

## FAQs – Supply Chain Management

6. Does Bosideng provide relevant grievance channels and mechanisms for supply chain workers to ensure the formation of a complete responsible supply chain system?

To protect the legal rights of supply chain workers and foster an open, transparent, and accessible environment for appeals and supervision, Bosideng has established a diversified reporting network, covering various channels such as letters, email, a 24/7 hotline, and QR codes for reporting in retail stores. Stakeholders including employees, suppliers (including frontline supply chain workers), partners, and consumers may report through these channels. We also provide appeal mechanism information on our self-developed supplier digital management platform, available to all suppliers. Since most of our supply chain workers are located in mainland China, we offer both Chinese and English channels to ensure workers can easily submit feedback or appeal. Given the importance of supplier employee feedback, when the Group commissions third-party social responsibility audits, it includes a dedicated interview section with representative employees of the audited suppliers. These interviews are conducted anonymously in the absence of management to create an environment where employees can freely express their opinions.

The Group has formulated a strict confidentiality and anti-retaliation policy to rigorously protect the identity, contact information, and other related details of the whistleblower to prevent any form of retaliation against them. We also include the following in our Supplier Code of Conduct: “Employees should be able to raise workplace complaints without fear of retaliation, ensuring a safe and fair working environment.” These requirements are incorporated into procurement practices by requiring suppliers to sign the Code of Conduct. To date, over 99% of suppliers have signed the Code of Conduct.

The Group will make every effort to keep the whistleblower's identity confidential, and undertakes not to disclose the whistleblower's identity without the written consent of the whistleblower (except for the requirements of legal responsibilities or legal obligations). To avoid jeopardizing the investigation, the whistleblower is also required to keep confidential the fact that he or she has filed a report, the nature of the concerns and the identities of those involved.

We encourage whistleblowers to provide their names and contact information to facilitate follow-up communication and investigation. However, we also offer anonymous reporting options for supply chain workers. We strictly prohibit any retaliation against those who report actual or potential misconduct in good faith. If any threats or retaliation occur, the company will take appropriate disciplinary actions, including termination of the business relationship or employment if necessary.

Supply chain workers and other stakeholders can directly submit reports or appeals to Bosideng's Audit Supervision Center through the following channels:

- Letter: Clearly marked "opened by the addressee only" in a sealed envelope and sent 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: shenjiiiancha@bosideng.com
- Tel: (86)512 5253 8888 ext. 806517

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