



ANTA SPORTS PRODUCTS LIMITED

Incorporated in the Cayman Islands with limited liability

Stock Codes: 2020 (HKD counter) and 82020 (RMB counter)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024



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Company Profile

ANTA was established in 1991, while ANTA Sports Products Limited, a widely recognized global sportswear company, was listed on the Main Board of HKEX in 2007 (Stock Codes: 2020 (HKD counter) and 82020 (RMB counter)). The mission of the company is to bring the transcendent sports spirit into everyone's life. ANTA Sports principally engages in R&D, design, manufacturing, marketing and sales of professional sports products including footwear, apparel and accessories. By embracing an all-round brand portfolio including ANTA, FILA, DESCENTE, KOLON SPORT, MAIA ACTIVE, etc., ANTA Sports aims to unlock the potential of both the mass and high-end sportswear markets. ANTA Sports is also the largest shareholder of Amer Sports, Inc., a global group of iconic sports and outdoor brands, including Arc'teryx, Salomon, Wilson, Peak Performance, and Atomic, whose shares are listed on the New York Stock Exchange (NYSE: AS).



Mission

To bring the transcendent sports spirit
into everyone's life



Vision

To be
a world-leading multi-brand sportswear group



Core Values

Mutualism with Consumers
Mutualism with Employees
Mutualism with Partners
Mutualism with the Society
Mutualism with the Environment

About Our Report

As of 31 December 2024,

65,900+ employees

16+ nationalities across our workforce

8 sportswear brands

12,000+ stores

7 manufacturing facilities

1 logistic center

1,000+

cities and regions across
China and internationally
for our business



Reporting Principles

This is the ESG Report for the year ended 31 December 2024 presented by ANTA Sports. This Report covers our sustainability guidelines and ESG performance and practice across all our operations (including branding, production, design, procurement, supply chain management, wholesale and retail of branded sporting goods) in our principal places of business across Mainland China from 1 January to 31 December 2024. The Report has been prepared in accordance with Appendix C2 *Environmental, Social and Governance Reporting Code* of the *Listing Rules*, with the application of the four reporting principles of “Materiality”, “Quantitative”, “Balance” and “Consistency”.

The content of this Report is determined through a systematic materiality assessment process, covering key issues related to different stakeholders. For the purpose of this Report preparation, we have adopted the principle of “Double Materiality” for the first time and, with adequate consideration of the opinions of all parties, to identify key issues, evaluate the materiality, relevance and boundaries of the issues, and then determine the specific content of the Report. We will continue to strengthen the information collection regarding the Report to improve our reporting performance and disclosure level as to sustainability.

Guidance referenced

- *Environmental, Social and Governance Reporting Code*
- *IFRS Sustainability Disclosure Standards*
- *Task Force on Climate-Related Financial Disclosures*

Reporting Boundary



Manufacturing facilities include

- ANTA Sports Products Group Co., Limited
- ANTA (China) Co., Ltd.
- Quanzhou Athletic Shoes & Garments Co., Ltd.
- Quanzhou ANTA Material Supply Co., Ltd.
- Henan ANTA Material Supply Co., Ltd.
- Xiamen ANTA Sports Goods Co., Ltd.
- Xiamen ANTA Industrial Co., Ltd.
- Changting ANTA Sports Products Co., Ltd.
- Shangqiu ANTA Shoes Co., Ltd.



The logistics facility includes

- Fujian ANTA Logistics Information Technology Co., Ltd.



The administrative facilities include

- ANTA building in Xiamen, Mainland China
- FILA building in Xiamen, Mainland China
- Office building in Jinjiang, Mainland China
- Office building in Shanghai, Mainland China



The self-operated store in Mainland China include

- ANTA stores
- FILA stores
- DESCENTE stores
- KOLON SPORT stores
- MAIA ACTIVE stores

The ESG performance of Amer Sports is not included in this Report. Please refer to website (<https://www.amersports.com/sustainability/reports/>) for more information about the ESG performance of Amer Sports.

Data Sources and Reliability

Data and cases contained in this Report are obtained mainly from our statistical reports and other relevant documents. This Report has been reviewed by the Sustainability Committee and approved by the Board on 19 March 2025 for publication.

PricewaterhouseCoopers Certified Public Accountants have provided limited assurance on selected sustainability information provided by the Company. The assurance report can be found on page 174.

Report Availability and Feedback

The electronic version of the Report is available on the Company's sustainability website. If you have any question about or comment on this Report, please reach us through any of the following:

ANTA Sports Products Limited

Address : 16/F, Manhattan Place, 23 Wang Tai Road, Kowloon Bay, Kowloon, Hong Kong SAR

Telephone : (852) 2116 1660

Fax : (852) 2116 1590

Email : esg@anta.com.hk

Sustainability website: <https://esg.anta.com>

Disclaimer on forward-looking statements

Forward-looking statements contained in this report are based on information available at the time of publication, and on assumptions that management believes to be reasonable. These statements are not guaranteed that the Company will achieve its targets. Various factors may result in substantially different outcomes.



Message from the Chairman

“Sustainability is fully integrated into our “Single-focus, Multi-brand, Globalization” strategy, reflecting our commitment to creating long-term value for shareholders and stakeholders.”

Ding Shizhong
Chairman



Dear respected stakeholders,

On behalf of the Board, I am pleased to present our ESG Report for the year ended 31 December 2024. Sustainability is a core belief that embodies our commitment to creating long-term value for shareholders and stakeholders. Guided by our principles of “Five Mutualism” – creating mutual benefits with consumers, employees, partners, the society, and the environment – sustainability is fully integrated into our “Single-focus, Multi-brand, Globalization” strategy. It shapes key aspects of our strategic and operational planning. The Board is responsible for formulating the Company’s sustainability management, and the Company has established the Sustainability Committee, being designated by the Board. The committee plays a crucial

role in supervising the Sustainability Department and other relevant departments to establish and maintain a closed-loop sustainability management system.

As a member of the UNGC, we actively support the 17 Sustainable Development Goals. Our efforts have been widely recognized during the financial year. We have demonstrated outstanding performance in ESG aspects. Our efforts have been widely recognized. Guided by our principles of “Five Mutualism”, we were included in the Dow Jones Best-in-Class Emerging Markets Index for the first time, as one of only six Mainland Chinese companies and the sole Chinese footwear and apparel company on the list. We remain a constituent of the Hang Seng

Corporate Sustainability Benchmark Index, and in February 2025, we earned an MSCI ESG rating of “A”. These solidified that our sustainability achievements have once again been recognized by authoritative index organizations.

Mutualism with Consumers

Consumers consistently remain at our core. We enforce stringent privacy policies to safeguard customer data security and drive innovative technologies to enhance product quality and safety, ensuring consumers enjoy the thrill of sports while experiencing premium sports products. Additionally, we actively promote sustainable consumption knowledge, encouraging consumers to prioritize and use sustainability products.

Looking back at 2024, we focused on building a sustainable business model and, for the first time, completed a double materiality assessment, linking ESG issues with financial metrics to measure and quantify long-term value for stakeholders. During the financial year, 30% of our products were sustainable based on order volume. We conducted full life-cycle carbon footprint assessments for 34 products, of which 26 are carbon-neutral certified products. 100% leather suppliers for footwear products have obtained LWG Gold certification, and over 99% of our leather is traceable. 99% of the down materials used in FILA, DESCENTE, and KOLON SPORT products are certified with RDS. Meanwhile our sustainable packaging accounted for 36% of the total packaging volume. Our “ANTAZERO Carbon Mission Store” in Shanghai is certified carbon-neutral by an authoritative institution.

Mutualism with Partners and Mutualism with Employees

Stakeholder engagement is the key to our success. We jointly establish objectives with our suppliers to foster transformative change. During the financial year, 100% of our tier-one suppliers completed ESG internal or external audits, with 80% achieving a good or above rating. Our 65,900 employees include 39.2% female executives and over 4,300 from 40 ethnic minorities. We provided over 1.8 million training hours, covering over 97% of employees. During the financial year, we granted a total of approximately 3.67 million awarded shares to selected employees of the Group by share award

scheme, demonstrating our unwavering commitment to and fulfillment of our promises to our workforce.

Mutualism with the Environment

During the financial year, we made huge improvement in the environmental aspect. The greenhouse gas reduction targets validated by the SBTi in alignment with a 1.5°C trajectory. Our Scope 1 direct GHG emissions decreased by 11.1% to 7,580 tonnes of CO₂ equivalent, with its emission intensity decreased by 21.7% to 0.11 tonnes of CO₂ equivalent/ revenue per million RMB. On the other hand, PV projects at our self-operated factories and logistic center have generated for ourselves use more than 8,800 MWh of electricity, to achieve the goal of carbon neutrality by 2050, and promote the “1+3+5” strategic goals for achieving mutualism with the environment. During the financial year, the selected data in this report has been independently assured by one of the Big Four accounting firms, making us the first Chinese sportswear company to receive independent assurance report. Additionally, we disclosed the scope 3 emission for the first time, concentrating on gathering environmental data from critical suppliers. We also engaged independent professional firms to conduct data assessment and analysis of scope 3 emissions to ensure the data quality.

Mutualism with Society

Beyond our workforce, we donated a total of RMB37 million in cash and the

value of donated sportswear (calculated at tag value) to different charities exceeded RMB340 million.

Over the years, we have donated RMB 1,150 million worth of sportswear, benefiting over 8 million teenagers across 18,000 schools in 31 provincial level administrative regions via “Sturdy Growth Charity Project”. We will continue to support charitable activities through concrete actions, contribute to the sustainable development of society, and bring positive changes to more people in need.

We extend our heartfelt gratitude to all our stakeholders, including our dedicated and enthusiastic employees, suppliers, consumers, and partners who have stood by our side and strived together with us. We look forward to continuing our collaboration, advancing the realization of the “Five Mutualisms” and the “1+3+5” strategic goals for mutualism with the environment. Together, we aim to create greater value and success, striving to develop into a world-leading multi-brand sportswear group.



Ding Shizhong
Chairman
Hong Kong SAR, 19 March 2025

Statement of the board



While our business continues to grow, the Board attaches great importance to the sustainability management. We have established a multi-level, effective and executable ESG governance system. We will continuously update and improve our ESG governance structure, with the Board playing a leading and active role in the Company's ESG affairs engagement and supervision.

ESG Management Responsibilities

The Board has overall responsibility for the Company's ESG strategy and reporting. As the top ESG governance body of the Company, the Board is responsible for formulating the Company's sustainability management approach, strategy and objectives, and establishing and maintaining ESG

risk management and internal control system. The Board is also responsible for preparing the annual ESG report and overseeing the reporting process.

In 2021, the Company established the Sustainability Committee. The Sustainability Committee currently consists of two Executive Directors, four Independent Non-Executive Directors and two executives designated by the Board, and, being

delegated (with relevant authorities) by the Board, is responsible for assisting the Board (i) to conduct effective governance and oversight of ESG matters; (ii) to formulate and review the Group's sustainability strategic objectives; (iii) to lead and promote each department to improve its mindsets and operation initiatives in various business processes from the perspective of sustainability; (iv) to identify, assess and manage material

ESG risks; and (v) to coordinate and standardize the collection of ESG related data and information to improve the quality of ESG information disclosure. The Board believes the composition and term of reference of the Sustainability Committee enhances the effectiveness of the group's ESG governance.

ESG Risk Management

We attach great importance to the potential impacts arising from ESG-related risks and opportunities. We have proactively launched ESG risk management related work and incorporated the identification and management of ESG risks into the Group's risk management system. As such, the Board, through the Sustainability Committee, oversees the assessment of ESG risks and opportunities (including those related to climate change), ensures that appropriate and effective ESG risk management and internal supervision mechanisms are in place, and continuously monitors the implementation of relevant risk management strategies and the work quality. We also stress the identification, assessment and management of climate change related risks and opportunities and follow the *IFRS Sustainability Disclosure Standards* issued by the ISSB and the *Guidance on Climate Disclosures* by the HKEX, to work on and make disclosure on climate change related risks and response measures around the four major areas of governance, strategy, risk management, metrics and targets.

Review of ESG Goals and Progress

We have set up a group-level sustainability strategy and goals and established an ESG objectives management system. We regularly assess material ESG issues and report to the Sustainability Committee for review and evaluation. The Sustainability Committee at the same time regularly monitors and tracks progress against agreed targets and initiatives and reports to the Board. In addition, to ensure the effective implementation of our sustainability strategy and to continuously improve our ESG management, we have incorporated ESG goals and indicators into the performance assessment of various key departments.

ESG Reporting and this Report

This Report has been prepared with application of the following four reporting principles:

Materiality: Materiality assessment is performed to identify ESG matters that are material to investors and other stakeholders, and to assess the direct and indirect significance of these matters to the Group and stakeholders.

Quantitative: Quantitative information is provided, where appropriate, which helps readers assess the Group's ESG performance objectively; Quantitative information is also accompanied (if necessary) by a narrative, explaining its purpose and impacts, and comparative data.

Balance: Unbiased pictures with both positive and negative information and performance regarding ESG are disclosed.

Consistency: ESG data presented in this Report are prepared using consistent methodologies across time periods, unless otherwise specified either in text or in notes.

This Report has been reviewed by the Sustainability Committee and approved by the Board.



2024 Highlights

ESG Ratings

MSCI
ESG RATINGS



CCC	B	BB	BBB	A	AA	AAA
-----	---	----	-----	---	----	-----



a member of
Dow Jones
Best-in-Class
Emerging
Markets Index



CDP
Climate
Change Rating
C

A	B	C	D	F
---	---	---	---	---

MORNINGSTAR | SUSTAINALYTICS

13.1 low
risk

NEGLIGIBLE	LOW	MEDIUM	HIGH	SEVERE
------------	-----	--------	------	--------

We Support:



In support of

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the
UN Global Compact Office



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



ESG Highlights



CLIMATE ACTION

GHG reduction targets were validated by SBTi, aligned with a **1.5°C trajectory**

Scope 1 direct GHG emissions decreased by **11.1%** to 7,580 tonnes of CO₂ equivalent, with its emission intensity decreased by **21.7%** to 0.11 tonnes of CO₂ equivalent/revenue per million RMB

PV projects at our self-operated factories and logistic center have generated for ourselves use more than **8,800** MWh of electricity

Disclosure of Scope 3 related category data for the first time

30% of products are sustainable (based on order volume)

99% of the down materials used in FILA, DESCENTE, and KOLON SPORT products are certified with RDS



SUSTAINABLE PRODUCTS

34 products completing full life cycle carbon footprint assessment, including **26** carbon-neutral certified products

100% leather suppliers for footwear products have obtained LWG Gold certification, with over **99%** of the leather materials can be traceable back to their origin

SUSTAINABLE BRANDS



Unveiled the ANTAZERO Carbon Mission Store, which is certified carbon-neutral by an authoritative institution

36% of our total packaging volume is sustainable packaging (based on order volume)

Apply over **90%** sustainable PE bags on our apparel product, FILA's and DESCENTE's PE bags being **100%** sustainable

FILA's packaging paper and paper bag and DESCENTE's hangtag and paper bag are **100%** FSC certified



SUSTAINABLE PACKAGING

100%

Tier 1 supplier completed ESG audit

100+

suppliers using clean and renewable energy in their facilities

Conducted **786** ESG audits on suppliers, of which good or above grades account for more than **80%**



SUPPLIER PARTNERSHIP



PEOPLE MANAGEMENT

65,900 employees,
39.2% Female executives

>97% employee
training coverage rate

600+ employees from
16+ countries and regions,
4,300+ employees were
from **40** ethnic minorities in
China

1,800,000+
training hours to our employees

Granted a total of approximately
3.67 million awarded shares to
selected employees by share award scheme

Donated
RMB37 million
in cash and
RMB340+ million worth
of sportswear
(calculated at tag
value)

Benefited **130** athletes in
“Lifetime Support Program
for Excellent Athletes”

40,000+ hours
of volunteer services

Donated
RMB
1,150+ million

worth of sportswear
(calculated at tag
value) via “Sturdy
Growth Charity
Project” over the
years



PUBLIC WELFARE



GOVERNANCE

Published *Chemicals Management Manual*, *Supplier Sustainability Management Handbook* and
17 policies

1st Chinese sportswear company to receive independent assurance report for ESG report

Sustainability Overview
OUR BUSINESS

Definition of sustainability



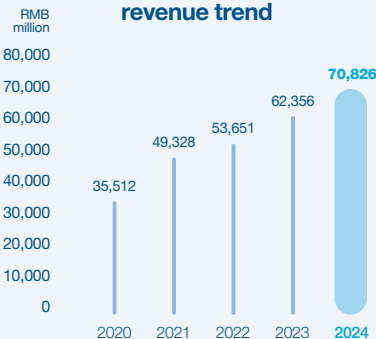
Growing revenue
potential



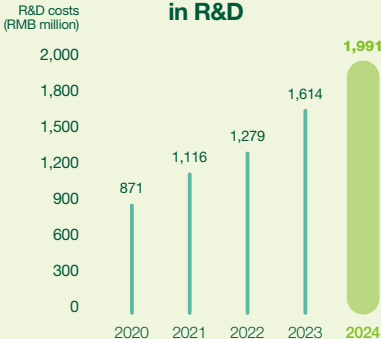
Increased innovation
potential

And where are we?

