



**Bosideng International Holdings Limited**  
**波司登國際控股有限公司**

(於開曼群島註冊成立之有限責任公司)

(股份代號：3998)

**BIODIVERSITY CONSERVATION POLICY**

**1. APPLICABLE SCOPE**

- 1.1 This Biodiversity Conservation Policy (the “Policy”) is applicable to Bosideng International Holdings Limited (the “Company”) and its subsidiaries (collectively, the “Group”).

**2. SUMMARY**

- 2.1 Biodiversity refers to the variability in all living organisms from all sources, including terrestrial, marine, and other ecosystems and their constituent ecological complexes. The Group strictly adheres to the Environmental Protection Law of the People's Republic of China and the Regulations on Nature Reserves of the People's Republic of China. In accordance with the requirements of the United Nations Sustainable Development Goals (UN SDGs), the United Nations Convention on Biological Diversity, and the China Biodiversity Conservation Strategy and Action Plan (2023-2030), we have developed company systems related to ecological protection to avoid adverse impacts on biodiversity and ecological conservation.
- 2.2 This policy aims to clarify our commitment and actions towards biodiversity conservation. The Group incorporates biodiversity conservation into our company strategy, operational management, and supply chain practices, ensuring that our business development harmoniously coexists with nature, and fulfilling our corporate responsibility to build a community of shared life between humans and nature.
- 2.3 This policy is approved by the board of directors and provides necessary resource support to ensure its effective implementation.

**3. CORE COMMITMENTS**

- 3.1 The Group undertakes not to engage in activities that may cause irreversible damage in Key Biodiversity Areas (KBA) and to ensure that all operational and supply chain

activities do not result in the loss of habitat for endangered species.

- 3.2 The Group undertakes not to engage in any self owned business related to deforestation within its operational scope, and to gradually reduce legal but unsustainable wood utilization activities, and increase the proportion of sustainable certification of raw material sources.
- 3.3 The Group will compensate for inevitable impacts through ecological modification projects and strive to achieve No Net Loss (NNL) of biodiversity, striving to pursue Net Positive Impact (NPI).

#### **4. MANAGEMENT APPROACH**

- 4.1 Promote the protection of natural habitats and animal welfare in the areas where their production sites and supply chains are located, recognizing the importance of protecting ecosystems and biodiversity.
- 4.2 Conduct biodiversity risk assessment, investigate and identify the impact and dependence of the company's location and business operations on biodiversity and ecosystems, and avoid conducting business activities in key areas of biodiversity. If biodiversity sensitive areas are identified, mitigation measures and conservation plans should be developed and implemented.
- 4.3 Reduce the negative impact of business operations on biodiversity and ecosystems.
- 4.4 In the early planning and site selection process of new production and business activities, fully consider the sensitivity and risks of biodiversity, and identify and evaluate the potential impacts of new buildings within feasible limits.
- 4.5 Strengthen internal training to enhance employee awareness and action, conduct external publicity, education, and science popularization activities to promote public biodiversity conservation.
- 4.6 Actively cooperate with government agencies, non-governmental organizations (NGOs), communities, suppliers, distributors, and consumers and other stakeholders to jointly promote the development of biodiversity conservation work.
- 4.7 Continuously improve energy and water resource utilization efficiency, reduce greenhouse gas emissions, and strive to alleviate the pressure of climate change on biodiversity.
- 4.8 Explore circular fashion models, promote waste reduction, resource utilization, and

harmless management, reduce the impact of waste landfill and incineration on land and air, and strive to protect the ecological habitats around production.

4.9 Use down certified according to responsible down standards.

4.10 In order to help to protect endangered forests and species, the Group promises not to use any wood or wooden products made from ancient and endangered forests.

## **5. FOLLOWING-UP WITH CONCERNS AND INFORMATION DISCLOSURE**

5.1 The Group will continue to monitor the development trends of biodiversity conservation related issues, constantly examine and evaluate the biodiversity conservation risks that have an impact on the Group, and adjust relevant work accordingly. The Group will elaborate on its practices and progress in biodiversity conservation in the annual environmental, social, and governance report.

## **6. CIRCULATION AND REVISION**

6.1 The Group reserves the right to revise, alter or abolish this Policy from time to time. The Group will regularly review this Policy and make revisions when necessary. The latest version of this Policy is available on the Company's official website at <http://company.bosideng.com>.