



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)

Bosideng Group Supplier Sustainable Development Code of Conduct

Bosideng Group is committed to propelling China's apparel industry to the global forefront. Upholding the philosophy of advancing together with suppliers to achieve excellence, we have established the "Bosideng Group Supplier Sustainable Development Code of Conduct" (hereinafter referred to as the "Code"). We expect every partner to collaborate with us, adhere to these guidelines, and strive tirelessly for sustainable development and the establishment of an exceptional brand.

The Code applies to all production partners who produce garments, fabrics, accessories, and other related items for Bosideng Group. It outlines the minimum standards that must be adhered to and describes Bosideng Group's requirements for supplier social and environmental responsibility. The requirements outlined in the Code are additional to the basic requirement of complying with the law. Where the requirements of this Code exceed local laws, suppliers should follow the higher standards outlined in this Code.

Strictly abide by laws and regulations

Suppliers must ensure that they have valid business licenses, production licenses, and other qualification documents, and that their business scope covers the product categories they supply. They must strictly comply with all laws and regulations of the countries and regions where they operate, including local, national, and international levels, to ensure that their business activities are completely legal and compliant. They must prevent any illegal behavior. If the provisions in the Code conflict with the national laws of any country or region, the national laws shall prevail.

Business Ethics

Suppliers must conduct business with honesty, integrity, and transparency, fully comply with local and international anti-bribery and anti-corruption laws and regulations. Suppliers must strictly prohibit providing property or benefits to Bosideng Group

employees in any direct or indirect manner, influencing their decisions or seeking improper personal gain, and maintaining a clean and honest business environment. Suppliers must have no criminal records, smuggling, tax violations, major environmental penalties, or other adverse records in the past three years. Commercial bribery, false propaganda, contract fraud, and other dishonest behaviors are prohibited. Suppliers must not participate in collusive bidding, price manipulation, or other unfair trade practices that violate fair competition and anti-monopoly laws.

Transparency

Suppliers must promptly and fully disclose to Bosideng Group the operational details, process methods, and resource inputs related to the production of Bosideng Group products. Suppliers must allow Bosideng Group and its designated third-party representatives to freely enter all production facilities (including employee dormitories), communicate with employees, and review various records at any time, in order to effectively demonstrate their compliance with this Code. Suppliers must prevent any misconduct such as falsifying records, inducing employee responses, bribery, or deliberate misleading. Suppliers should, where possible, prioritize the selection of raw materials with a low environmental impact. For purchased raw materials (especially down, feathers, cotton, wool, etc.), a comprehensive traceability management system must be established and maintained. Upon request from Bosideng Group, suppliers should provide documents proving the legal source of raw materials to ensure that they do not come from illegal logging, endangered species, conflict areas, or areas involving forced labor.

Prohibition of child labor

Suppliers must strictly comply with the laws and regulations of the country and region where they operate, and are strictly prohibited from employing child labor. Within China, suppliers must strictly enforce relevant laws and regulations such as the Labor Law of the People's Republic of China, and are strictly prohibited from employing minors under the age of 16. In other countries and regions, suppliers must strictly comply with local regulations regarding minimum working age, compulsory education age, and protection of minor workers, and provide safe and suitable working conditions for them.

No harassment and abuse

Suppliers must fully respect the human dignity of their employees, ensuring that they are protected from corporal punishment and all forms of harassment (physical, psychological, verbal, sexual), threats, and abuse. Employees should be able to raise complaints about workplace conditions without fear, thereby creating a safe and fair

work environment without fear of retaliation.

Discrimination is prohibited

Suppliers are strictly prohibited from discriminating against workers based on age, race, skin color, nationality, social or ethnic origin, religion or belief, gender, gender identity or expression, sexual orientation, pregnancy status, marital or partnership status, disability, political beliefs, trade union membership, or other legally protected characteristics in all employment practices, including recruitment, hiring, training, promotion, and termination, to ensure equal employment opportunities.