Maintaining an upward
revenue trend



Continuing to invest
in R&D



Multi-brand strategy



Financial Performance for 2024

RESULTS HIGHLIGHTS

Financial Performance



Revenue
increased by **13.6%**
to RMB **70.83** Billion



Gross profit margin
decreased by **0.4%** points to
62.2%



Profit attributable to equity shareholders
increased by **52.4%**
to RMB **15.60** Billion



Basic earnings per share
increased by **50.4%**
to RMB **5.55**



Payout of the profit attributable to
equity shareholders, excluding non-cash accounting gain
arising from equity dilution under the Amer Sports Listing
and Amer Sports Placing
51.4%

Financial Performance for 2024
RESULTS HIGHLIGHTS

Operational Performance
As of 31 December 2024



Number of ANTA stores
in China and overseas
stood at

7,135
(7,053)*



Number of ANTA KIDS stores
in China and overseas
stood at

2,784
(2,778)*



Number of FILA stores
(including FILA KIDS and FILA FUSION standalone stores)
in China and Singapore
stood at

2,060
(1,972)*



Number of DESCENTE stores
in China and Southeast Asia
stood at

226
(187)*



Number of KOLON SPORT stores
in China
stood at

191
(164)*

* As of 31 December 2023

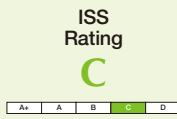
Constituent Stock of

Index abbreviation	Index name in English
BESGPRO	Bloomberg ESG Data Index
BWORLD	Bloomberg World Index
BWRETL	Bloomberg World Retail Index
DJSEMUP	Dow Jones Best-in-Class Emerging Markets Index
HSC	Hang Seng Index - Commerce & Industry
HSC15TI	Hang Seng Climate Change 1.5°C Target Index
HSC500	Hang Seng Stock Connect China 500 Index
HSCEESG	HSCEI ESG Index
HSCEI	Hang Seng China Enterprises Index
HSCESGE	HSCEI ESG Enhanced Index
HSCGSI	Hang Seng Consumption Index
HSCI	Hang Seng Composite Index
HSCICD	Hang Seng Composite Industry Index – Consumer Discretionary
HSFML25	Hang Seng China (Hong Kong-listed) 25 Index
HSHKI	Hang Seng Stock Connect Hong Kong Index
HSHK50	Hang Seng Stock Connect Hong Kong Top Shareholding 50 Index
HSI	Hang Seng Index
HSIESG	HSI ESG Index
HSIESGS	HSI ESG Enhanced Index
HSILOWC	HSI Low Carbon Index
HSISUI	HSI ESG Enhanced Select Index
HSLI	Hang Seng Composite LargeCap Index
HSLMI	Hang Seng Composite LargeCap & MidCap Index
HSLMIV	Hang Seng Large-Mid Cap (Investable) Index
HSML100	Hang Seng China (Hong Kong-listed) 100 Index
HSNCON	Hang Seng New Consumption Index
HSPOE	Hang Seng China Private-owned Enterprises Index
HSSCC80	Hang Seng Stock Connect China 80 Index
HSSCMLC	Hang Seng SCHK Mainland China Companies Index
HSSCPOE	Hang Seng SCHK China Private-owned Enterprises Index
HSSSHSC	Hang Seng Shanghai-Shenzhen-Hong Kong (Selected Corporations) 300 Index
HSSUSB	Hang Seng Corporate Sustainability Benchmark Index
SBBMGLU	S&P Global BMI (US Dollar)
SCCEA	Hang Seng HKEX Stock Connect China Enterprises Index
SCRTCN	S&P China BMI Index
SCRTEM	S&P Emerging BMI Index

2024 Highlights

Rating and Awards

Our Ratings



Our ESG Report



2024 Hong Kong ESG Reporting Awards Carbon Neutral Award Commendation
CarbonCare® ESG Label 2024's "Best Practice in ESG Reporting Level 3"
CarbonCare® Star Label 2024's "Continuous Commitment in Best Practice in ESG Reporting" by CarbonCare Innovation Lab



We are selected in



People's Daily
ESG Case of the Year 2024



2024 Fortune China
ESG Impact List



2024 Happy Enterprises Best Co-Prosperity
Top 30 of the Economic Observer



2024 Forbes China Top 50
ESG Companies List



2024 Forbes China Top 50
Innovative Companies List



People's Daily 2024 China Brand Forum
"2024 China Brand Innovation Cases"

As of February 2025.

Rating and Awards

Our Awards



"Best ESG (E)",
"Best ESG (S)" and "Best ESG (G)"
by Hong Kong Investor Relations Association



The Recognition of Sustainable
Development Category-
Platinum by Quam Investor
Relations Awards 2023



Best Corporate Governance
and ESG Awards 2024
Special Mention Corporate
Governance by Hong Kong
Institute of Certified Public
Accountants



The certificate in recognition of
officially setting SBT by World
Resources Institute



HKQAA Hong Kong Green
and Sustainability Contribution
Awards 2024



EY Sustainability Excellence
Awards 2024 – Outstanding
Enterprise of the Year



TVB "ESG Awards" 2024

Public Welfare



2024 China Charity Awards
"Charitable Enterprise of the
Year" issued by the Public
Welfare Times



2024 China Charity Awards
"Charitable Project of the
Year" by the Public Welfare
Times



Southern Weekly 2023 Outstanding
Responsible Enterprise of the Year

Best Employer



"2024 China Best
Employer Award" Nationwide
Top 100" by Zhaopin.com



"2024 Excellence in Health
and Welfare Award"
by AON



Liepin.com "2024
Extraordinary Employer"



"2024 China Best ESG
Employer" by AON



ESG Management

We consistently uphold the principles of sustainable development and prioritize ESG governance. By leveraging a scientific and professional ESG governance structure alongside a robust management system, we adhere steadfastly to our sustainability strategy, aiming to continually elevate our ESG governance and performance, while fully integrate sustainable practices into our corporate strategy.

Sustainability Strategy

The sustainability strategy is one of our core strategies. We integrate ESG responsibility into our corporate strategic goals, adhering to creating mutual value with consumers,

employees, partners, society and the environment, as we firmly believe that fulfilling social responsibilities and being accountable to stakeholders are the keys to achieving sustainable business growth.

To better fulfill corporate responsibilities in environmental, social and governance aspects, we became a participant member of the UNGC in 2021, committing to the 10 principles including human rights, labor standards, environment, anti-corruption, etc. by actively supporting the United Nations'

2030 Sustainable Development Goals and Sustainable Development Agenda and integrating these goals with our six strategic ESG pillars, we dedicate ourselves to the pursuit of sustainable development of both the Company and society, demonstrating our commitment and dedication to our stakeholders.

Six Strategic ESG Pillars	Our Goals	ESG Material Issues	17 SDGs of the United Nations
Building a Foundation through Promoting Responsible Business Operation	Improve the quality of development, create sustainable economic benefits, and promote employment opportunities.	- Corporate governance - Business ethics - Data privacy and protection	  
Green Development for Ecological Conservation	Take up responsibility for the environment, promote energy conservation, emissions reduction and green operation, and work with upstream and downstream partners to jointly tackle the risks of climate change. Continue to promote green products and sustainable logistics. Promote green office, and enhance the environmental protection awareness of employees and their families through various employee activities.	- Climate change - GHG emissions - Use of energy - Biodiversity and land use - Waste discharge - Use of packaging materials - Waste gas emissions and wastewater discharge - Use of water resources	     
Cooperation for Win-Win Results	Continue to encourage suppliers to join us in building a green supply chain, promote the application of sustainable packaging, strengthen the independent R&D of core technologies, and promote green transformation and upgrading of the supply chain.	- Supply chain management - Sustainable raw material sourcing	  
Innovation for Robust Products	Maintain product quality at a high level, take technological innovation as the key to brand competitiveness, and win the consumers' long-term trust in the Company's brands.	- Use of chemicals and discharge - Product life cycle - Product quality and safety - Craftsmanship and product innovation - Customer relations management - Intellectual property management - Responsible marketing	 

ESG Management

Six Strategic ESG Pillars	Our Goals	ESG Material Issues	17 SDGs of the United Nations
Diversity and Inclusion for People-centered Development	Create an equal, inclusive, healthy and safe working environment for employees, build a training system for diversified talent development, dedicate to employee growth, and join hands with employees to create a better future.	- Human rights and labor rights - Employee development and training - Employee well-being - Health and safety - Diversity and inclusion	     
Giving Back to Society by Supporting Public Welfare	Actively respond to the country's macro strategies, undertake corporate social responsibility, actively participate in community building, and contribute to the development of a harmonious society through various community activities.	Social investment	   

Stakeholder Engagement

We proactively engage with stakeholders through various channels and maintain close contact with key stakeholders. By continuously improving the transparency of our operations and actively gathering and responding to stakeholders' expectations and requirements, we foster mutual benefits and positive interactions with stakeholders and create sustainable values for them.

External Stakeholders	Stakeholder Expectations	Communication Activities during the Financial Year
Investors/ shareholders	- Risk management - Investment return - Corporate governance - Information disclosure	Attended one-on-one meetings, non-deal roadshows, investment forums and telephone conferences Organized Annual General Meeting and annual and interim results presentations
Consumers	- Quality products - Diversified products - Well-rounded customer services - Seamless communication channels	Conducted surveys on consumer satisfaction Collected consumer feedback through different channels, such as customer service hotline and feedback from retail staff

External Stakeholders	Stakeholder Expectations	Communication Activities during the Financial Year
Suppliers	- Fair, open and just procurement - Supplier support	Conducted supplier satisfaction surveys
		Held supplier conferences to exchange ideas
Distributors	- Mutual benefits - Mutual growth	Hosted trade fairs
		Organized distributor meetings to exchange ideas
Media	- Information openness and transparency - Product quality and safety - Anti-corruption	Organized press conferences
		Attended media interviews
Government/ regulatory authorities	- Operations compliance - Tax payment in accordance with the law - Driving regional economic development	Organized meetings to set standards and exchange ideas
Brand ambassadors	- Brand image - Product quality - Product R&D and innovation - Intellectual property	Ensured timely communication with the brand ambassadors and collected their feedback on our products
		Provided tailor-made, on-demand products
Athletes	- Product performance - Product R&D and innovation	Sponsored athletes' competition outfits and equipment

Internal Stakeholders	Stakeholder Expectations	Communication Activities during the Financial Year
Directors	- Corporate governance - Anti-corruption - Risk management	Participated in Board meetings
Management	- Product quality and safety - Environmental impact management	Participated in the decision-making and operations of the Company, performed management roles, and directed or coordinated staff to fulfill their job duties
Staff	- Employee well-being - Employee development and training - Anti-corruption	Engaged in surveys and participated in online and face-to-face staff activities

2024 ESG Issues Materiality

During the financial year, we conducted a double materiality assessment by engaging an independent professional consultant to carry out internal and external stakeholder surveys for the first time. This helped us collect stakeholders' feedback and prioritize issues through materiality analysis.

We also gathered stakeholders' concerns regarding ESG risks through these surveys and integrated the materiality analysis into our overall corporate risk management. This approach provides guidance for the Company to enhance ESG and related risk management, allowing us to better respond to stakeholders' expectations and demands.



Step

4

Review and confirmation: The evaluation results were submitted to the Sustainability Committee for review and approval.

Step

3

Issue assessment and double materiality determination: We evaluated the impact and financial materiality of issues, considering their ramifications on our Company's short-, medium- and long-term goals, and subsequently established a double materiality matrix.

Step

2

Stakeholder participation: We collected over 1,200 questionnaires from internal and external stakeholders, taking full consideration of the diverse perspectives and needs of different stakeholders to ensure our ESG strategies and action plans align with their expectations and concerns.

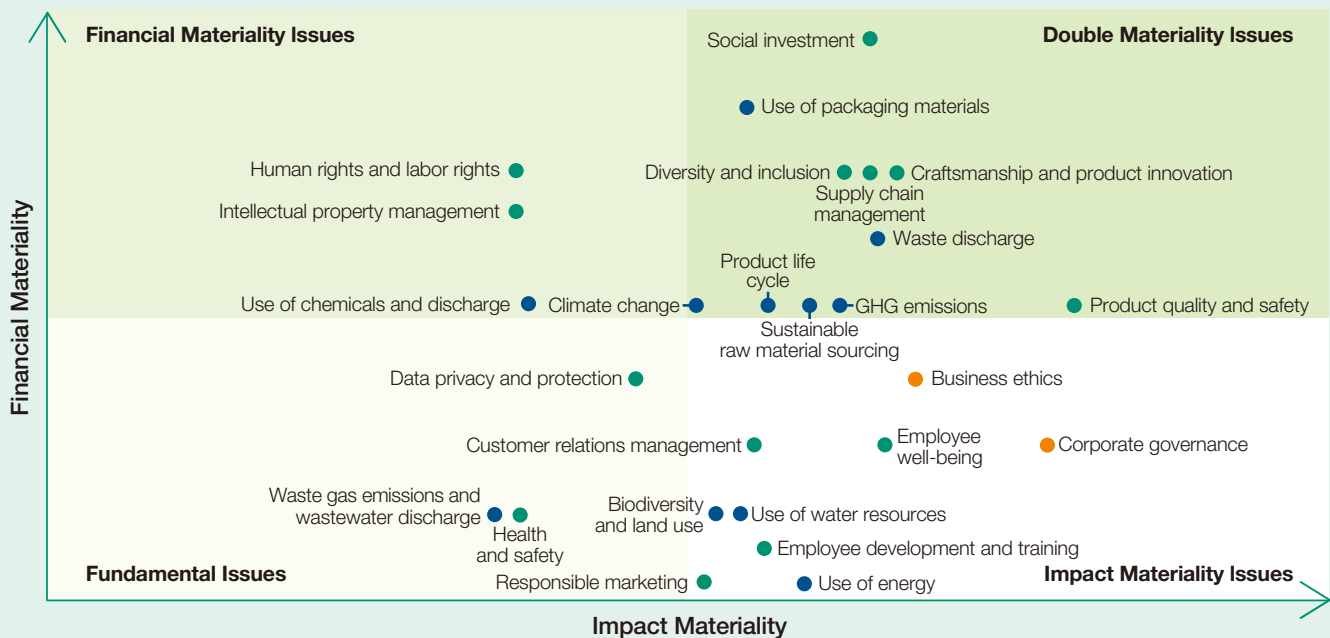
Step

1

ESG issue identification: We identified 26 ESG issues relevant to us.

Our Double Materiality Matrix in 2024

● Social ● Governance ● Environmental



ESG Material Issues in 2024

Materiality	Topic Category	Issues
Double Materiality Issues	Social	Social investment
	Social	Diversity and inclusion
	Social	Supply chain management
	Social	Craftsmanship and product innovation
	Social	Product quality and safety
	Environmental	Sustainable raw material sourcing
	Environmental	Product life cycle
	Environmental	Use of packaging materials
	Environmental	Waste discharge
	Environmental	Climate change
	Environmental	GHG emissions
Financial Materiality Issues	Social	Human rights and labor rights
	Social	Intellectual property management
	Environmental	Use of chemicals and discharge

Materiality	Topic Category	Issues
Impact Materiality Issues	Social	Responsible marketing
	Social	Employee development and training
	Social	Employee well-being
	Social	Customer relations management
	Environmental	Biodiversity and land use
	Environmental	Use of water resources
	Environmental	Use of energy
	Governance	Business ethics
	Governance	Corporate governance
	Governance	Anti-corruption
Fundamental Issues	Social	Data privacy and protection
	Social	Health and safety
	Environmental	Waste gas and wastewater discharge



We have incorporated the requirements of ISSB and CSRD regarding financial materiality assessment and double materiality assessment, adopting a double materiality matrix as a core tool for ESG management and reporting. Through this matrix, we conducted a thorough analysis to evaluate how each issue impacts stakeholders and the external environment across various stages of the value chain, considering short-, medium-, and long-term perspectives. Additionally, we assessed the financial implications of associated risks and opportunities. This structured prioritization process allowed us to systematically determine the scale and significance of these impacts.

In alignment with ISSB and CSRD guidelines, we will prioritize resource allocation on issues that are both

financially material and impact material. To ensure systematic and focused management, we will:

STEP 1: Establishing clear governance structures for the key issue management;

STEP 2: Setting targets and management objectives for the key issue management;

STEP 3: Formulating management strategies for the key issue management;

STEP 4: Disclosing information under a four-pillar framework comprising governance, strategies, risk management and their financial implications related to key issues, as well as management targets and metrics.

Compared to the 2022 materiality assessment results, we observed significant changes after integrating the financial materiality assessment. Apart from waste discharge and product quality and safety, the other nine key issues have been identified as double materiality issues for the first time. These issues will now be prioritized in our ESG management and risk mitigation strategies. For craftsmanship and product innovation, supply chain management and product quality and safety, we will establish clear targets and management objectives moving forward, with comprehensive disclosures to be included in future ESG reports.

ESG Management

ESG Governance Structure

We attach great importance to corporate sustainability and ESG management practices in our business operations. By adhering to improving internal sustainability governance and strengthening the management of our corporate’s impact on the environment and society, we aim for the Company’s

sustainable development. We have established an ESG governance structure with the Board as the ultimate responsible body, along with the Sustainability Committee and the Sustainability Department. We have created a closed-loop ESG management and execution system covering strategy, objectives, organization and resources, performance and culture, achieving comprehensive top-down coordination and management of sustainability affairs. This continues

to drive the effective implementation of our sustainability strategy and goals. Per different departments and corresponding functions, we link specific sustainability performance metrics, including environmental emission reduction targets, chemical safety management targets and staff training coverage, to executive variable compensation (e.g. bonuses) for the senior management to further strengthen effective ESG governance.

Board



The Board assumes the overall responsibility for the Group’s ESG matters and oversees the Group’s ESG governance.

Sustainability Committee



The Sustainability Committee, being delegated with relevant authorities by the Board, assists the Board in (i) conducting effective governance and oversight of ESG matters; (ii) formulating and reviewing the Company’s sustainability strategic objectives; (iii) leading and promoting each department to improve its mindsets and operation initiatives in various business processes from the perspective of sustainability; (iv) identifying, assessing and managing material ESG risks; and (v) coordinating and standardizing the collection of ESG related data and information to improve the quality of ESG information disclosure, so that the Group’s ESG governance effectiveness would be enhanced.

Sustainability Department



Functional
Departments

Brand
Portfolio

Through cross-departmental cooperation and coordination, the Sustainability Department ensures effective implementation of our sustainability strategy across all business areas. Additionally, we strive to transparently disclose our ESG performance and progress to all stakeholders in our annual ESG reports.

The Sustainability Committee consists of two Executive Directors, four Independent Non-Executive Directors, and two executives designated by the Board, comprising personnel with

expertise, knowledge, and professional experience in corporate responsibility or sustainable development. This composition of the committee ensures effective oversight of sustainability

related risks and opportunities and the formulation of response strategies. For details of the Sustainability Committee, please refer to the *Sustainability Committee Terms of Reference*.



ESG Risk Management

We have established an ESG risk management system with the Board as the ultimate responsible body. The Sustainability Committee and the Risk Management Committee oversee

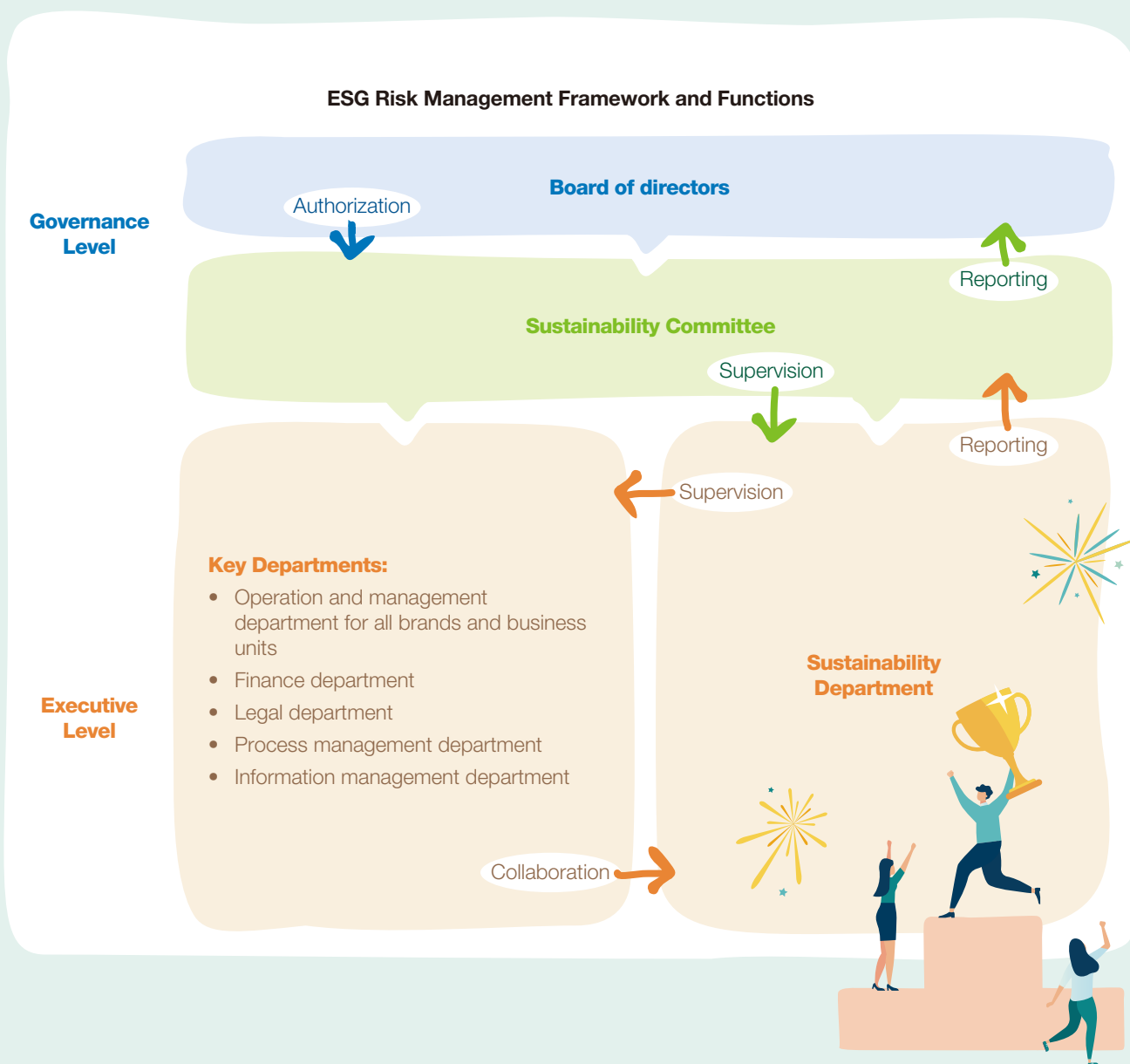
the management of ESG risks and other corporate risks respectively. The Sustainability Department conducts daily supervision to ensure effective management of ESG risks at the implementation level. By integrating ESG management practices, we

enhance the identification, analysis and management of ESG risks. ESG risk management has been integrated into the Company's governance structure, creating a more comprehensive risk management framework.

