



Bosideng International Holdings Limited

波司登國際控股有限公司

(incorporated in the Cayman Islands with limited liability)

(Stock code: 3998)

SUPPLY CHAIN RESPONSIBLE SOURCING POLICY FOR COTTON, LEATHER, WOOL AND RUBBER

1. APPLICABLE SCOPE

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

2. SUMMARY

- 2.1 As a leader in the global down apparel industry, the Group has always adhered to its commitment to providing consumers with excellent quality products. The Group is well aware that raw material procurement is not only the cornerstone of product quality, but also the key to promoting the sustainable development of the enterprise. Therefore, in the procurement of raw materials such as cotton, leather, wool, rubber, etc., the Group actively practices the principle of responsible procurement to ensure that procurement activities meet the comprehensive standards of environmental friendliness, social justice and economic feasibility, demonstrating the responsibility and commitment of industry leaders. The following guidelines apply to all products of the Group.

3. MANAGEMENT APPROACH

- 3.1 The Group's suppliers are mainly divided into three categories, including raw material suppliers, outsourced manufacturers and other suppliers. In order to meet customers' demand for high-quality products, the Group has formulated a series of supplier management systems such as the "Supplier Manual", "Supplier Evaluation Standards", and "Supplier Key Performance Evaluation Standards", and continues to carry out strategic supplier cultivation, supplier assessment and review, etc., while ensuring the stability of the supply chain, it also drives the common growth of supply chain partners.
- 3.2 The "Supplier Key Performance Assessment Management Measures" lists the assessment content and incentive measures for suppliers. The Group regularly reports the assessment results, summarizes them and implements incentive regulations to urge and encourage suppliers to fulfill their quality responsibilities and continuously improve.
- 3.3 On the basis of ensuring that suppliers meet the requirements of the Group, the Group focuses on promoting local procurement and facilitating the development of local social economy.
- 3.4 The Group attaches great importance to the environmental performance of suppliers and requires them to strictly comply with national and industry environmental laws and regulations, actively reduce energy consumption and emissions, optimize product carbon footprint, promote environmentally friendly production, and lead the industry's green transformation.

- 3.5 In compliance with the United Nations Guiding Principles (UNGPs), the Group has clearly defined social responsibility requirements such as labor rights, working hours management, fair pay, safe production and employee training in the Supplier Cooperation Manual and Supplier Evaluation Standards to ensure that every step in the supply chain complies with the principle of social justice.

4. SUSTAINABLE COTTON SOURCING STRATEGY AND GOALS

- 4.1 The Group is committed to continuously increasing the proportion of sustainable cotton procurement.
- 4.2 Source traceability and compliance: The Group actively purchases sustainable cotton that can be traced back to the origin and requires suppliers to provide detailed documentation to ensure that the source of the cotton is legal and meets international sustainable development standards. The organic cotton certifications accepted by the Group include OCS and GOTS.
- 4.3 Certification priority and environmental protection: The Group refers to the standards of international platforms such as Better Cotton and Textile Exchange, gives priority to organic certified cotton, reduces the use of chemical inputs, and protects the ecological environment and human health.
- 4.4 Green planting and processing: The Group requires suppliers to strictly abide by environmental protection standards during cotton planting and processing, adopt green planting technology, reduce the use of pesticides and fertilizers, and reduce environmental pollution; in the processing stage, optimize the process flow and reduce energy consumption and waste emissions.

5. SUSTAINABLE LEATHER SOURCING STRATEGY AND GOALS

- 5.1 All genuine leather used in the Group's products comes from tanneries that have obtained the Leather Working Group (LWG) Gold Certification and can be traced back to the origin.
- 5.2 Environmentally friendly production and emission reduction: The Group strictly requires leather suppliers to comply with environmental standards, adopt advanced production technology and equipment, reduce the emission of "three wastes" and minimize environmental impact.
- 5.3 Animal Welfare and Humanity: The Group firmly opposes any form of animal abuse and requires suppliers to follow animal welfare standards to ensure that animals are treated humanely during breeding, slaughter and leather production.

6. WOOL AND RUBBER PROCUREMENT POLICY

- 6.1 Wool procurement: The Group prefers wool that can be traced back to its source and meets environmental and animal welfare standards. The Group requires suppliers to provide proof of wool origin to ensure the legality and sustainability of the wool.
- 6.2 Rubber procurement: The Group purchases rubber from legal and sustainably managed rubber plantations, requiring suppliers to comply with environmental standards, reduce the use of chemical pesticides and fertilizers, and protect the ecological environment. At the same time, the Group pays attention to the labor rights of rubber workers and ensures fair wages and a safe working environment.

7. FOLLOWING-UP WITH CONCERNS AND INFORMATION DISCLOSURE

- 7.1 The Group will continue to deepen the sustainable development strategy of the supply chain, relying on technological innovation and management upgrades to improve the transparency and sustainability of raw material procurement. The Group is committed to building a long-term cooperation bridge with suppliers to jointly address global environmental and social challenges.

The Group attaches importance to continuous improvement and regularly reviews procurement standards to ensure that they remain relevant, credible, timely, and within the control of the Group. Through cooperation with relevant stakeholders, including animal welfare organizations, material suppliers, industry groups and peers, we listen to opinions from all parties and continuously optimize procurement strategies.

8. CIRCULATION AND REVISION

- 8.1 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>.