

## FAQs – Supply Chain Management

### 3. Does Bosideng show preference for suppliers demonstrating superior labor management performance?

Yes. In supplier onboarding and partnership assessments, the Group considers labor management performance to be an evaluation factor of equal importance to price and quality. We show preference for suppliers demonstrating outstanding performance and mature management in labor management matters.

During the onboarding phase, labor management requirements are fully integrated into our supplier assessment framework. New suppliers must pass an audit against our Supplier Code of Conduct, covering employment practices, environmental compliance, and business integrity. The Group maintains zero tolerance for child labor, discrimination, forced labor, serious violations of the law and corruption. All new suppliers must pass the “Supplier ESG Evaluation Checklist” , with ESG criteria weighting no less than 15% in the onboarding assessment.

We require suppliers to provide proof of local minimum wage standards, employee attendance records and payroll. Through these documents, combined with employee interviews, we assess whether suppliers comply with standards regarding salary levels, overtime pay, and payment methods and timeliness. Additionally, we refer to the Amfori Business Social Compliance Initiative (amfori BSCI) living wage calculation requirements to strive for safeguarding the legitimate rights and basic living needs of employees.

Through this systematic mechanism, the Group prioritizes suppliers demonstrating high maturity in labor management and strong responsibility awareness, while continuously driving steady improvements across the supply chain in labor protection and sustainable management.

*(Updated on December 5<sup>th</sup>, 2025)*