ESG Management

ESG Risk Management Framework and Functions

We have established a discussion and reporting mechanism specific to ESG risks. The Sustainability Committee holds periodic sessions to explore ESG-related risks and corresponding responses.



Governance Level

Board

As the ultimate responsible body, the Board

- determines the Group's business strategy and objectives, and evaluates and determines the nature and extent of the ESG related risks the Board is willing to take in achieving the Group's strategic objectives;
- ensures that the Group establishes and maintains appropriate and effective risk management and internal control systems for ESG matters;
- oversees the design, implementation, and monitoring of the Group's ESG related risk (including that related to climate change) management and internal control systems.

Sustainability Committee

- Oversees the Group's ESG risk and opportunity management work, and regularly reviews quantitative indicators for climate risk management responses and financial impacts;
- Identifies ESG risks and opportunities (including those related to climate change), assesses their impact on the Group, and reviews the effectiveness of ESG risk management;
- Reviews annual ESG risks and, based on the Group's overall risk management objectives, risk preferences and risk tolerance, scrutinizes and reviews annual ESG risk management strategies;
- Regularly reports significant ESG risks and the respective management or response strategies to the Board.

Sustainability Department

- Responsible for conducting annual ESG risk assessment, assisting functional departments in implementing risk management measures, and conducting daily ESG risk supervision and management;
- Regularly reports annual ESG risks and recommendations to the Sustainability Committee;
- Continuously reviews ESG data systems and enhance the reliability of ESG data, engage external third parties to conduct ESG audit or assurance works in the future, and formulate correction plans based on audit results;
- Regularly communicates with the finance department on financial impacts resulting from ESG risks (including climate change risk), and formulates corresponding response measures.

Operation and Management Departments of all Brands and Business Units and other Functional Departments

- Collaborates and supports the Sustainability Department in conducting ESG risk assessments and management, and includes ESG risks into daily operation risk management.

Execution Level

ESG Management

ESG Risk Management Measures

We conduct annual ESG risk identification and assessment across the Group. Through stakeholder engagement, we collect stakeholder feedback on ESG risks during the materiality assessment, and in combination with the industry risk identification, identify the material issues and regularly monitor the corresponding ESG risks.

Having functional departments identify, assess and manage risks within their respective business area with layer-by-layer reporting upstream to the Sustainability Department, the Sustainability Committee and the

Board, we adopt a bottom-up approach to screen and prioritize various risks and build the ESG risk inventory.

We carry out risk analysis and integrate ESG work plans to formulate corresponding risk response measures and preventive mechanisms. Through continuous reviews and evaluations of our ESG management practices, we identify areas for necessary improvement to effectively implement ESG related risk management measures.

We have identified the key ESG risks for the financial year. In alignment with various regulatory requirements and ESG rating indicators, we have established corresponding monitoring

indicators and conducted regular reviews and assessments for each key ESG risk, further enhancing our ESG risk management. All identified ESG risks are associated with specific risk levels, and clear risk response measures and preventive mechanisms are in place. We have identified 11 ESG issues corresponding to these risks, categorized them into three risk types, and ranked their materiality. Tailored risk monitoring indicators, response measures, and preventive mechanisms have been established for each issue to ensure comprehensive and efficient management of our ESG risks.

For details of our ESG risk management measures, please refer to <https://esg.anta.com/en/esgriskmanagement>.

ESG Indicators and Goals

Looking back at 2024, we have continued to cultivate in the “Five Mutualisms” principles, and achieving our sustainability goals. We aim to build a more sustainable and responsible business model that creates long-term value for all internal and external stakeholders.

Mutualism with Consumers

Goal	Progress in 2024
Establish a definite and solid consumer ESG mindset, enabling consumers to realize circular consumption.	We clearly defined the direction and initial strategy of ESG mindset building for each brand. During the financial year, we launched 26 certified carbon-neutral products including ANTA KIDS’s wind chaser seed running shoes, rain or shine jacket etc. We actively educated consumers about sustainable consumption knowledge and promoted the use of sustainable products.

Mutualism with Employees

Goal	Progress in 2024
1. Adhere to the three core cultural propositions – “Consumer-oriented, Benchmarking with High Standards, Leaders as Role Models” – and continue to maintain our industry-leading employment standards and work environment	Giving care to employees in clothing, food, housing, transportation, and physical and mental health: Clothing: We offer gift cards, staff discounts and discount coupons etc. to our employees for our branded products. Food: Our ocean-view restaurant offers a variety of nutritious and tasty food, and many high-quality vegetables are supplied directly from our farms. Housing: We provide affordable staff dormitories, housing subsidies, and interest-free loans under our “Sweet Home Plan” to help relieve our employees’ financial burden. 18 employees were benefited during the financial year. Transportation: We provide shuttle bus and free parking space, and overtime transportation reimbursement, etc. Physical and mental health: We have in place supplementary medical insurance, paid sick leave, a free gym, fitness classes and sports clubs, health checkups, and a hotline to attend to employees’ mental health needs.
2. Establish an industry-leading, efficient and attractive compensation system and invest more in the long-term employee incentive scheme	We continue to administer the adopted share award scheme and share option scheme to reward our top performing employees. During the financial year, we granted a total of approximately 3.67 million awarded shares to selected employees of the Group by share award scheme.
3. Step up the cultivation of young talents and attract young talents to work in the Group	During the financial year, we recruited over 25,000 college graduates and young talents to join.
4. Provide employees with a broad career platform and improve the multi-tiered structure of global talent pool	We provide continuing education support for all employees, encouraging them to pursue higher academic degrees and obtain professional certifications. The ANTA Academy cooperates with institutions to build a resource platform for academic advancement and professional qualification certification, providing all employees with the opportunity to upgrade to pursue graduate, undergraduate and college degrees. During the financial year, employees participated in training achieved a training coverage rate of over 97%. The total training hours exceeded 1,800,000, with an average of over 28 hours of training per employee annually.
5. Increase the proportion of female executives (director level and above)	As of 31 December 2024, the proportion of female executives (director level and above) was 39.2% (31 December 2023: 36.6%).
6. Offer employment opportunities to the disabled and the underprivileged	During the financial year, we had 45 employees with disabilities. To meet the special needs of employees with disabilities, we provided them with the necessary assistive devices and prioritize assigning them to suitable positions. Under the “Hemin Student Sponsorship” program, and the “Hemin Health Assistance” program, during the financial year, the number of beneficiaries were over 1,600 people in total.

Mutualism with Partners

Goal	Progress in 2024
1. Empower suppliers and improve supplier governance capabilities	During the financial year, we conducted 786 ESG audits (2023: over 400) on 897 suppliers (2023: 801), obtaining a grade of good or above accounts for more than 80% (2023: over 60%). 100% tier 1 supplier completed the internal or external ESG audit. 
2. Enhance supply chain transparency	
3. Optimize the supplier management policies and system	

Mutualism with the Society

Goal	Progress in 2024
1. One medical aid project	The Hemin Foundation set up by the founding family of the Group had solely donated the construction of the Fujian Hemin Hospital since 2022, improving community living conditions, medical facilities, and rural infrastructure, while participating in national disaster relief and international humanitarian aid.
2. One poverty alleviation project	The Hemin Foundation set up by the founding family of the Group set up the “Hemin Health Assistance” program, the “Hemin Student Sponsorship” program, and the “Hemin Community Care” program.
3. One China sports development project	In collaboration with the China Sports Foundation, together with the Hemin Foundation, we have launched the “Lifetime Support Program for Excellent Athletes”, providing lifetime security planning for athletes who have demonstrated exceptional performance.
4. One sports education project	Supporting youth sports public welfare initiatives through “Sturdy Growth Charity Project”, we promote the integration of sports and education, and contribute to rural revitalization.
5. One ecological protection project	We collaborated with international environmental organizations to support biodiversity conservation.

Mutualism with the Environment

Goal	Progress in 2024
One overall goal – Carbon neutrality by 2050	SBTi has officially validated our science-based greenhouse gas emissions reduction targets, and has determined that the targets are aligned with a 1.5°C trajectory. We have pledged to reduce absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 42.0% by 2030 from a 2022 base year and also committed to reducing Scope 3 GHG emission intensity from purchased goods and services, employee commuting, end-of-life treatment of sold products and investments of 51.6% per USD value added.
Three “zeroes” – By 2030 - Net zero carbon emissions in self-owned operating facilities - Zero use of virgin plastic in self-owned operating facilities - Zero landfill of self-generated production waste	- We conducted GHG emissions assessment of all self-operated facilities and developed carbon reduction plans. - Completed the statistics on the usage of virgin plastics in the administrative facilities and established an annual plastic reduction plan. - Shangqiu ANTA Shoes Co., Ltd., Xiamen ANTA Industrial Co., Ltd., ANTA (China) Co., Ltd. obtained National-Level Green Factory Recognition, and Henan ANTA Material Supply Co., Ltd., obtained provincial-level green factory certification, indicating that the enterprise has reached a high standard in green manufacturing and sustainable development. - Xiamen ANTA Industrial Co., Ltd., Changting ANTA Sports Products Co., Ltd., ANTA (China) Co. and Shangqiu ANTA Shoes Co., Ltd., successfully obtained Zero Waste to Landfill Management Certification.
Five “50%” – By 2030 - Increase the proportion of sustainable products to 50% - Use sustainable packaging for 50% of products - Apply 50% sustainable raw materials - Replace 50% of fuel used for transportation in our self-owned operating facilities with clean fuels - Replace 50% of strategic partners’ energy consumption with renewable energy	- The proportion of sustainable footwear, apparel and accessories products accounts for 30.3% based on order volume (2023: 19.5% for footwear and apparel products). - Footwear, apparel and accessories products’ sustainable packaging usage accounting for 36% of the total packaging material based on order volume (2023: 19.7%). - Footwear, apparel and accessories products have applied over 33.2% sustainable raw materials (2023: over 20%). - We have already achieved over 30% of fuel used for transportation in our self-owned operating facilities with electricity. During the financial year, we have begun purchasing International Renewable Energy Certificates (I-RECs) and will continue to research the application of clean energy. - We have improved our suppliers’ energy consumption and carbon emission management system, and actively promoted over 100 suppliers to use clean and renewable energy in their facilities.

Aerov

安踏

与你一起踏上0碳之路
WITH YOU TO ZERO



ANTAZERO

安踏以环保科技创新，
支持每一位消费者
共生价值

持续
SUSTAIN

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http://www.anta.com



Building A Foundation Through Promoting Responsible Business Operation



SDGs ADDRESSED IN THIS CHAPTER:



ESG MATERIAL ISSUES ADDRESSED IN THIS CHAPTER:

- **CORPORATE GOVERNANCE**
- **BUSINESS ETHICS**
- **DATA PRIVACY AND PROTECTION**



We consistently believe that responsible corporate governance is the cornerstone of a company's robust development. We continuously optimize the corporate governance system, implement comprehensive risk management, and build a management mechanism featuring business compliance, integrity, efficient operation, and smooth functioning, all to effectively safeguard the rights and interests of stakeholders.

Corporate Governance

Governance Structure

The Company recognizes the value and importance of achieving high corporate governance standards to enhance corporate performance, transparency and accountability, earning the confidence of shareholders and the public. The Board strives to adhere to the principles of corporate governance and adopts sound corporate governance practices to meet the legal and commercial standards by focusing on areas including risk management and internal control, fair disclosure and accountability to all shareholders.

Same as disclosed in the corporate governance report of the annual report 2024 of the Company, the Company

has complied with the code provisions of the *CG Code* during the financial year. The Company regularly reviews its corporate governance practices to ensure its continuous compliance.

Currently, the Board comprises 10 directors, including six Executive Directors and four Independent Non-Executive Directors. The Board takes responsibility to oversee all major matters of the Company, including the formulation and approval of all policy matters, overall strategies, risk management and internal control systems, and monitoring of the performance of management team. All Directors are subject to the same legal duties under all applicable laws and the Listing Rules. They are required, in the performance of their duties as directors, to act honestly and in good faith in the interests of the Company as a whole,

avoid actual and potential conflicts of interest and duty, apply reasonable care and diligence, and make decisions objectively in the best interests of the Company.

Diversity Composition

Diversified Governance

We are committed to establishing a diversified governance structure. There are five committees under the Board, named Audit Committee, Remuneration Committee, Nomination Committee, Risk Management Committee and Sustainability Committee with defined terms of reference. The terms of reference of the Board Committees are posted on the website of the Company (ir.anta.com) and the HKExnews website of Hong Kong Exchanges and Clearing Limited (www.hkexnews.hk).

Building A Foundation Through Promoting Responsible Business Operation

Before a committee meeting starts, all members of the committee shall declare their interests (including the interests of their associates) in respect of the matters to be discussed and/or the resolutions to be approved during the meeting in accordance with the articles of association of the Company and/or the Listing Rules. In case a member of the committee (or his/her associate) has a material interest in a matter to be discussed and/or a resolution to be approved during a meeting, other members of the committee, for the purpose of avoidance of conflict of interests, shall consider and decide if the member shall retain from voting in the resolutions and/or be excluded from the meeting.

Details of the Board as of 31 December 2024:

Director	Committee	Audit Committee	Nomination Committee	Remuneration Committee	Risk Management Committee	Sustainability Committee ¹
Mr. Ding Shizhong						
Mr. Ding Shijia						
Mr. Lai Shixian						Chairman
Mr. Wu Yonghua						Member
Mr. Zheng Jie						
Mr. Bi Mingwei					Member	
Mr. Yiu Kin Wah Stephen		Chairman	Member		Member	Member
Mr. Lai Hin Wing Henry Stephen		Member	Chairman	Member	Member	Member
Ms. Wang Jiaqian		Member	Member	Member	Chairman	Member
Ms. Xia Lian		Member	Member	Chairman	Member	Member

¹ The Sustainability Committee comprises one chairman and seven members, including Mr. Yiu Wai Hung (CEO of Fashion Sports Group) and Mr. Tsui Yeung (CEO of the Professional Sports Group).

The Board Committees are provided with sufficient resources to perform their duties and are able to seek, at the Company's expenses, independent professional advice as necessary.

The committees are able to invite relevant personnel within the Group to attend meetings, and to obtain any information that they require from any other committees and/or departments, if they consider necessary, in order to perform their duties. The committees may invite external advisers with relevant experience and expertise to participate and attend committee meetings as and

when necessary, and they can review and approve the advisory fees and other terms of engagement of the external advisors.

Independent Non-Executive Directors

Independent Non-Executive Directors play a significant role in the Board by virtue of their independent judgment and their views carry significant weight in the Board's decision. In particular, they bring an impartial view to bear on issues of the Company's strategy, performance and control. All Independent Non-Executive

Directors possess extensive academic, professional and industry expertise and management experience and have provided their professional advice to the Board. The Board also considers that Independent Non-Executive Directors can provide independent advice on the Company's business strategy, results and management so that all interests of shareholders can be taken into account, and the interests of the Company and the shareholders can be protected.

Each Independent Non-Executive Directors shall inform the Company as soon as practical if there is any change of

circumstances which may affect his/her independence. None of the Independent Non-Executive Directors have informed the Company that there is any change of circumstances which have affected his/her independence during the financial year.

The Nomination Committee has assessed the independence of each Independent Non-Executive Director based on the criteria set out in Rule 3.13 of the Listing Rules, and the Board and the Nomination Committee consider that all the Independent Non-Executive Directors are independent.

Currently, none of the Independent Non-Executive Directors, individually, held directorships in seven or more listed public companies (including the Company) or has served for more than nine years.

Board Diversity

The Company adopted a board diversity policy in accordance with the requirement set out in the *CG Code*. The policy aims to set out the approach to achieve diversity on the board. The Company recognizes and embraces the benefits of having a diverse board to broaden its view and enhance the quality of its performance. All Board appointments will be based on meritocracy, and candidates shall be considered against objective criteria, having due regard for the benefits of diversity on the Board. Diversity on the Board can be achieved through consideration of a number of factors, including but not limited to gender, age,

cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. In designing the Board's composition, the Company will also take into account factors based on its own business model and specific needs from time to time.

Directors are from diverse and comprehensive backgrounds. Their valuable experience and expertise are critical for the long term growth of the Company.

The Board contains a balance of skills, experience and diversity of perspectives appropriate to the requirements of the Group's business. The Board includes a balanced composition of Executive Directors and Non-Executive Directors (including Independent Non-Executive Directors) so that there is a strong independent element on the Board, which can effectively exercise independent judgment. Board practice is in place so that any changes to the Board composition (if any) can be managed without undue disruption. Non-Executive Directors (including Independent Non-Executive Directors) may be industry practitioners or experts in the Group's business, or have other skills and experience in other areas which enhancing the Board members' balance of skills, experience and diversity of perspectives. Non-Executive Directors (including Independent Non-Executive Directors) can make a positive contribution to the development of the Company's strategy and policies through independent, constructive and informed comments.