Forced labor is prohibited

Suppliers are strictly prohibited from using any form of forced, involuntary, or illegal labor trafficking, such as prison labor, bonded labor, indentured labor, etc. When hiring, they must not withhold employees' identity documents or collect deposits, and must ensure employees' freedom of movement in both work and living areas.

Working conditions

Suppliers must strictly comply with relevant national laws and regulations as well as the relevant regulations of the place where they conduct business activities. Suppliers must reasonably arrange employees' working hours, ensure compliance with legal and local requirements, safeguard employees' legitimate rights and interests and work-life balance. Any overtime work must be based on employee willingness, and overtime hours must not exceed the legal provisions of the country where the operation is located.

Salary and benefits

Suppliers must strictly comply with laws related to wages and benefits, ensure that workers receive timely compensation that meets or exceeds the higher of the local minimum wage or industry prevailing standards (whichever is higher). Suppliers must strictly follow the labor laws and regulations of the country where the operation is located to pay overtime compensation, effectively safeguarding the legitimate rights and interests of workers' labor income.

Occupational Health and Safety

The supplier must diligently establish clean, healthy, and safe workplaces and employee housing. They must effectively mitigate risks associated with hazardous chemicals, electrical safety, fire hazards, and building safety. Additionally, the supplier must ensure that employees receive comprehensive health and safety training. In the event of a significant safety incident, the supplier must promptly (ideally within 2 hours) notify Bosideng Group of the details of the accident. They must also communicate proactively

and transparently with Bosideng Group about any potential impacts on orders. The supplier must make every effort to ensure the delivery of Bosideng Group's orders and minimize the risk of delivery delays caused by the accident, including but not limited to, coordinating with other compliant production capacities and prioritizing production schedules. Bosideng Group reserves the right to reassess the partnership based on the severity of the accident and the supplier's response, which may include suspending orders or terminating the partnership.

Environmental Compliance

Suppliers must establish effective environmental and energy management systems, commit to sustainable resource use, reduce environmental impact, and address climate change. Suppliers must strictly comply with all applicable laws and regulations regarding environmental protection, energy use, waste management, and biodiversity conservation in all locations where they operate and market their products. They must hold and update all necessary environmental and energy-related licenses and approvals, and continuously meet the above requirements.

Resource Management

Suppliers should establish a reliable resource and energy data monitoring and management system, and must truthfully, accurately, and timely report the ESG-related data platform of Bosideng Group. Suppliers must regularly submit energy consumption, water resource use, greenhouse gas emissions, and other data, actively cooperate with Bosideng Group to carry out renewable energy, energy efficiency improvement, emission reduction and consumption reduction projects and audits, and formulate their own quantified and time-bound annual resource consumption and carbon emission intensity reduction targets.

Subcontracting

Suppliers shall not subcontract manufacturing processes without the written permission of Bosideng Group. If subcontractors are required, they must provide a written commitment to comply with this Code and ensure that the entire supply chain meets Bosideng Group's sustainable development standards.

Signature Page

As a production partner of Bosideng Group, our company has carefully studied the "Bosideng Group Supplier Sustainable Development Code of Conduct" and agrees that this document shall come into effect from the date of signing and remain valid for all transactions with all affiliated companies of Bosideng Group.

The company is aware that any violation of the "Bosideng Group Supplier Sustainable Development Code of Conduct" may result in immediate loss of orders from all Bosideng Group affiliates and potential termination of the business relationship. Once a violation is discovered, the company solemnly promises to immediately take corrective measures and actively implement corrections.

The company undertakes to inform all its employees of the contents of this document in writing and in a language easily understood by factory workers. In addition, the company is obligated to communicate the relevant requirements of this Code to its own suppliers and urge them to comply.

Company name (supplier): (seal)

Signature of authorized representative:

Position: _____

Date: _____ year _____ month _____ day