company adopted by the Board
"Bosideng" or "Company"	Bosideng International Holdings Limited, an exempted company incorporated in the Cayman Islands with limited liability on July 10, 2006
"CDP"	Carbon Disclosure Project, a non-profit organization that operates as a platform for environmental disclosure, helping companies, investors, cities and regions assess and manage their environmental impact
"CEO"	the chief executive officer of the Company
"CNAS"	China National Accreditation Service for Conformity Assessment

Terms	Definitions
"COSO"	Committee of Sponsoring Organizations of the Treadway Commission, a private-sector organization that provides framework and guidance on internal control, enterprise risk management and fraud deterrence
"CQC"	China Quality Certification Centre
"Director(s)"	the directors of the Company
"DISNEY ILS"	Disney International Labor Standards
"Ecovadis"	a platform that provides a comprehensive assessment of companies' performance in areas such as environment, social, ethics, and sustainable procurement, and offers objective sustainability performance scores and improvement recommendations for enterprises
"EHS Management"	environment, health, safety management
"ERSA"	Ethical & Responsible Sourcing Assessment
"ESG"	environment, social and governance
"ESG Code"	Appendix C2 "Environment, Social and Governance Reporting Code" of the Listing Rules
"FSC"	Forest Stewardship Council, an international non-profit organization that promotes responsible management of the world's forests via timber certification
"FSC 100%"	100% of the raw materials used in the product come from virgin wood from FSC-certified compliant forests
"FSC Mix"	products made from a mixture of materials from FSC-certified forests and FSC recycled materials
"GHG"	greenhouse gas
"GiMS"	Garment Intelligence Manufacture System
"GRI"	the Global Reporting Initiative, an independent organization dedicated to providing a sustainability reporting framework for businesses and governments worldwide

12 DEFINITION

Terms	Definitions
"Group"	the Company and its subsidiaries
"Higg FEM"	Higg Facility Environmental Module, a self-assessment tool developed by the Sustainable Apparel Coalition, designed to help apparel, footwear manufacturers and retailers of all sizes evaluate their environmental, social, and labor performance impacts
"HVAC"	heating, ventilation and air conditioning
"ICC"	inventory computing center
"IDFB"	International Down and Feather Bureau
"IDH"	The Sustainable Trade Initiative
"IDH Living Wage Identifier"	a wage assessment and improvement framework established by IDH
"IEA"	International Energy Agency
"IEA STEPS"	Stated Policies Scenario of the International Energy Agency, which provides directions on energy system progression based on detailed reviews of the current policy landscape
"ILO"	International Labor Organization
"ISO"	International Organization for Standardization, a non-government organization based in Geneva, Switzerland, for assessing the quality systems of business organizations
"ISO14001"	standards set by the ISO for the management of environmental responsibilities of a company
"ISO27001"	standards set by the ISO for the establishment, implementation, maintenance and continual improvement of the information security management system within an organization
"ISO45001"	standards set by the ISO for occupational health and safety management systems

Terms	Definitions
"ISO50001"	standards set by the ISO for efficient usage of energy through the development of an energy management system
"ISPO"	International Sports Products Exhibition
"ISSB"	International Sustainability Standards Board
"KPI"	key performance indicator
"Listing Rules"	the Rules Governing the Listing of Securities on the Stock Exchange
"LCMP"	Low Carbon Manufacturing Programme
"LNT"	Leave No Trace
"MPO System"	the management, professional and operational system
"MSCI"	MSCI ESG Research, an organization that provides research, ratings and analysis of ESG related business of companies worldwide
"Nomination Committee"	the nomination committee of the Company
"NZE 2050"	Net Zero Emission By 2050 Scenario, a target for the global energy sector to achieve net zero carbon dioxide emissions by 2050
"OEKO-TEX®"	a globally recognized testing and certification system for textiles, leather and other materials, assuring the products are safe, environmental friendly and have been manufactured more responsibly
"OHS"	occupational health and safety
"OPC"	order processing center
"Paris Agreement"	an international treaty adopted by 195 parties at the United Nations Climate Change Conference in December 2015 and came into force in November 2016, with its goal to combat global warming and severe climate change impacts

12 DEFINITION

Terms	Definitions
"PEST Analysis"	analysis on political, economic, social and technological factors
"PET"	Polyethylene Terephthalate, a common thermoplastic material
"PFAS"	Perfluoroalkyl and Polyfluoroalkyl Substances, human-made chemicals used as surfactants, lubricants and repellents for dirt and long-term exposure can lead to health deterioration
"Pebax®"	a high-performance thermoplastic elastomer famous for its flexibility, strength and lightweight properties
"R&D"	research and development
"Remuneration Committee"	the remuneration committee of the Company
"PDO"	Polydioxanone
"PRC" or "China"	the People's Republic of China
"PTA"	Purified Terephthalic Acid
"Rilsan® PA11"	a high-performance bio-based polymer made from castor oil, and known for its exceptional durability, flexibility and chemical resistance
"RCP"	Representative Concentration Pathway, the largest generation of scenarios to climate models
"RDS"	Responsible Down Standard, a certification that ensures the sourcing and humane treatment of ducks and geese in the production of down and feathers
"RFID"	radio frequency identification
"rPET"	Recycled Polyethylene Terephthalate, an environmentally friendly material made from recycled waste PET products
"RSL "	Bosideng Restricted Chemical Substance List
"S&P Global"	S&P Global Ratings
"SAC"	Sustainable Apparel Coalition

Terms	Definitions
"SBTi"	Science Based Targets initiative
"SDGs"	Sustainable Development Goals
"SLCP"	Social & Labor Convergence Program
"SMETA"	Sedex Members Ethical Trade Audit
"Stock Exchange"	The Stock Exchange of Hong Kong Limited
"TCFD"	The Task Force on Climate-Related Financial Disclosures
"TNFD"	The Taskforce on Nature-related Financial Disclosures
"UNFCCC"	United Nations Framework Convention on Climate Change
"UNGPs"	Guiding Principles on Business and Human Rights of the United Nations
"UN SDGs"	Sustainable Development Goals adopted by the United Nations in 2015, with an initiative to end poverty, protect the Earth and ensure that the worldwide population can enjoy peace and prosperity by 2030
"UNGC"	United Nations Global Compact, an initiative for corporate sustainability and social responsibility, focusing on human rights, labor, environment and anti-corruption
"WCA"	Workplace Conditions Assessment
"WRAP"	Worldwide Responsible Accredited Production
"Year" or "FY2025/26"	the year ended March 31, 2026
"ZDHC"	Zero Discharge of Hazardous Chemicals, a global initiative that aims at reducing and eliminating use of hazardous chemicals during the production process of textile, apparel and footwear supply chains
"ZDHC MRSL"	the ZDHC Manufacturing Restricted Substances List, a list of chemical substances preventing the intentional use in the processing of materials used in textiles, apparel and footwear industries

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