The Nomination Committee has conducted the annual review of the Board composition and the implementation and effectiveness of the board diversity policy. Based on different measurable objectives on board diversity, including but not limited to, gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service, the Nomination Committee considered that board diversity has been achieved since 2021. In particular, after the appointment of each of Ms. Wang Jiaqian and Ms. Xia Lian as an Independent Non-Executive Director on 1 July 2021 and 1 July 2022, respectively, the Board is no longer a single gender board. The Nomination Committee (and the Board) recognizes the importance and benefits of gender diversity at the Board level, and shall continue to take initiatives to identify more female candidate(s) to further enhance the gender diversity among the Board members with a target of 30% women in the Board by the end of 2030. The Nomination Committee concluded that the policy was implemented effectively during the financial year. At the same time, we value diversity at the employee level (including senior management), committing to the principle of meritocracy and reviewing employees' personal choices, recognised of gender, age, religious beliefs, nationality, etc. We will continue to strike for gender diversity at the employee level, aiming to increase the proportion of female executives (director level and above) exceeding 40% by the end of 2030.

Building A Foundation Through Promoting Responsible Business Operation

Name		Mr. Ding Shizhong	Mr. Ding Shijia
Gender		Male	Male
Age		54	60
Length of service of the Board (up to 31 December 2024)		17 years	17 years
Skills, knowledge & professional experience	(a) Accounting and finance		
	(b) Business development	✓	
	(c) Brand management	✓	
	(d) Capital management		
	(e) Corporate responsibility/sustainability	✓	
	(f) Corporate strategy and planning	✓	
	(g) Executive management and leadership skills	✓	✓
	(h) Information management		
	(i) Investor relations		
	(j) Law		
	(k) Manufacturing		✓
	(l) Other listed board experience/role		
	(m) Operational management	✓	✓
	(n) Risk management		
	(o) Sales and marketing	✓	
	(p) Supply chain management		✓
	(q) Treasury management		



Business Ethics

Our Governance and Strategy

Anti-Corruption Policy

We are committed to pursuing high standards of integrity and ethical behavior in our business practices, with a zero tolerance stance towards corruption. We (including all Directors

and employees) strictly comply with the relevant anti-corruption laws and regulations of China (including the *Supervision Law of the People's Republic of China* and the *Company Law of the People's Republic of China*), Hong Kong SAR, and other countries or regions as applicable. We have formulated various policies, including the *Anti-Corruption Policy*, the *Employee Handbook of ANTA Group*, the *Code*

of Conduct for Suppliers of ANTA Sports, and the *ANTA Group Supplier Integrity and Compliance Management Measures*, to set forth requirements for the conduct of all employees, suppliers, subsidiaries, joint ventures and all other business partners, and to clarify the Group's requirements, zero-tolerance and penalties in the areas of anti-corruption and bribery, anti-discrimination, information security,

Mr. Lai Shixian	Mr. Wu Yonghua	Mr. Zheng Jie	Mr. Bi Mingwei	Mr. Yiu Kin Wah Stephen	Mr. Lai Hin Wing Henry Stephen	Ms. Wang Jiaqian	Ms. Xia Lian
Male	Male	Male	Male	Male	Male	Female	Female
50	54	56	52	64	68	46	46
17 years	17 years	15 years	3.5 years	6.5 years	4 years	3.5 years	2.5 year
✓			✓	✓			
	✓	✓				✓	✓
	✓	✓				✓	
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✓	✓	✓	✓	✓	✓	✓	✓
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conflict of interest, anti-competition, anti-money laundering, and insider trading. We also provide training on ethical standards for all employees, suppliers, and other relevant parties. For our employees, we link their compliance with our code of conduct on business ethics to their remuneration and performance appraisal. We have also signed the *Integrity and Anti-Corruption Agreement* with suppliers and secured

integrity commitments from suppliers during admittance stage. Besides, we encourage suppliers to establish anti-corruption channels and collaborate to build an honest and transparent business ecosystem.

In order to strengthen internal supervision and management, we regularly reviewed integrity and ethical practices, and formulated

regulations including the *Regulations on the Submission of Business Gifts* and the *Charter of the Integrity and Ethics Committee of ANTA Group*. Through these efforts, the Company is dedicated to maintaining an honest and transparent business environment and ensuring that all business activities comply with highest ethical and legal standards.

Building A Foundation Through Promoting Responsible Business Operation

In addition, the Risk Management Committee regularly reviews the implementation and effectiveness of various anti-corruption policies (including ethical standards) to ensure the policies are effective and appropriate.

For the full version of the Anti-corruption Policy, please refer to <https://esg.anta.com/en/policies>.

Supervision Policy

We have formulated and refined a range of internal audit and compliance management policies to provide detailed provisions regarding professional competence, objectivity, independence, fairness, discipline, violation penalties, and related work procedures for auditors and supervisors.

Whistleblowing Policy

We are dedicated to upholding high standard of integrity and ethical business practices. We have implemented a *Whistleblowing Policy* in multiple languages, which applies to all employees at all levels within the Group, as well as to all individuals and entities having business dealings with the Group (such as customers and suppliers). We encourage both internal and external stakeholders to report any actual or suspected misconduct to designated disciplinary officers (i.e., the Chairman of the Board and the Chairman of the



Risk Management Committee) or the internal audit department, and ensure that the whistleblower's identity is kept strictly confidential. The Group actively monitors and prevents any misconduct or malpractice and takes prompt corrective measures in response to various circumstances.

For the full version of the Whistleblowing Policy, please refer to <https://esg.anta.com/en/policies>.

Our Actions

Anti-Corruption and Compliance Action

Since 2019, the Group has been a member of the Trust and Integrity Enterprise Alliance (TIEA) and the Enterprise Anti-Fraud Alliance. By learning from the best practices from industry leaders, we continuously improve our internal anti-corruption system. We have reached a consensus on anti-fraud with other companies in the alliance, shared blacklists of dishonest individuals, and committed to not hiring any individuals with a history of unethical behavior. In addition, the

Company prohibits all forms of political contributions that violate the legal requirements of the countries or regions as applicable. We strictly oppose kickbacks in any form and prohibit charitable contributions from being used for bribery or corruption, ensuring that all charitable contributions and sponsorships are compliant, legal, and ethical.

We require Directors and employees of the Group to uphold at all times the Group's core values of integrity, honesty, fairness, impartiality and ethical business practices. Directors and employees of the Group should not accept any advantage from any party having business dealings with the Group, whether or not any undue favor is involved. They may only accept an advantage when such advantage is offered on a voluntary basis and such advantage is disclosed to and approved by the Group. If a Director or an employee is unsure as to whether the acceptance of an advantage could affect the proper discharge of his duties or place such Director or employee under an obligation to act against the Group's interests, he should always decline to accept. Directors and employees of the Group shall avoid and declare any conflict of interest or potential conflict of interest with the Group. They shall not give any

advantage for any illegitimate purpose or provide any form of facilitation payments to any individual or entity. Any violations of the anti-corruption policy should be reported through the designated reporting channels. The Company will handle such matters seriously and conduct an investigation. Material incidents shall be reported to the Board by the Risk Management Committee.

Internal Supervision Measures

Within the Group, any entities or individuals can submit a complaint to the Risk Management Committee if they have any objections to decisions or actions related to audit and supervision. In addition, we conduct audits covering all operational activities of the Group on an annual basis regarding anti-corruption and business ethics matters, including audits on areas such as supply chain, branding, retail, logistics, engineering, and integrated functions to prevent corruption and bribery. We also consistently monitor the business ethics standards of the Group and partners through methods such as audits, inspections, investigations, and supervision. At the same time, we have strengthened the supervision of employees' personal disciplinary violations and urged them to honor the basic principle of integrity.

During the financial year, we systematically conducted business ethics audits covering 25 material projects in the aforementioned areas. By conducting at least one thorough audit annually for high fraud-risk areas related to supply chain and engineering, we have significantly elevated the compliance and ethical standards of our operations.

Building Integrity Culture

To actively build an anti-corruption culture, we implemented several key measures during the financial year, including integrity roadshow and integrity interview, further intensifying the Company's anti-corruption efforts. All of our employees are required to sign the *Integrity and Self-Discipline Commitment letter* and we have added anti-corruption clauses in the *Employees' Labor Contract* to strengthen internal anti-corruption measures. We organized 20 integrity advocacy sessions covering critical areas including fraud case analysis, fraud risk management responsibilities, integrity reporting policy, and anti-corruption regulations. These sessions encompassed various business units, including supporting functions, branding, retail, supply chain, and production, covering a total of 21,779 participants. These initiatives significantly strengthened compliance awareness and fostered a robust corporate integrity culture.

Building A Foundation Through Promoting Responsible Business Operation

Supply Chain Integrity Management

Integrity is a core value of the Company and the foundation for achieving mutually beneficial development with our suppliers. Upholding the principle of integrity and a zero-tolerance policy towards corrupt practices, we are committed to collaborating with suppliers to construct a fair and clean business environment. Throughout the lifecycle of supplier partnerships, we ensure compliance from the outset by requiring suppliers to sign an *Integrity and Anti-Corruption Agreement* before collaboration, outlining essential ethical standards and the repercussions of bribery. During collaboration, bribery-related issues will be explicitly assessed and evaluated in internal and external supplier audits, guaranteeing ongoing integrity and self-discipline in their business practices. Furthermore, the Internal Audit department regularly conducts spot checks on suppliers for ethical compliance, and maintains an independent, public channel for stakeholder oversight and complaints. Upon receiving a report of supplier misconduct, we will launch an independent investigation and publicly disclose its findings and any disciplinary actions taken at the Group level.

Meanwhile, we promote integrity education to suppliers through various channels, including supplier conferences and social media, to enhance their awareness of integrity and anti-corruption. The Internal Audit department is required to conduct independent investigations on suppliers suspected of violating the anti-corruption responsibility clause. Once confirmed, they will be resolutely dismissed and held accountable for the relevant legal responsibilities in accordance with the law. Furthermore, we insist on overseeing the integrity and compliance of our suppliers by continuously monitoring their ethical performance through audit activities, to ensure a clean and stable supply chain.

Whistleblowing Channel

We encourage stakeholders to report any misconduct through

multiple 7x24 independent reporting channels, including email, hotlines, WeChat and mailboxes. In addition to handling all reports strictly in line with relevant policies, we have dedicated investigators with professional skills to investigate and handle whistleblowing reports. Material violations related to matters such as anti-corruption and business ethics are reported to the Board by the Risk Management Committee, while material ESG-related violations are reported to the Board by the Sustainability Committee. Both committees consist of professionals from various fields, ensuring that all reports are handled in an independent, objective, and professional manner.

Meanwhile, we promise to strictly protect the lawful rights and interests of whistleblowers. We accept anonymous reports and have multiple protection measures in place to prevent retaliation,



especially for entities or individuals who make whistleblowing reports in their real names. The Company strictly prohibits any retaliation, including any unjust disciplinary actions or dismissals due to whistleblowing, and will make every effort to take reasonable measures to protect whistleblowers from retaliation. Persons who victimize or retaliate against those who have genuinely raised concerns in good faith under this policy will be subject to disciplinary actions. Should circumstances arise in which we are required to disclose the whistleblower's identity, we will endeavor to protect the whistleblower's reasonable interests to the extent permitted by law and notify them of the outcome. We will review the previously reported cases to assess

the effectiveness of whistleblowing management practices and identify potential areas for improvement. This helps uphold our commitment to business ethics and promotes the continuous development of a transparent and accountable culture.

Targets and Performance

As we work to improve business ethics and compliance, our success at each stage relies on clear targets and rigorous performance monitoring. Below are our key performance highlights.



Anti-Corruption and Compliance

We signed **897** copies of the *Integrity and Anti-Corruption Agreement*, resulting in a **signing rate of 100%**.

As of 31 December, 2024, **10** suppliers have been placed on our list of permanently prohibited from future collaboration again due to serious violations of the *Integrity and Anti-Corruption Agreement*.

Building Integrity Culture



During the financial year, we organized integrity culture advocacy training for the Board, management, employees (including part-time employees and contractors), and external suppliers, with a coverage rate of close to

100%.

Whistleblowing

During the financial year, we have identified a total of **20** violations, including 17 cases of corruption or bribery, 2 cases of customer privacy data breaches, and 1 case of conflict of interest. Among these, 3 embezzlement lawsuits have been concluded. We promptly conducted thorough investigations into these reports and took legal action against those responsible for the misconduct.



Building A Foundation Through Promoting Responsible Business Operation

Information Security

Our Governance and Strategy

We attach great importance to information security and the protection of the personal information of customers and employees. In compliance with relevant laws and regulations including the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*, we continuously enhance the information security management system. We have formulated a management policy matrix consisting of 28 information security policies, including the *Personal Information and Privacy Protection Policy*. This matrix also encompasses the zero-tolerance policy towards violations of employee information security and the mechanism of rewards and penalties.

Information Security Management System Certification

During the financial year, we obtained the **ISO 27001** Information Security Management System Certification.



We have formulated information security and privacy protection policies for different internal and external stakeholders, including:

- The *Personal Information Protection Impact Assessment Process* for impact assessments;
- The *Employee Personal Information Protection Implementation Rules* and its supplementary documents for employee compliance requirements;
- The *Personal Information Protection Policy* (domestic) and *Privacy Policy* (overseas) for consumers;



- The *Personal Information Sharing and Entrusted Processing Compliance Guidelines* and *Personal Information Protection Management Policy* for suppliers;
- The *Data Classification and Hierarchical Management Standards*, *Data Sharing Process*, *AI Service Management Specifications*, and *Mobile App Privacy Compliance Guidelines* of ANTA Group for security and technical measures management;
- The *Personal Information Security Incident Emergency Response Manual* and *Information Security Incident Management Policy* for emergency management.

For the full version of the *Personal Information and Privacy Protection Policy*, please refer to <https://esg.anta.com/en/policies>.



We strive to improve the information security and privacy protection system that encompasses the entire Group and its external suppliers. Every year, we carry out internal reviews to assess the appropriateness, adequacy, and effectiveness of these policies. Based on the review results, we continuously revise the relevant policies to ensure that our management system stays up-to-date. During the financial year, we revised 19 clauses of the information security management system and integrated privacy protection risks into the Group's overall risk management framework.

In order to ensure the effectiveness of information security management, we have established the Personal

Information Protection Office as the data security management entity. This office is responsible for formulating strategies for data security and personal information protection, reviewing and making decisions on material matters, and overseeing the execution of related tasks. The office is jointly led by senior executives from the Legal Management Department and the Information and Digitalization Department. The Sustainability Committee reviews the Group's information security issues and reports to the Board. We have also set up an Information Security Management Committee and a specialized monitoring and enforcement team to assist in building a robust security management system.

Our Actions

Data Security Protection Measures

We are committed to implementing leading data protection standards and have employed security measures compliant with industry standards to protect the personal information of employees and customers and prevent unauthorized access or loss of data. We have established metrics for data and network security, including firewall change authorization, auditing, and application system data backups. We have implemented a series of measures at both the hardware and software levels to ensure the security of core information and data. These measures include the use of dynamic passwords,

Building A Foundation Through Promoting Responsible Business Operation

data locking to prevent copying, and unauthorized channel control. By segmenting the internal system for critical roles, we rigorously guard against information theft.

To better manage potential information security risks, we conduct checks regularly and promptly address information system vulnerabilities, as well as unauthorized access to personal privacy. We regularly carry out security drills that simulate real-world attack scenarios to enhance our network defense capabilities. We also regularly scan applications and perform penetration testing to detect potential security vulnerabilities, ensuring the safety of both our system and data.

To further optimize identity and access management, we have implemented multi-factor authentication, segmented permission control, and enhanced monitoring of privileged accounts. In the event of information theft, we will enforce disciplinary actions according to relevant procedures and make public announcement on social media to serve as a warning.

Customer Privacy Protection

We regard the protection of customer privacy as a core commitment to consumers. We also implement a various measures including access control, encryption, and protection of sensitive information to safeguard data during the acquisition, transmission, use, and storage of customer information involved in product sales, consumer marketing, and service provision.

We adhere to the principle of minimal necessity in acquiring, to meet business needs requiring all data sharing

requests to go through an approval process. During transmission, we utilize encryption measures to protect sensitive data. We only entrust information processing to service providers or share it with third parties when it is lawful and contractually permitted. Apart from obtaining prior consent from consumers, we also implement strict confidentiality and security measures.

When using data, we enforce access control and require authorization as needed. For data storage, sensitive information is encrypted or desensitized to ensure proper management and protection of every consumer's personal information. Depending on the necessity of information use, information retention is kept to a minimum. Personal information will be deleted upon cancellation of a customer account. Consumers have the right to decide whether to provide non-essential information and may exercise their rights to opt out, consent to applications, access their personal data, request data transfer to other service providers, and correct or delete personal information.

Information Security Emergency Response

We have established an emergency response mechanism for information and privacy security to promptly address information security incidents or any data privacy concerns raised by data subjects. We have also developed compliant and effective remedial solutions and emergency plans. In the event of any suspicion of personal security-related incidents, employees can report following the specified procedures. The Information Security Department will conduct various degrees of investigation, evaluation, processing, reporting, and summarizing

based on the classification of the incident.

Emergency Response and Report Handling Process:

- The Personal Information Protection Office and the Information Security Department handle the incident;
- Keep record of the incident, including the basic information of the incident, the personal information and number of people involved, the name of the system where the incident occurred, the impact on other interconnected systems, and whether law enforcement agencies or relevant departments have been contacted;
- Assess the possible impact of the incident and take necessary measures to control the situation and eliminate potential hazards;
- Report the incident in accordance with the provisions of the *Emergency Response Plan for Internet Security Incidents*, including the overall situation of the subject of personal information, possible impact of the incident, measures taken or to be taken for handling the incident, and contact information of the personnel involved in handling the incident;
- Organize the notification of the security incident.

Information Security Review

We conduct internal and external audits related to information security every year. During this financial year, we engaged a qualified third-party organization to perform an external audit for ISO 27001 information security, covering all areas related to

information security management. We completed the group-wide internal audit during the financial year, and consistently conducted internal reviews and assessments related to information security and personal privacy protection. This included reviews of internal data access and self-assessment of the impact on personal information protection. Based on the assessment results, we provide suggestions for modifications and follow up on improvements. During the financial year, our internal audit complied with the requirements of the information security management system, and no significant non-compliance issues were identified.

Information Security Awareness Training

We provide information security training among all employees every year. This includes offering compulsory information security courses on the online learning platform of “ANTA Academy”. We also implement measures like email phishing drills to enhance employees’ information security awareness and capabilities. Furthermore, we require new joiners to complete information security courses and pass tests at the induction stage, as well as organize special training courses and security tests for existing employees on topics including information security and personal information protection. Through these measures, we ensure that all employees acquire the necessary knowledge and skills.

Targets and Performance

We adhere to rigorous standards for data protection, demonstrating our exceptional achievements in information security management and unwavering commitment to user privacy.

Group-wide Training on Information Security



During the financial year, we conducted group-wide information security training sessions including security lectures and security tests, to equip employees with essential knowledge on information and data security and strengthen their security awareness and capabilities.

Key Performance of Information Security



During the financial year, we did not report any information security incidents or lawsuits related to personal information protection or receive any complaints related to personal information protection.

We have identified zero data breaches, information security vulnerabilities or other network security incidents. And the total amount of fines paid due to related information security vulnerabilities or other network security incidents is zero, with no employees affected by relevant incidents.

