

FAQs - ESG Strategy

1. What ESG strategy system does Bosideng adopt, and how does Bosideng build its governance structure to ensure the implementation of its sustainable development strategy?

In June 2024, the Group held a Board meeting and unanimously approved the “1+3+X” ESG strategic framework. The strategy is guided by the ESG vision of “leading sustainable fashion with a consumer-oriented approach”, sets out three core goals for the short, medium, and long term, and is implemented through X initiatives under “product positive, nature positive and people positive”. In early 2025, the Group further refined its ESG roadmap into “1 Central Platform, 6 Core Themes, and 13 Key Programs”, effectively responding to stakeholder expectations.

As for corporate governance, Bosideng has established a systematic climate governance structure and integrated climate considerations into the Group’s core strategy. The Board has listed sustainability as a standing agenda item, with the Chairman of the Board and CEO overseeing all sustainability matters and tracking progress regularly. The Group links ESG performance directly with executive compensation. The Chairman and CEO bears direct responsibility for climate targets, with climate performance accounting for 5% of total compensation. This mechanism also applies to other senior executives and key employees to ensure effective implementation of the climate strategy throughout the organization.

(Updated on December 5th, 2025)