The membership management systems of all brands obtained the Level-3 Certification of National Information System Security Level Protection.

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SDGS OBJECTIVES ADDRESSED IN THIS SECTION



IMPORTANT ESG TOPICS ADDRESSED IN THIS SECTION

- CLIMATE CHANGE • GHG EMISSIONS
- USE OF ENERGY • BIODIVERSITY AND LAND USE
- WASTE DISCHARGE • WASTE GAS EMISSIONS AND WASTEWATER DISCHARGE
- USE OF WATER RESOURCES • USE OF PACKAGING MATERIALS



Climate change poses potential risks to global society and economic development and simultaneously threatens the stability of business operations and asset security. We actively respond to “Dual Carbon” goals, committing to achieving carbon neutrality by 2050. We identify, assess, and manage climate-related risks, continually attach importance to the environment protection and the pursuit of ecological civilization. We are committed to incorporating sustainability into corporate activities and decision-making. We incorporate the green, low-carbon, and environment-friendly principles into the entire product lifecycle, including product design, packaging, logistics, production, operation, and final product stages.

Carbon Reduction Initiatives

Our Governance and Strategy

We are actively working towards carbon neutrality by 2050, underpinned by a robust carbon-reduction management system that encompasses all facets of our operations, from energy management to climate change mitigation. We also implemented detailed carbon management measures across all segments to enhance energy conservation and reduction practices.

In production, we have formulated and implemented the *Program for Energy Saving and Consumption Reduction*, the *Regulations on the Management of Energy Conservation and Consumption Reduction*, and the *Energy Operation Control Procedure*, while updating the *Energy Management Handbook* and the *Energy Data Collection Control Program* to enhance energy use efficiency and benchmarking capabilities comprehensively. In logistics, we enforce the *Standardized Management Specifications for Production of Packaging Boxes*, optimizing packaging

designs and promoting green logistics to reduce the carbon footprint during transportation effectively. In office management, we have introduced the *Office Management Policy* and optimized equipment usage policies, standardizing employee behavior in water and electricity consumption and actively improving equipment energy efficiency. Moreover, to achieve the Group’s carbon neutrality goal by 2050, we have incorporated ESG performance indicators including those on carbon emission reduction and energy structure optimization into the annual

Green development for ecological conservation

performance assessment system for relevant departments and employees, and linked it to their compensation.

Our Actions

Supply Chain Carbon Reduction

We are dedicated to building a green supply chain, leveraging scientific planning and systematic management to drive green transformation within its operations. We encourage supply chain partners to manage carbon emissions, adopt clean energy, and transition towards renewable resources. We continually refine our online supply chain data collection platform, broadening the scope of environmental data to enhance its scientific accuracy and comprehensiveness. During the financial year, we collected environmental data from over 200 suppliers, facilitating granular management of GHG emissions and energy consumption. For capacity building, we regularly host quarterly ESG workshops and training to raise suppliers' awareness and expertise in GHG reduction and sustainable management, fostering collective engagement and support for green transformation across the supply chain. During the financial year, we had enabled over 100 suppliers to install PV systems, generating over 7,400,000 MWh of solar power in our supply chain. Additionally, by promoting green electricity purchases and Green Electricity Certificates (GEC)/International Renewable Energy Certificates (I-REC), our supply chain sourced over 11,000,000 MWh of



green electricity and over 75,000,000 MWh in green energy certificates in 2024.

Carbon Reduction in All Business Segments

In cooperation with external consulting organization during the financial year, we conducted GHG emissions inventory at our seven self-operated factories, five self-operated stores, four office buildings, and one logistics center as per the GHG Protocol, and analyzed corresponding results. Accordingly, we formulated and implemented tailored carbon reduction and improvement plans for each business context.

During the financial year, our total GHG emission intensity increased by 4.7% to 3.36 tonnes of CO₂ equivalent

per million RMB of revenue, a rate of increase that was less than the 13.6% growth in revenue.

Carbon Reduction in Product Design

In the product design stage, we actively implement carbon reduction principles to create sustainable products. For details and outcomes, please refer to the “Innovation for Robust Products” section.

Carbon Reduction in Production Processes

We consistently enhance carbon reduction in our self-operated factories by devising and assessing viable energy-saving initiatives, such as PV installations, LED upgrades, equipment retrofits, and introducing energy-efficient devices.

Measures to improve production energy efficiency



- Initiate PV power generation projects to promote clean energy adoption in production;
- Replace LED lighting fixtures to further enhance lighting efficiency and reduce electricity consumption;
- Carry out energy-saving retrofits of equipment to optimize operational efficiency and minimize energy waste;
- Continuously optimize production processes to improve energy use efficiency;
- Introduce energy-efficient production equipment to reduce overall energy consumption in production processes.

Carbon Reduction in Logistics

We are actively developing a green logistics system. During the financial year, we introduced the *Responsible Logistics Policy*, linking logistics energy-saving and emission-reduction goals to staff performance to continuously drive carbon reduction in logistics. We have focused on optimizing distribution center to boost transport efficiency, and deployed electric delivery fleets in Quanzhou, Jinjiang, Xiamen etc., efficiently cutting carbon emissions during transportation. During the financial year, Shangqiu industrial park has completely phased out diesel trucks, further promoting the green transformation of its logistics transportation. Additionally, the rooftop PV station we invested in and constructed in Jinjiang industrial park generated and used over 3,900 MWh of green power during the financial year, covering around 24.5% of the integrated park's total energy consumption.

For the full text of Responsible Logistics Policy, please visit <https://esg.anta.com/en/policies>.

Measures to reduce carbon emissions in the logistics and transportation process include:

- Optimizing collection and transportation routes to improve overall transportation and energy efficiency;
- Promoting energy-saving retrofits and adopting new technologies to reduce electricity consumption;
- Enhancing equipment maintenance and updates to improve operational efficiency and reduce energy loss;
- Using variable frequency equipment and energy-efficient lighting to decrease energy consumption in the logistics process.



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Carbon Reduction in Retail Stores

We prioritize energy efficiency and eco-retrofitting in our operations, fostering sustainable store designs and decorations and incorporating green principles in materials and construction. We also adopt measures like waste recycling, eco-display innovation, and energy reduction initiatives in stores to reduce carbon emissions.

To advance our green operations, we conducted a thorough electricity consumption audit of our stores in July. ANTA achieved coverage of the electricity needs of part of the DTC stores by purchasing 49,493 MWh of International Renewable Energy Certificates (I-REC) certificates. These certificates were sourced from hydropower projects in Zhejiang, China and wind power projects in Inner Mongolia Autonomous Region, China and other provinces. The certification and cancellation process was completed by external energy service organizations and ANTA received a redemption statement issued by the International REC Standard.

Carbon Reduction in Office

We facilitate our energy-saving and emission-reduction efforts in the office by adopting scientific and targeted measures to significantly boost energy efficiency. In our daily operations, we conduct regular inspections on water



and electricity use, maintain detailed energy consumption logs, and refine our energy management practices. For equipment upgrades, we have switched all office lighting to LEDs and added a timer function to water purification systems, drastically reducing energy consumption. For other office elements, we have fine-tuned the schedules for elevators, lighting, and air-conditioning systems to minimize unnecessary energy consumption, advancing our energy-saving goals by paying close attention to details.

Environmental Awareness Promotion

We continually strengthen our employees' environmental awareness. Through a collaboration between ANTA

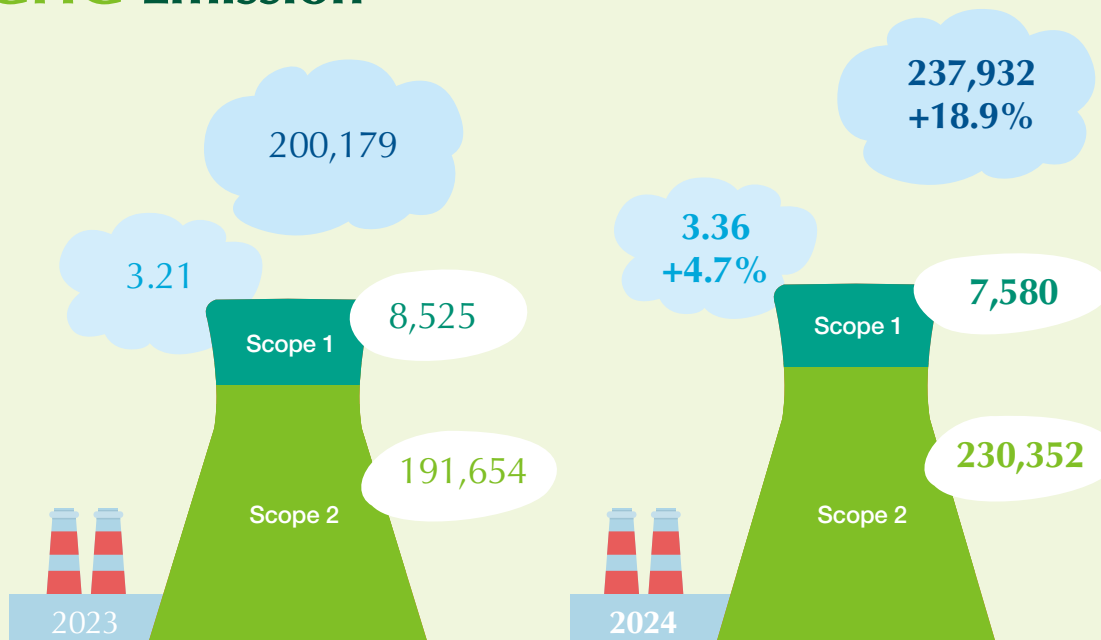
Academy and the UNGC Academy learning website, we have made available to all employees ESG learning resources covering seven major themes: Climate Change & Environment, Human Rights, SDGs Integration, Decent Work, Gender Equity, Governance, and Anti-corruption. For the details, please refer to Diversity and Inclusion for People-Centered Development session.

Targets and Performance

We have outlined a carbon neutrality roadmap with phased reduction pathways for our short-term goals (by 2030) and medium- to long-term goals (by 2050) goals, benchmarked against 2022, aiming for carbon neutrality by 2050. For specific objectives, please refer to P.61.



GHG Emission



■ Scope 1 direct emissions¹ (tonne of CO₂ equivalent)
 ■ Scope 2 indirect GHG emissions² (tonne of CO₂ equivalent)

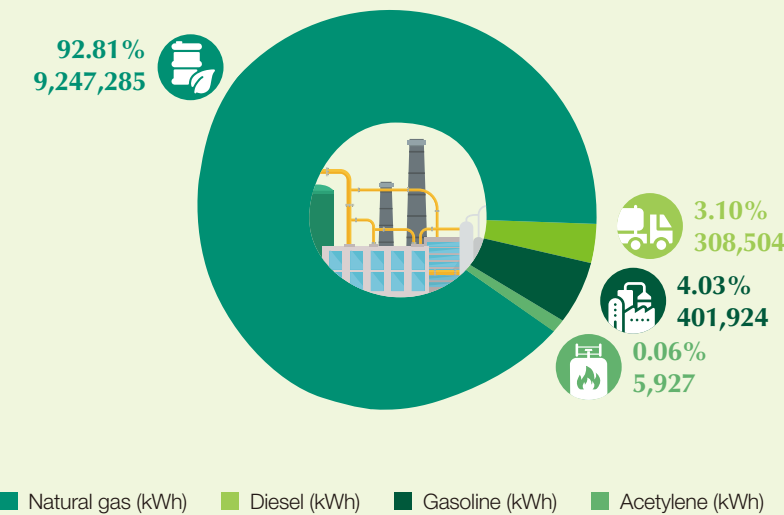
■ Total Scope 1 and Scope 2 GHG emissions (tonne of CO₂ equivalent)
 ■ Total Scope 1 and Scope 2 GHG emissions intensity (tonne of CO₂ equivalent/Revenue per million RMB)

¹ Scope 1 Direct GHG emissions are from direct GHG emissions from fossil fuel consumption (such as gasoline, diesel, natural gas, acetylene), refrigerant, fire extinguishers and septic tank emissions, during operation/production process. The formula used to calculate the main GHG emissions from fossil fuel consumption: CO₂ emissions from fossil fuel combustion = fuel consumption x low level heat generation x carbon content per unit calorific value x fuel carbon oxidation rate x 44/12, while the calculation of refrigerant emissions data refers to "Implementation Guidance for Climate Disclosures under HKEX ESG reporting framework" issued by the HKEX, and the corresponding emission factors refer to the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC). The calculation of septic tank emission data was estimated based on the number of employees and the number of working days per month.

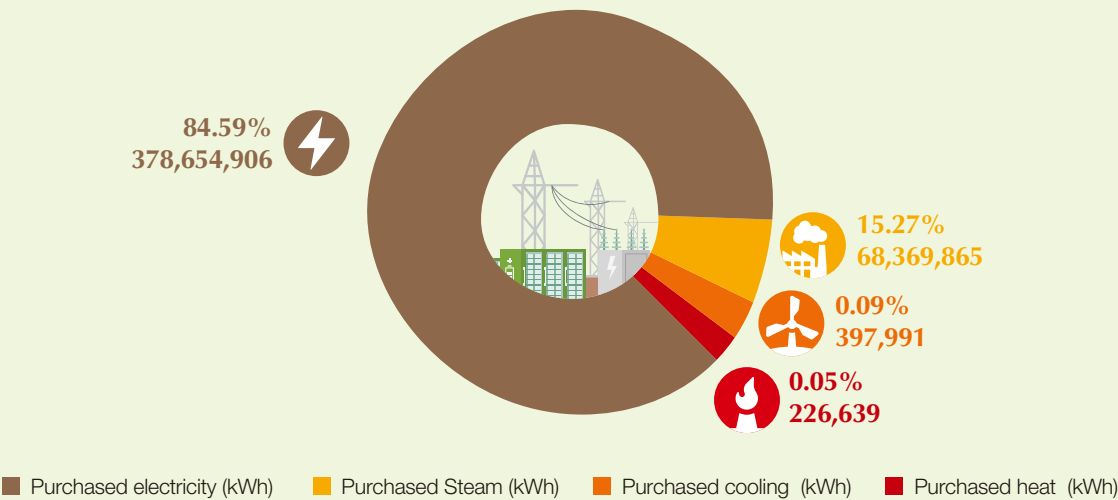
² Scope 2 Indirect GHG emissions calculated by the location-based approach are from indirect GHG emissions generated from purchased electricity and steam, purchased cooling and purchased heat consumed in the Group's operation/production process, calculated with reference to "Implementation Guidance for Climate Disclosures under HKEX ESG reporting framework" issued by the HKEX. The electricity emission factor 0.5366 tCO₂/MWh for Scope 2 Indirect GHG emissions in 2024 is adopted from "Notice on the Release of CO₂ Emission Factors for Electricity in 2022" issued by Ministry of Ecology and Environment on 26 December 2024. The phase 2 and 3 of the Fujian ANTA Logistics Information Technology Co., Ltd. were put into operation during the financial year, resulting in an expansion of overall operational scale, and the MAIA ACTIVE stores were included in the scope of statistics, which had led to an increase in purchased electricity and a rise in Scope 2 GHG emissions, compared to 2023.

Energy Consumption

Energy Consumptions of Emission Sources of Scope 1

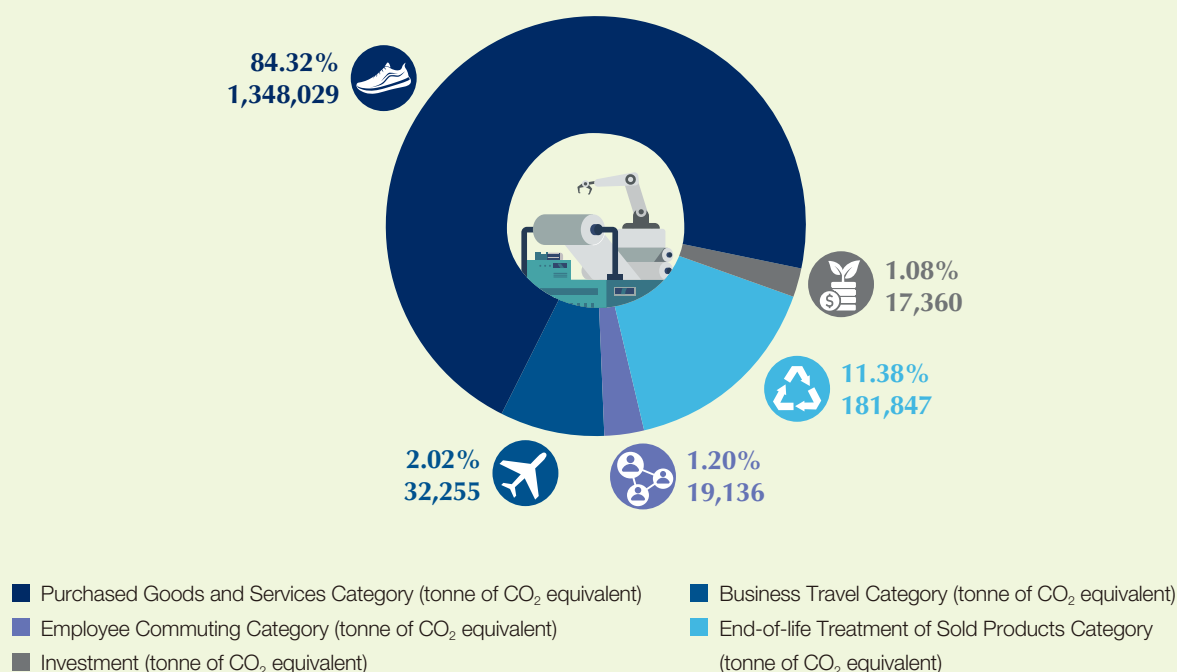


Energy Consumptions of Emission Sources of Scope 2





Emissions of Scope 3's Categories³



³ During the financial year, we disclose our Scope 3 emission for the first time, covering five categories, which is detailed as follows.

Category 1 includes greenhouse gas (GHG) emissions from our purchased goods, excluding those from purchased services. The emissions from purchased goods involve 93 critical suppliers (including Tier 1 suppliers and Tier 2 suppliers) and their production processes related to us. It also covers lifecycle GHG emissions of raw materials (purchased by Tier 2 suppliers) for the brands. Activity data from 93 critical suppliers is directly reported, while raw-material-related activity data comes from actual measurements and derivations based on brand-specific weights. Emissions from key suppliers are calculated in the same way as our Scope 1 and 2 emissions. Raw material emissions are calculated as: Raw material weight × emission coefficients for different material categories.

Category 6 covers GHG emissions from business travel by employees via planes, trains, private cars, and other land transport, excluding overseas employees. Mileage or cost data is sourced from our internal

management systems. Business travel emissions are calculated as: Business travel mileage/cost × corresponding emission coefficients.

Category 7 includes GHG emissions from daily commutes of all our official employees. Employee commuting emissions are calculated as: Number of employees × per-capita annual commuting emission coefficients.

Category 12 includes GHG emissions from waste disposal (landfill, incineration, recycling) of finished products from the brands at the end of their life cycles. End-of-life disposal emissions are calculated as: Finished product weight × emission coefficients for different disposal methods and material categories.

Category 15 covers GHG emissions from our investment activities, including investment entities such as AMER SPORTS, INC., Shangqiu Ancheng Shoe Industry Co., Ltd., and Guangshan Anjie Shoe Industry Co., Ltd. Investment emissions are calculated as: Annual GHG emissions of the invested entity × our equity ratio or annual revenue of the invested entity × corresponding emission coefficients.

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Energy Management System Certification in 2024

Energy Management System ISO 50001
Certification: Xiamen ANTA Industrial Co., Ltd.,
ANTA (China) Co., Ltd.



Combating Climate Change

Our Governance and Strategy

We have developed a comprehensive climate change management system and action plan focusing on Governance, Strategy, Risk Management, and Indicators and Targets under the *IFRS Sustainability Disclosure Standards* issued by the ISSB and the *Guidance on Climate Disclosures* by the HKEX. We have established an ESG and climate change management framework comprising the Board, Sustainability Committee, and the Sustainability Department, with clear roles at each level to ensure proactive anticipation, effective decision-making, and active engagement in climate





change action. Furthermore, there is a system in place for discussing and reporting climate-related issues, and the Sustainability Committee regularly convenes to explore associated risks and responses. For further details, please refer to the “ESG Management” section.

During the financial year, we organized training sessions for Directors and the management on climate risks and opportunities to enhance their relevant skills and capabilities. In order to better understand the impact of climate

change on our business, we identify the physical risks, transition risks and opportunities of climate change on the significant component of our business. Through scenario analysis, we have identified climate-related risks and opportunities and assessed the actual and potential impacts of climate-related risks and opportunities on our business, strategy and financial planning for the short-term, medium-term and long-term timeframes. Based on these assessments, we have formulated response measures to enhance our climate resilience.

Climate Risk Assessment Scenario Construction

Climate scenario analysis helps enterprises explore and understand both physical and transition risks associated with climate change, as well as its impact on business models, financial performance, and status. To evaluate climate resilience, we have created baseline, low-temperature, and high-temperature scenarios based on that provided by organizations such as the Intergovernmental Panel on Climate Change (IPCC) and the Network for Greening the Financial System (NGFS).

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Identification of Climate Risks and Opportunities

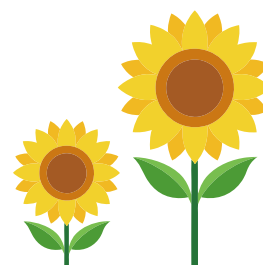
	Low temperature scenario	Baseline Scenario	High temperature scenario
Description of scenario	In the low-temperature scenario, GHG emissions will decline to a lower level by the end of this century. Global warming will be kept below 2°C, fostering socioeconomic sustainability and low carbon emissions. The impacts of physical risks from climate change (such as extreme weather and typhoons) are negligible.	In the baseline scenario, GHG emissions continue to rise but are controlled, remaining at a moderate level by the end of the century. Global warming will be kept below 3°C, fostering socioeconomic sustainability and balanced carbon emissions. The impacts of physical risks from climate change (such as extreme weather and typhoons) are of medium intensity.	In the high-temperature scenario, global average temperatures are projected to rise significantly, potentially exceeding 4°C above pre-industrial levels, pushing the socio-economy towards high carbon emissions and heavy fossil fuel dependence. The impacts of physical risks from climate change (such as extreme weather and typhoons) will be significant.
Reference parameters	Physical risks: SSP1-2.6 Transition risks: NGFS-Net Zero by 2050	Physical risks: SSP2-4.5 Transition risks: NGFS-Nationally Determined Contributions	Physical risks: SSP5-8.5 Transition risks: NGFS-Current Policies

Results of Climate Risk Assessments

During the financial year, we have continuously assessed climate risks, identifying current risks and opportunities based on international trends, industry insights, and regulatory demands. Evaluating strategic and operational resilience against climate changes, developments, and uncertainties in three scenarios, we pinpointed four key physical risks, five transition risks, and five climate opportunities.

Based on climate risk assessments, we acknowledge the impacts of climate-related risks and opportunities on our business model and value chain. We are actively addressing climate risks and focusing on integrating opportunities into our daily operations and strategies, aligning with transition trends.





Identification of Climate Risks and Opportunities

Type of Risk	Risks	Affected Value Chain Segment	Term of Impact	Impact on Business, Strategic and Financial Planning
Climate-related Physical Risks				
Acute risk	Extreme high temperature	Raw material supply, production operations, logistics transportation	Short-term, medium-term, and long-term	Persistently high temperatures can disrupt raw material production and supply. Extreme heat, for example, may reduce yields of natural fibers like cotton and flax, driving up raw material prices and increasing procurement costs for enterprises. High temperatures may also impact production and logistics by boosting water and electricity consumption for cooling temperature-sensitive equipment, prolonging transport times, and incurring additional operational expenses. Additionally, extreme heat jeopardizes employee health, potentially causing heatstroke, necessitating heat relief allowances, reduced outdoor work hours, and thus, higher labor costs for enterprises.
	Extreme rainfall	Raw material supply, production operations, logistics transportation, product sales	Short-term, medium-term, and long-term	Extreme rainfall, causing short-term massive precipitation and even floods, may directly affect the Group's supply chains and production facilities, potentially leading to factory closures (temporary or permanent) and disrupting the raw material supply and production operations. Some products may face logistics and transportation disruptions, leading to delayed deliveries or damages. This could result in revenue losses.
	Typhoon and storm surge	Raw material supply, production operations, logistics transportation, product sales	Short-term, medium-term, and long-term	Given the possible increase in the frequency of typhoons as a result of climate change in the future, the stability of buildings such as warehouses and factories as well as operations will be undermined, raising infrastructure maintenance costs and heightened work cessation risks, ultimately leading to higher losses of production and operation interruptions. Some products may face disruptions in logistics and transportation, leading to delayed deliveries or damages. This could result in increased logistics time costs and compensation expenses.
Chronic risk	Water stress and drought	Raw material supply, production operations, logistics transportation, product sales	Long-term	Water stress and drought reduce cotton and other textile raw material yields, tightening supplies and hiking procurement costs for enterprises. Meanwhile, producing in regions with water scarcity could lead the Group to reduce production levels or seek alternative water sources, thereby increasing production and operational costs.

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Identification of Climate Risks and Opportunities

Type of Risk	Risks	Affected Value Chain Segment	Term of Impact	Impact on Business, Strategic and Financial Planning
Climate-related Physical Risks				
Policy and legal risk	Higher pricing for GHG emissions	Production operations	Long-term	In a carbon-reduction scenario, the consumer goods sector may be further incorporated into the carbon pricing mechanism in the Mainland China's carbon trading market; the EU has already planned to issue a carbon border tax requirement on the textile industry. A carbon price could set the direction for the market and encourage low-carbon energy consumption and innovation in low-carbon technologies. If the GHG emissions of the Group exceed the set limits, it may incur additional operating costs in the long term.
	Existing requirements and regulation of products and services	Production operations, product sales	Short-term, medium-term, and long-term	The requirements and regulation of products and services may drive up the cost of professional training for the Group's sales personnel; government or industry associations may impose increasingly stringent requirements on the energy consumption standards of the products and the carbon intensity of the industry, including possible requirement for the carbon footprint label of products or carbon intensity per unit weight of product, or even phasing out high-emission products.
Technology risk	Cost of low-carbon technology transition	Production operations	Short-term, medium-term, and long-term	The Group is expected to undertake greater obligations of carbon emission reduction, and our production and operation will face greater energy saving and carbon reduction technology investment; in addition, new technologies and processes required for low-carbon production will lead to the replacement and iteration of existing equipment, which will bring down the value of corporate assets.
Market risk	Rising costs of raw materials	Raw material supply, production operations	Long-term	The rise in prices of natural fibers and other raw materials required for the Group's production will increase the procurement cost of raw materials and may ultimately incur additional operating costs.
Reputational risk	Stakeholder concerns	Production operations, product sales	Long-term	With the rising awareness of sustainable development, stakeholders like investors and consumers are highly focused on corporate climate actions. Failure to take proactive measures toward decarbonization could have a detrimental effect on the Group's financing costs and reputation.; the Group may lose money if we are unable to promptly satisfy customer demands or take into account the R&D of environmentally friendly products from a product design standpoint.



Identification of Climate Risks and Opportunities

Type of Risk	Risks	Affected Value Chain Segment	Term of Impact	Impact on Business, Strategic and Financial Planning
Resource efficiency	Transition to more efficient production, transportation methods and buildings	Production operations, product sales, logistics transportation	Short-term, medium-term, and long-term	We establish green factories and digitally intelligent workshops by adopting high-energy-efficient production equipment and processes. We optimize the logistics and transportation structure and routes. We improve the energy resource efficiency of both new and existing buildings to reduce energy consumption and lower operational expenditures.
	Recycling and reuse	Production operations	Short-term, medium-term, and long-term	By embedding requirements for circularity and low carbon throughout the entire life cycle of the product, including packaging design, production, use, and recycling, the Group can effectively reduce the product's carbon footprint and raw material consumption. This not only lowers the procurement costs of raw materials but also maximizes the reduction of environmental impact, thereby boosting operational efficiency and reducing procurement costs for the Group.
Goods and services	Developing and/or increasing low-carbon goods and services	Production operations	Short-term, medium-term, and long-term	With the government's heightened emphasis on green consumption and/or continuous improvement of industry standards for green products, actively developing green and low-carbon products or adding complementary services will help enterprises expand their market presence, enhance brand competitiveness and increase revenue.
Energy sources	Using low-carbon energy	Production operations, logistics transportation	Short-term, medium-term, and long-term	By utilizing clean energy in major energy-consuming segments, such as production operations and logistics transportation, and promoting low-carbon technologies and the application of new energy equipment, enterprises can improve their efficiency, reduce operating costs, and seize opportunities to lower costs and improve economic benefits.
Resilience	Resource substitution/diversification	Production operations	Long-term	By incorporating diverse resource applications, including sustainable materials to reduce dependence on specific energy/resources, enterprises can strengthen their resilience to climate risks.

Green development for ecological conservation

Our Actions

We have incorporated climate risk management into the Group’s strategy and risk management, overseen by the Sustainability Committee, with daily monitoring and management conducted at the operational level. We have developed comprehensive processes for identifying, assessing, prioritizing, and managing climate-related risks and opportunities. This involves scenario analysis, risk and opportunity identification, impact evaluation, risk ranking and prevention. Through data research and scenario

analysis, we identified material climate risks and opportunities that affect our business strategies. We conduct interviews and surveys across various specialized departments to assess the potential consequences and financial impacts of these risks, focusing on their likelihood, severity, and magnitude. For significant risks, we propose actionable strategies to systematically address climate change-related risks.

In response to various types of climate change-related risks, we have developed specific measures for our operational practices. For physical risks,

we have established comprehensive emergency responsive plans applying for various production and operational management modules, and regularly review the effectiveness of climate emergency responsive plans and management to ensure the stable operation. Based on the concept of coexistence between corporate development and the environment, we conducted carbon footprint assessments and implemented energy conservation and other related plans to drive green and low-carbon development in the value chain and consumer sectors and enhance our climate adaptability.



Targets and Performance

Based on the assessment of climate change risks and potential opportunities and our commitment to achieving carbon neutrality by 2050, we fully recognize the impact of climate risks and opportunities on our operations. To adequately measure and manage climate risks and opportunities, we have formulated the “1+3+5” strategic goals for achieving mutualism with the environment. And we will continue to promote clean and low-carbon transformation of our business, push forward green and low-carbon development in the value chain, and enhance our climate resilience and sustainable competitiveness.

1+3+5 Strategic Goal



1 **OVERALL GOAL**
Carbon neutrality
By 2050

3 **"ZEROES"**
By 2030

Net **ZERO** carbon emissions in self-owned operating facilities



ZERO use of virgin plastic in self-owned operating facilities



ZERO landfill of self-generated production waste



5 **"50%"** **By 2030**



Increase the proportion of sustainable products to **50%**



Replace **50%** of fuel used for transportation in our self-owned operating facilities with clean fuels



Use sustainable packaging for **50%** of products



Replace **50%** of strategic partners' energy consumption with renewable energy



Apply **50%** sustainable raw materials

SBTi Goal
by 2030



Reduce absolute Scope 1 and Scope 2 GHG emissions by **42.0%**



Reduce Scope 3 GHG emission intensity by **51.6%** per USD value added

Green development for ecological conservation

We continuously refine our target review mechanism to examine, revisit, and update our progress, regularly monitoring and assessing our performance against these targets and key results. Taking GHG emissions as a monitoring indicator, we adjust action plans based on assessments to ensure the achievement of our targets.

Waste and Emissions Management

Our Governance and Strategy

We have established a systematic governance system covering environmental management, emissions management, and waste management while fully implementing environmental compliance requirements and strictly following the *Environmental Protection Law of the People's Republic of China*, the *Environmental Impact Assessment Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes* and other laws and regulations.

For environmental management, we have formulated and implemented the *Environmental Protection Policy* and the *Environmental/Occupational Health and Safety Handbook*, explicitly requiring regular audits of the Environmental Management System (EMS) at all operational sites and factories along with the establishment of factory-wide environmental management policies. Annually, we undergo internal and external audits of our EMS across factories and industrial parks to ensure effective implementation, achieving 100% operational coverage through ISO 14001 or our internal system. During the financial year, we did not incur significant fines or penalties related to environmental or ecological matters.

For the full text of our Environmental Protection Policy, please refer to <https://esg.anta.com/en/policies>.

For emissions management, we have established internal systems such as the *Industrial Enterprise Fugitive Emissions Control Plan*, *Wastewater Treatment Operation Procedures* and *Noise Management Regulations*, forming management systems for the treatment of exhaust gases, wastewater, dust, and noise. Effective measures are taken to achieve green production and actively control the environmental impact caused by our production processes. At the same time, we have commissioned qualified third parties to conduct regular inspections of wastewater, exhaust and noise to ensure compliance in waste discharge, with the goal of gradually reducing the emissions in the future.

Regarding waste, we have established and continuously updated internal regulations and guidelines such as



the *Solid Waste Management Regulations*, *Hazardous Chemicals Management Regulations*, *Hazardous Waste Pollution Prevention and Control Responsibility System*, and *Hazardous Waste Warehouse Storage Standards* to classify and manage waste generated during the production process. During the financial year, we have incurred no major environmental or ecological fines or penalties.



Reducing waste gas emission	Reducing wastewater discharge	Reducing dust emission	Reducing noise
- Replacing oil-based glue with environment-friendly water-based glue to reduce the content of volatile organic compounds in exhaust gas; - The process of “V photolysis+activated carbon adsorption” is adopted to treat organic waste gas and achieve emission up to standard.	- During the production process, water curtains are discontinued to reduce wastewater discharge; - Domestic wastewater is pre-treated in septic tanks before being discharged into the municipal sewage network, where it undergoes treatment at wastewater treatment plants. - Purifying industrial and domestic wastewater with wastewater treatment technologies for reuse in landscaping sanitation, and other purposes; - Using the “Coagulation and Sedimentation” process to treat wastewater. After treatment, supernatant that meets the standard will be discharged, and sludge will be dewatered and transported for disposal; - Reducing the use of chemicals, therefore reducing the loads of chemicals in wastewater treatment.	- The particles generated in the production process are treated by the “gas collecting hood+bag dust removal facility” and then treated by the 15m-high exhaust funnel; - The electric carving machine is equipped with pulse dust removal device to reduce dust pollution; - Cutting waste recycling device, innovative use of liquid nitrogen rapid cooling grinding technology, complete recycling waste, greatly reducing factory dust.	- Install acoustic panels or enclosures around noise sources; - Regular maintenance of production equipment to ensure its optimal operation can reduce additional noise caused by equipment aging or failure; - Update old equipment and adopt more advanced low-noise equipment.

Our Actions

Emissions Management

We have systematically reduced waste gas, wastewater, and dust from production and operations, continually lessening their environmental impact.

Waste Management

We categorize recycling partners based on waste type and potential environmental risks, controlling low-risk activities while focusing on managing high-risk waste by strictly reviewing qualifications and

standardizing recycling processes. We also communicate our environmental policy to recycling partners, regularly monitor their compliance, and ensure their disposal methods meet our standards, thereby minimizing waste’s environmental impact.

Green development for ecological conservation

During the financial year, we have continuously conducted hazardous waste classification and zero-waste concept training at each factory to ensure that our employees understand and implement the waste management system. Concurrently, we kept upgrading production equipment, aiming to cut waste generation at the source and enhance resource utilization efficiency.

Waste Sorting and Treatment Measures



- **Recyclable waste:** This includes waste scraps, waste packaging materials, and discarded products, which are collected and temporarily stored in the general solid waste storage area for reuse or periodically sold externally;
- **Non-recyclable waste:** Domestic and engineering wastes that have no recycling value. These types of waste are collected by the environmental sanitation department for centralized disposal;
- **Hazardous waste:** A hazardous waste storage warehouse is established, and the in-and-out management of hazardous materials is strictly controlled according to relevant hazardous waste regulations. Hazardous items are placed in repurposed empty barrels for recycling, with clear signage, and are regularly entrusted to a qualified third-party organization for recycling and processing.

Reduce waste generation



To reduce waste generation at source, we have invested resources in improving production processes. At the same time, we promote sorting and recycling of waste, reduce the proportion of waste going to landfill and incineration, and actively pursue zero-landfill certification for our factories.

- Reducing waste generation at source:
 - Optimizing product design and production processes, enhancing production efficiency and material utilization rates, and reducing waste generated during production processes from the source.
 - Emphasizing technological innovation and R&D to explore eco-friendly and efficient materials, adopting environmentally friendly materials, and minimizing the use of toxic and hazardous substances to decrease environmental pollution.
- Optimizing on-site waste management:
 - Establishing a robust waste sorting and collection system to ensure effective separation of various types of waste for subsequent resource recovery and utilization.
 - Actively seeking ways to convert waste into valuable products or energy for circular resource utilization.
- End disposal:
 - Employing eco-friendly end-treatment technologies for non-recyclable waste to prevent secondary pollution.
 - Continuously upgrading waste management processes and technologies to boost treatment efficiency and resource recovery.



Targets and Performance

To ensure effective waste and emissions management, we constantly monitor performance data, pursue factory green

certifications, and continuously enhance our efforts to minimize, recycle, and safely dispose of waste and emissions. Meanwhile, factories set zero-landfill and waste-reduction targets tailored to their operational characteristics. Through

refined management and technological innovation, they are steadily reducing waste emissions, fueling circular economy practices, and contributing to achieve sustainability goals.

Key performance in 2024

101.6
-7.7%

Hazardous waste

1.43
-18.6%

13,517
+14.3%

0.19
+0.7%

Non-hazardous waste

- Hazardous waste (tonne)
- Non-hazardous waste (tonne)

- Hazardous waste density (Kg/revenue per million RMB)
- Non-hazardous waste density (tonne/revenue per million RMB)

Green development for ecological conservation

Management system certification in 2024

- ISO 14001 Environmental Management System Certification: Xiamen ANTA Industrial Co., Ltd., Shangqiu ANTA Shoes Co., Ltd.



Factory certification in 2024

- Green Factory Certification: Shangqiu ANTA Shoes Co., Ltd., Henan ANTA Material Supply Co., Ltd., and Xiamen ANTA Industrial Co., Ltd.
- FEM Verification: ANTA (China) Co., Ltd., ANTA Sports Products Limited, Quanzhou ANTA Material Supply Limited, Xiamen ANTA Industrial Co., Ltd.
- Zero Landfill Factory Certification: ANTA (China) Co., Ltd., Shangqiu ANTA Shoes Co., Ltd., Changting ANTA Sports Products Co., Ltd., and Xiamen ANTA Industrial Co., Ltd.

Biodiversity and Land Conservation

Our Governance and Strategy

We strictly adhere to global biodiversity conservation goals and the *Regulations of the People's Republic of China on Nature Reserves*. We have developed the *Biodiversity Conservation Policy*, which specify the potential risks of business activities to ecosystems. It prioritizes production and operations in already developed areas to avoid net losses to biodiversity and is committed to ensuring that its operations do not involve deforestation. In addition, ANTA Sports organizes and encourages suppliers and partners to participate in ecological conservation actions, and actively cooperates with local ecological conservation and governance projects to bring positive benefits to biodiversity and land protection.

For the full version of the *Biodiversity Conservation Policy*, please refer to <https://esg.anta.com/en/policies>.

For more details, please refer to the session of *Giving Back to Society by Supporting Public Welfare*.

Use of Packaging Materials

Our Governance and Strategy

To reduce the use of packaging materials, we have formulated the *Standardized Management Specifications for Production of Packaging Boxes* and actively advocates for the reuse of packaging, promoting the reduction of packaging material usage and sustainable packaging. We are committed to promoting the use of recycled or regenerated materials, biodegradable or recyclable plastic packaging, as well as packaging made from recycled or regenerated materials, and recyclable or FSC-certified paper packaging.

Our Actions

We are reducing the environmental impact of packaging materials by focusing on three key areas: packaging reduction, sustainable packaging, and material reuse.

Packaging Reduction	Sustainable Packaging	Material Reuse
- Fully implement recyclable cartons to reduce the consumption of disposable packaging materials; - Optimize packaging design and reduce the use of printing separator paper; - Remove restrictions on the use of cartons between brands, promote cross-brand recycling of cartons, and improve resource utilization efficiency; - Reduce the use of pigments in the manufacturing process of plastic bags, thereby reducing chemical consumption.	- Replace the main hanging tags and certificate of products with FSC certification materials to ensure the sustainability of raw material sources and reduce the consumption of forest resources; - Upgrade all plastic bags and moisture-proof bags used for packaging to recycled materials, reduce the impact of plastic products on the environment, and achieve a balance between environmental protection and practicality; - Promote the widespread use of recyclable packaging cartons and plastic bags, and effectively reduce the environmental footprint of production and logistics links.	- Establish a recycling mechanism for waste packaging to provide a new path for the recycling of packaging materials and further reduce the environmental burden; - Recycling and reusing plastic packaging bags to reduce the use of disposable plastics; - Promote the use of waste fabric to produce upper circulation bags to replace traditional plastic bags, and achieve efficient recycling of waste materials.



Goals and Performance

We commit to using sustainable packaging for 50% of our products by 2030 and actively promote the use of sustainable packaging in product development across all brands to continuously improve the proportion of sustainable packaging.

Green development for ecological conservation

2024 Key Performance

- During the financial year, the total usage of packaging materials exceeded **50,000** tonnes, with footwear accounting for **76%**, apparel for **21%**, and accessories for **3%**. Among these, **36%** were sustainable packaging based on order volume.
- The total usage of plastic packaging exceeded **3,000** tonnes.
- The total weight of wood packaging exceeded **40,000** tonnes.
- Over **90%** of PE bags used for apparel products across all brands are sustainable.
- FILA's packaging paper and paper bag, DESCENTE's hangtag and paper bag are **100%** FSC certified.



SUSTAINABLE PACKAGING MATERIALS FOR APPAREL

	PE bag	Packaging paper	Tag
ANTA	Over 90%	Improving	Over 80%
ANTA KIDS	Over 80%	Improving	Improving
FILA	100%	100%	100%
DESCENTE	100%	Improving	100%

SUSTAINABLE PACKAGING MATERIALS FOR FOOTWEAR

	Packaging paper	Tag	Shoe box
ANTA	Improving	Improving	Improving
ANTA KIDS	Improving	Improving	Improving
FILA	100%	Improving	100%
DESCENTE	Improving	100%	100%



Water Resource Management

Our Governance and Strategy

We strictly adhere to relevant laws and regulations on water resource management, issuing normative systems such as the *Cost Savings Measures for Industrial Park* and *Letter on Energy Conservation, Energy Consumption Reduction and Safe Production in the Industrial Park*. These regulations specify detailed water-saving measures for production and operational processes and ensure their implementation through inspection systems. We encounter no challenges in sourcing suitable water resources and ensure that the acquisition of water sources does not negatively impact local water resources. Our goal is to gradually reduce water consumption intensity to achieve sustainable use of water resources.

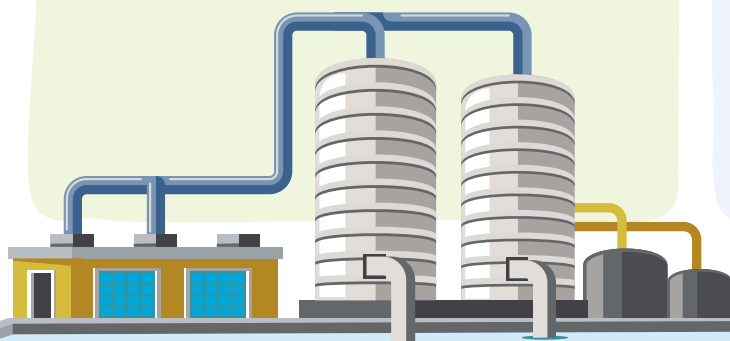
Our Actions

We will establish a systematic water resource management program, through a water monitoring system, conducting regular assessments and information construction, to achieve refined management and efficient utilization of water resources. Additionally, we will strengthen the monitoring of major water consumption data of our self-own operating facilities through online monitoring and

data analysis, enabling real-time tracking of water usage, identifying potential problems, and optimizing water efficiency. We also conduct water-saving awareness education, skill training, and incentive mechanisms during daily operations to enhance employees' awareness and practical ability in water conservation and encourage full participation in the sustainable management of water resources.

Measures to improve water resources utilization efficiency

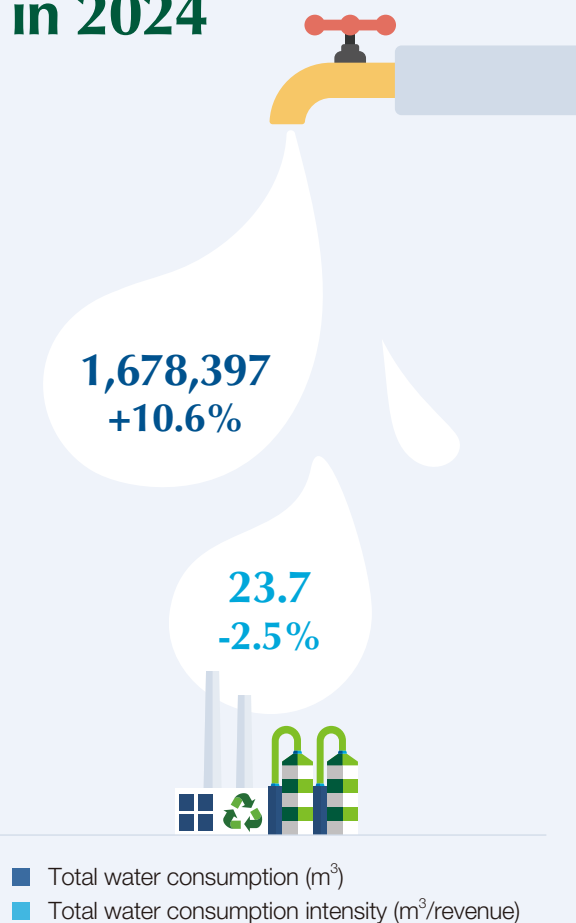
- Strengthen water-saving publicity, post water-saving slogans at main water consumption places, and enhance employees' water-saving awareness;
- Install intelligent water meters to monitor the use of water resources in real time and improve water resource management and water saving efficiency;
- Recycling the waste heat of steam production to save heating in winter;
- Renovate and upgrade the boiler return water pipe system, and recover the return water of circulating steam pipe.



Goals and Performance

We aim to reduce water usage through various measures, continuously monitor water consumption indicators, improve water efficiency, and mitigate water resource risks.

Key performance in 2024



Cooperation for Win-Win Results



SDGs ADDRESSED IN THIS CHAPTER:



ESG MATERIAL ISSUES ADDRESSED IN THIS CHAPTER:

- **SUPPLY CHAIN MANAGEMENT**
- **SUSTAINABLE RAW MATERIAL SOURCING**



To build a sustainable and responsible supply chain management and sustainable procurement system, we continue to promote standardization and regulation of the supply chain, strengthen the management process of raw material procurement, and strive to create a cooperative model based on compliance, fairness, justice, and integrity, working hand in hand with our partners to achieve mutual success.

Sustainable Supply Chain Management

Our Governance and Strategy

To ensure efficient and compliant supply chain management, we have formulated and disclosed the *Code of Conduct for Suppliers of ANTA Sports* and concurrently developed detailed management systems and procedures such as the *Suppliers Sustainability Management Handbook* to enhance the overall management efficiency throughout the supply chain process. During the financial year, we continuously optimized our audit management mechanism, particularly emphasizing tighten controls on supplier behavior concerning human rights issues such as child and forced labor and following up on the

audit process (such as Corrective Action Plan, CAP) to implement closed-loop risk management for suppliers. We have issued multiple management systems for suppliers of all tiers, detailing requirements for environmental management and social responsibility to boost supply chain efficiency. Furthermore, we have updated the protocol for managing supplier admission and exit, outlining a streamlined workflow for screening, onboarding, auditing, rating, and appeals, applicable to tier 1, tier 2, and tier 3 suppliers.

For the full version of the Supplier Sustainability Management Handbook and the Code of Conduct for Suppliers of ANTA Sports, please refer to <https://esg.anta.com/en/policies>.

Our Actions

Identification of Supply Chain Risks and Opportunities

We continue to improve our supply chain risk assessment and early warning mechanism, regularly identify and evaluate potential risks, such as the operating environment, materials supply and social impact while continuously observing the development trend of the external environment, to ensure that any risks that may affect our operations are taken into comprehensive considerations. We manage and assess the ESG-related risks based on the *Procurement Contingency Plan of the Group*, formulating and implementing necessary prevention and response measures for various supply chain risks, to reduce and avoid the impact of supply chain risks on the Group.

Cooperation for Win-Win Results

For details of the identified supply chain risks and response measures, please visit <https://esg.anta.com/en/esgpillar3>.

Supply Chain End-to-end Management

Tiered Management of Suppliers

To optimize the structure of the supply chain, we have updated the categorized management of the entire supply chain to improve the management efficiency of supply chain operations. First, suppliers are classified into finished product suppliers (Tier 1 suppliers, T1), material suppliers (Tier 2 suppliers, T2) and raw material suppliers (Tier 3 suppliers, T3) according to their material categories as well as service relationships and other general factors. In addition, suppliers are differentiated into general suppliers or critical suppliers taking into account factors including procurement amount, risk factors, sustainability performance, etc.

Suppliers by Tier



**Number of
Finished Product Suppliers
(Tier 1 Suppliers): 309**

Suppliers that directly provide finished products (such as garments, finished shoes, finished accessories, etc.), of which 52 are critical suppliers.



**Number of
Material Suppliers
(Tier 2 Suppliers): 489**

Suppliers that provide Tier 1 suppliers with fabrics and auxiliaries, packaging materials, and component processing, including fabrics, auxiliaries, accessories (such as zippers/woven belts) of garments, leather, soles and sole accessories of finished shoes, etc., among which 41 were critical suppliers.



**Number of
Raw Material Suppliers
(Tier 3 Suppliers): 99**

Raw material suppliers (providing yarns, fibers, chemical agents, etc.).

Supplier Admittance Reviewing and Screening

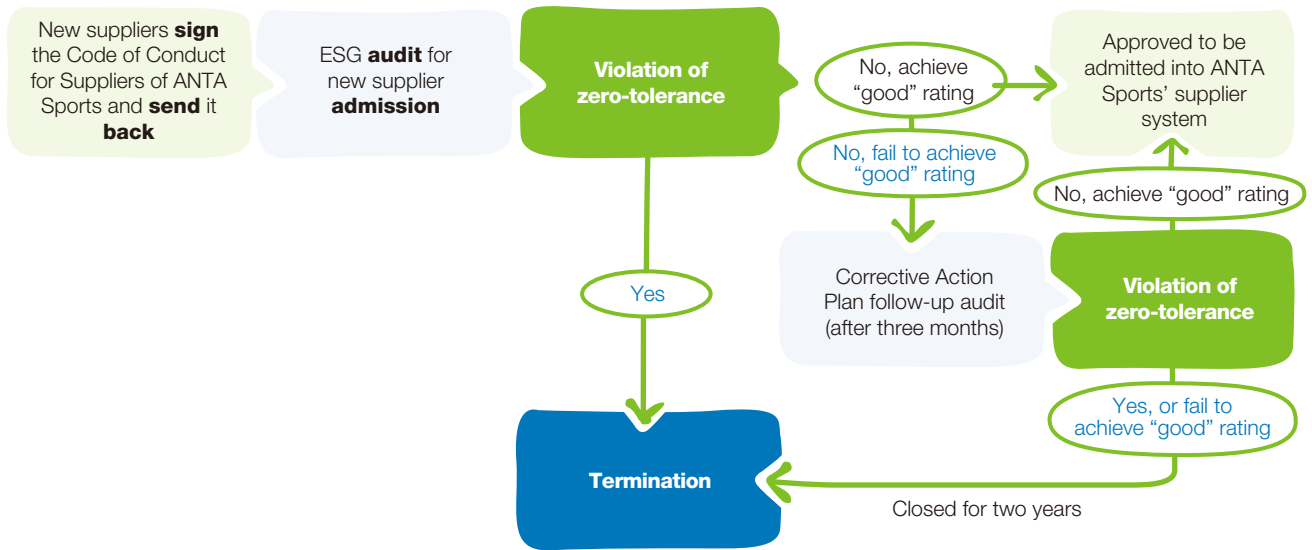
ESG audits are a crucial step for new T1 suppliers entering our system, we are also expanding the requirement to cover 100% T2 suppliers by 2030. We

have established a 4-stage systematic supplier screening process, including information collection, preliminary review of information, on-site review, and CAP improvement. These stages comprehensively assess the supplier's cooperation qualifications, product quality, and other basic information.

ESG factors such as health and safety management, environmental protection and labor management are also included in the scope of assessment to ensure that suppliers' supply level, product quality, service capabilities, and their ESG performance meet our requirements.

Review Procedures for Supplier Admittance Screening

(For rating details, please refer to the Comparison Table for Internal Audit Ratings on P.76)



Information Collection

We collect detailed information of our suppliers through the *Collection Form of Supplier Basic Information*, including company profile, basic information of the workforce and employee rights, professional qualifications or service capabilities, and relevant operational experience. Meanwhile, we will inquire on the Institute of Public & Environmental Affairs (IPE) platform to verify suppliers' clean record of environmental compliance before proceeding to the next step.



Preliminary Review of Information

We conduct preliminary screening of potential suppliers based on their basic information. If zero-tolerance breaches or seriously dishonest behaviors such as use of child labor, forced labor and commercial bribery are detected during the review, the admittance process will be terminated immediately.



On-site Review

We make on-site inspections and professional assessments of suppliers' business premises and practices to check the authenticity of supplier information, formally establish cooperative relationships with qualified suppliers and include the social responsibility performance standards for suppliers into the attachments of the contract to strengthen the standardized requirements for suppliers.

Cooperation for Win-Win Results

In terms of environment, we focus on our suppliers’ carbon emissions, waste, wastewater, and exhaust gas, as well as energy management. On the social front, we review whether suppliers strictly protect the health and safety of the workplace, respect various labor rights, including human rights and the right to freedom of association. In terms of governance, we conduct rigorous

assessments of our suppliers to detect any instances of corruption, bribery or other forms of misconduct. Risk factors including country-specific risks, industry-specific risks, and product-specific risks were also involved into supplier screening process, hence to effectively mitigate potential risks and maintain supply chain stability.

We have created a national ESG risk coefficient database tailored to our needs, utilizing data from international organizations such as the International Labor Organization (ILO) and the World Bank. This enables us to identify and manage potential risks effectively and safeguard the stability of our supply chain.



Supplier Risk Screening Standard

Country-Specific Risks	This involves evaluating the political stability, legal and regulatory environment, and commercial risks in the countries where suppliers are located.
Industry-Specific Risks	This involves evaluating the labor and environmental impact’s situation and potential negative impacts within the industries where suppliers operate.
Product-Specific Risks	This involves evaluating potential quality issues, safety risks, environmental responsibilities, and other relevant factors associated with the products supplied by the suppliers.

Annual Supplier Audit

For suppliers in the cooperation, the Supplier Management Department, in collaboration with our recognized audit organizations to conduct annual audits of T1 suppliers as regulated. This systematic evaluation assesses the suppliers’ capabilities in terms of current order execution ability, including quality, delivery date, cost, as well as assessing, their ESG performance through social responsibility and environmental audits.

– Social Responsibility Audits

Our internal audits assess suppliers’ performance in labor rights and

health and safety. We also actively engage external resources to enhance the internal audit system within our supply chain. As one of the officially signed brands of SLCP, in addition to accepting and encouraging suppliers to provide SLCP audit reports, we also accept validated audit reports from 5 other authorized external auditing service providers, such as SMETA, Amfori, and Better Work, to replace internal social responsibility audits, thus improving auditing coverage and efficiency. The external audit scores are translated into our internal ratings for benchmarking against internal social responsibility audits.

– Environmental Audits

We utilize the FEM as a third-party tool to assess suppliers’ environmental performance, requiring all T1 critical suppliers to complete self-assessments and third-party verifications within a specified timeframe. Additionally, we invite suppliers to participate in training sessions on HIGG FEM 4.0 to enhance their understanding and application of this assessment tool.

– Major Audit Findings and Follow-Up in 2024

We identify violations through the above audits and promptly initiate upgrade

processes based on the assessment results, clarifying necessary remedial and corrective measures, as well as follow-up audit methodologies, to promote the improvement of suppliers' ESG performance.

During the financial year, the audits finding related to social responsibility primarily revealed issues concerning health and safety, including construction safety, fire safety, chemical safety, equipment safety, and hygiene concerns. Key violation points identified were temporary structures in

suppliers' factories failing fire safety and engineering inspections, their hazardous waste storage lacked secondary containers or chemical emergency drills were not in place. Environmentally, some suppliers lacked environmental impact assessment reports or registration documents. There are also instances where the list of waste gas point source emissions has not been established, or where there is no systematic tracking and recording of the types and quantities of refrigerants used. To encourage improvements, we utilized the online CAP audit to

track improvement progress and provide guidance for enhancements, assisting suppliers in developing improvement plans and requiring them to complete rectifications within a specified timeframe. Progress on these rectifications is monitored by onsite audit. During the financial year, the compliance rate for CAP of suppliers within the stipulated time frame was 77%. (A CAP is defined as complete if all reported issues are properly rectified or if a viable corrective action plan has been proposed; otherwise, it is marked as incomplete.)

Supplier Internal Social Responsibility Audit Content

Labor Rights	Health and Safety	Environment and Social Responsibility	Sustainability Management System
• Freedom of employment- No forced labor • No child labor • Anti-discrimination • Prohibition of harassment and abuse • Right to freedom of association • Compliance of employment relations • Compliance of working hours • Paid overtime • Compliance of remuneration and benefits • Minimum wage standard	• Occupational health and safety • Equipment safety maintenance • Workplace safety • Chemical safety management • Contingency planning • Occupational disease prevention • Incident management • Public health, food and accommodation	• Compliance with environmental laws and regulations • Pollution prevention and treatment • Emissions management • Chemical management • Sustainable sourcing policy • Anti-corruption • Anti-competitive behaviors	• Establishment of the sustainability management system • Establishment of the Sustainability Committee

Cooperation for Win-Win Results

We require all suppliers to achieve an ESG audit rating of “good” or above. *(For rating details, please refer to the Comparison Table for Internal Audit Ratings below)* Suppliers that fail to actively improve within the stipulated timeframe will be deemed unqualified

and will trigger disqualification or termination of cooperation.

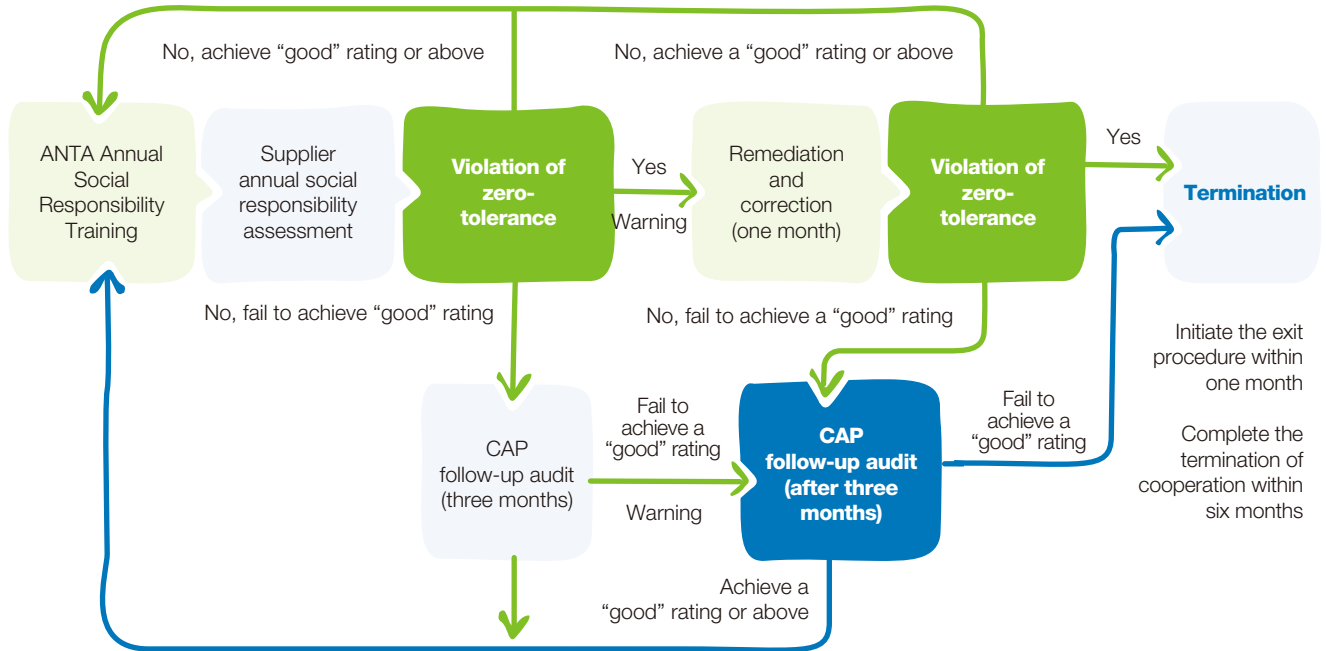
Through internal supplier audits, our suppliers are divided into five levels, from the best performing ones to the least performing ones, based

on their audit results: extraordinary, excellent, good, to be improved, and red line zone. In addition, we provide corresponding incentives for suppliers at different levels to encourage further improvement and motivate their initiative to fulfill contracts.

Comparison Table for Internal Audit Ratings

Levels	Definition	Incentives
Extraordinary	- No zero-tolerance items - No critical issues	Consider giving priority to renewing cooperation with them after the end of the contract period. The report’s validity is extended to two years, with spot checks by the Supplier Management Department for verification.
Excellent	- No zero-tolerance items - Less than or equal to one critical issue	Consider giving priority to renewing cooperation with them after the end of the contract period.
Good	- No zero-tolerance items - Less than or equal to two critical issues	Not Applicable
To Be Improved	- No zero-tolerance items - More than or equal to three critical issues	Make clear the requirements for rectification, provide training to them, and assist them in optimizing their own management; Follow up the rectification of suppliers through corrective action plans and continue cooperation if the suppliers reach compliance.
Red Line Zone	Violation of zero-tolerance	In addition, for suppliers that have triggered major violations such as “zero-tolerance” and failed to rectify the situation in a timely manner or still failed to meet the requirements after improvement, the supplier will be disqualified after the approval process and will be denied the opportunity of cooperation for two years.

Review Process for Annual Internal Social Responsibility Audit



During the financial year, we collected environmental data from over 100 suppliers with the co-developed ESG online data collection platform. The data covers GHG emissions, energy consumption, water resource management, wastewater and waste treatment, among others. The carbon emission data we collected from suppliers pertains to Scope 3, Category 1 of this Report. We also expanded the coverage to broaden social data on labor rights and community involvement.

Furthermore, we oversee suppliers' environmental performance through data disclosed on the IPE platform. This

allows us to engage with those facing environmental issues or potential risks and develop rectification plans.

Supplier Communication and Empowerment

Supplier Communication

We prioritize communication with our suppliers, conveying supply chain management concepts and requirements promptly, and fostering long-term and stable partnerships. We maintain close contact with suppliers through various channels and methods, including online (WeChat groups) and offline (supplier conferences, offline

forums, audit interviews, regional ESG seminars, etc.) interactions.

We mandate all suppliers to display the *Code of Conduct for Suppliers of ANTA Sports* in production zones, guaranteeing clear and open grievance channels. Any individual or organization directly affected in the supply chain can report any violations of the *Code of Conduct for Suppliers of ANTA Sports*, or any potential or constituted violation of human rights or environmental hazards, can lodge a complaint via the complaint mailbox, employee care hotline, or *Sustainable Development Complaint and Grievance Mechanism*. We promptly intervene in the accepted

Cooperation for Win-Win Results



case, take targeted measures to improve our performance, resolve the reasonable and legitimate demands of the complainants, and protect their rights and interests.

Simultaneously, we have implemented a whistleblower protection mechanism to protect the privacy of whistleblowers. We strictly prohibit suppliers or management personnel from retaliating against complainants. We promptly intervene in the accepted case to prevent employees from facing any form of punishment or harm for filing complaints. We ensure that individuals who file complaints, assist in investigations, or participate

in any way are not subjected to threatening, intimidating, coercive acts, or discrimination. It is our priority to effectively protect the rights and interests of whistleblowers.

During the financial year, the Supplier Management Department received and assisted suppliers in handling approximately 40 employee complaints, primarily related to salaries, benefits, and housing conditions. A particularly notable issue was the timing of wage payments and bonus calculations for departing employees. The Supplier Management Department effectively resolved these complaints

by coordinating with suppliers and enhancing specialized trainings on salaries and benefits.

Supplier Empowerment

We provide targeted training sessions to empower suppliers and employees, actively collaborating with external organizations to establish platforms for exchanging ESG-related professional knowledge and skills. This assists suppliers in enhancing their management capabilities, gaining competitive advantages in areas such as quality management, compliance requirements, and safety standards.

ESG Study Group Project: Each month, we organize an ESG Study Group Project tailored for footwear suppliers and publish *ANTA's Monthly Insights* regularly. Additionally, we continuously share best practices and reference standards in ESG among our supplier partners and ourselves leveraging our extensive internal and external training resources, covering a range of topics including child labor prevention, production safety, chemical management, environmental protection, and exemplary ESG practices.

Specialized Awareness Program: To improve suppliers' compliance, we have continuously implemented a training and awareness program and held various training sessions and seminars for suppliers on topics such as quality verification, pre-production risk verification, integrity and self-discipline, labor management and rights, SLCP project analysis, sustainability

performance and evaluation, and GHG emission reduction. Additionally, we provide training related to sustainability requirements and audit standards to enhance suppliers' understanding of product and service quality, social responsibility management codes of conduct, and other relevant requirements. We have also launched a supplier support program, providing support to suppliers in areas such as technology and market promotion, continuously empowering them for sustainable development at their level.

Human Rights Training: We regularly organize human rights training programs covering all suppliers each year. These programs aim to provide knowledge on labor laws and regulations, human rights standards and protections, prohibition of forced labor and child labor, working hour management, and health and welfare, ensuring that suppliers understand and comply with

relevant laws, regulations, and our human rights policies. Furthermore, we invite third-party professional institutions and top-performing suppliers for intensive training and experience-sharing sessions, enhancing suppliers' knowledge and management capabilities in human rights.

External Collaborations: We collaborate with non-governmental organizations such as WWF and IPE to address supply chain issues related to water resource consumption, environmental management, and energy efficiency.



Collaboration Organizations	Collaboration Content
WWF	During the financial year, we initiated a three-year global strategic partnership with WWF, focusing on boosting supply chain resilience and driving green transformation through innovative water management and comprehensive risk assessments.
IPE	We collaborate with IPE to collect environmental performance data from suppliers, addressing environmental protection issues in the supply chain and empowering the sustainability of environmental management within the supply chain.
China National Textile and Apparel Council (CNTAC)	We collaborated with CNTAC to engage apparel and footwear suppliers in the pilot “FFF” (Family-Friendly Factories in Textile and Apparel Industry) project to assist suppliers in building a more inclusive workplace, bolstering employee belonging, happiness, and fulfillment.

Cooperation for Win-Win Results

Targets and Performance

Key Performance in 2024

- **897** suppliers have signed the *Code of Conduct for Suppliers of ANTA Sports* (including footwear, apparel, and accessories), with a signing rate of 100%.
- **780** suppliers in China and **117** suppliers in foreign countries.
- During the financial year, we conducted a total of **786** ESG audits across **302** Tier 1 suppliers (including **51** critical Tier 1 suppliers), **203** Tier 2 suppliers (including **40** critical Tier 2 suppliers), and **10** Tier 3 suppliers, with internal audits accounting for **26%** and external audits accounting for **74%**, obtaining a grade of good or above accounts for more than **80%**. These audits covered environmental and social metrics including labor management, health and safety, labor rights, and green production, etc.
- During the financial year, **100%** of the Tier 1 Suppliers passed the ESG audit.
- During the financial year, **159** suppliers underwent third-party audits such as SLCP. **321** suppliers completed assessments using the HIGG FEM, a third-party tool.

Supplier Training in 2024

During the financial year, we conducted over **71** ESG training sessions for the supply chain, covering various sustainable development topics such as environment, social responsibility, and chemical management, with over **7,315** participants, such as:

- Host regional supply chain seminars to enhance ESG dialogue between the brand and suppliers, fostering benchmarking and mutual learning among suppliers and achieving high-quality and sustainable development;
- Release the Monthly Sustainability Newsletter, driving progress and innovation in ESG among supply chain partners via sharing our excellent practices and success stories.



Number of External Certifications Received by Our Suppliers in 2024



- ISO 9001 certification standard on quality assurance: **308**;
- ISO 14001 international certification standard on environmental management: **217**;
- ISO 45001 certification standard on occupational health and safety management systems: **147**;
- ISO 50001 certification standard on energy management system: **59**;
- ISO 14064 verification and certification standards on GHG emissions: **13**;
- ISO 27001 certification for information security management system/ISO 27701 certification for privacy information security management system: **5**.

Sustainable raw material sourcing

Our Governance and Strategy

We prioritize environmentally friendly, safe, and healthy raw materials and developed the *Responsible Raw Material and Finished Goods Procurement Policy*, the *Group Procurement Supplier Performance Appraisal Management Policy* and other systems. We are committed to continuously sourcing environmentally friendly, safe, and healthy raw materials for polyester fiber, nylon fiber, genuine leather, cotton, rubber, and other materials, encouraging suppliers to obtain highly-recognized, well-

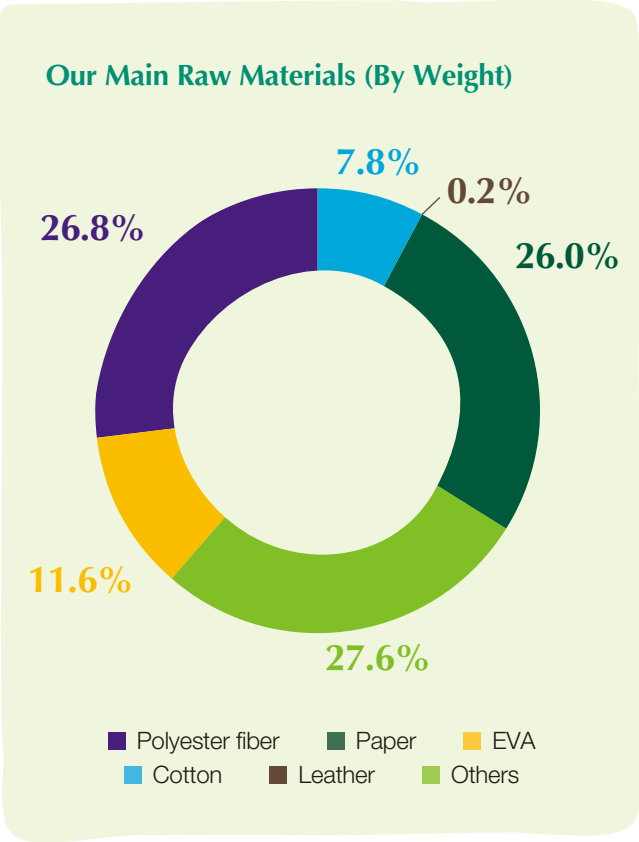
established, and stringent certifications for responsible raw materials, such as the GRS, RCS, Bluesign® Certification, GOTS, LWG Certification, and RDS. Furthermore, we have continuously advanced raw material traceability, recording and tracking every step from raw material production, processing, transportation, to sales. We continually minimize the environmental footprint across the product lifecycle to foster a green, environmentally friendly, sustainable, and responsible supply chain.

For the full version of the Responsible Raw Material and Finished Goods Procurement Policy, please refer to <https://esg.anta.com/en/policies>.

Based on our published *ANTA Sports Chemicals Management Manual*, we ensure all suppliers of process chemicals adhere strictly to the ZDHC Manufacturing Restricted Substances List (MRSL) standards, collaboratively safeguarding water resources and minimizing the use of harmful chemicals.

For the full version of the ANTA Sports Chemicals Management Manual, please refer to <https://esg.anta.com/en/policies>.

Cooperation for Win-Win Results



Our Actions

Raw Material Traceability

To ensure that the production stages of raw materials comply with production standards and responsible management requirements throughout the process, we have tailored measures like customizing the scope of traceability and assessment standards and optimizing our raw material traceability platform according to the special features of different products and materials. Our aim is to continually refine the raw material traceability mechanism and gradually achieve the traceability procedures from raw materials to final products. For instance, we use element tracing to trace recyclable yarns, enhancing the precision and timeliness of raw material traceability. We continued to expand traceability by mapping key suppliers, ensuring greater transparency. Encouraging certifications and the use of eco-friendly materials has helped reduce our product’s environmental impact. Training programs further enhanced supplier practices, fostering ethical and sustainable sourcing across our supply chain, driving

meaningful progress in our sustainability efforts. Currently, we have successfully traced the origin of our leather and are planning to replicate this effort for other materials in the future.

Sustainable Certification of Raw Materials

We continuously strengthen our responsible management requirements for raw material procurement and are committed to increasing the sourcing of responsible materials. By comprehensively considering risks arising from raw material extraction and production processes, or material usage planning, we prioritize the selection of suppliers certified by the LWG for our leather suppliers. We audit our leather suppliers on social responsibility, HIGG FEM environmental module, and ZDHC chemical safety management, to promote the procurement of sustainable raw materials. We also prioritize OCS and GOTS for cotton suppliers, and GRS for PET suppliers.

Sustainable Substitution of Raw Materials

Furthermore, we employ technological innovations to enhance the use of eco-friendly materials in our products, thereby reducing energy consumption and GHG emissions. This includes the adoption of Sorona® fibers, recycled PET plastics, and eco-friendly water-based adhesives instead of solvent-based ones to minimize treatment agent use, gradually phasing out harmful and restricted chemicals, and minimizing raw materials’ environmental footprint.

Please refer to the *Innovation for Robust Products* chapter for details.

Sustainable Sourcing Training Management

We actively organize training sessions for suppliers, disseminating green supply chain standards, fostering their environmental awareness, and driving sustainable sourcing of raw materials. During the financial year, we have organized multiple ESG training sessions for over 100 raw material suppliers. These sessions featured workshops on the *Environmental Sustainability Performance and Assessment* and programs to boost renewable agricultural practices, covering renewable energy utilization, HIGG FEM water management, and WWF water risk assessment tools, thereby enhancing suppliers’ capabilities in energy and water resource management. For instance, we launched training on environmental protection and water conservation for all leather suppliers, encouraging them to minimize the use of fresh water in the leather tanning process, eliminate the discharge of untreated sewage sludge, and actively carry out water reuse

and other maximized emission reduction actions. We also require all leather suppliers to set water conservation and reduction targets according to the actual situation of their enterprises. Meanwhile, we regularly organize green supply chain management training for leather suppliers and cotton suppliers, with training sessions covering topics including responsible land management, chemical and production of responsible leather and cotton, aiming to further raise suppliers' awareness of social responsibility management. Moreover, we have established a raw material training program for sourcing personnel to ensure they are well-versed in relevant knowledge. Sustainable sourcing targets, including sustainable products, materials, and packaging, are integrated into their performance assessments, improving sourcing decision-making and product management skills and reinforcing the concept of responsible sourcing.

Targets and Performance

For continuous sustainable sourcing of raw materials, we set target on increasing the procurement and use of

sustainable and traceable cotton and leather materials, and commit to achieving a 50% utilization rate of sustainable raw materials by 2030. During the financial year, we achieved 33.2% sustainable raw materials and leather has completed the goal of 100% traceable back to origin, accomplishing it two years earlier than the 2026 target.

Number of Responsible Certifications Received by us in 2024

99% of the down materials used in FILA, DESCENTE, and KOLON SPORT products are certified with RDS.

100% of the leather suppliers of footwear products are LWG Gold certified. During the financial year, we follow LWG's traceability system, and traced over 99% of leather used in our footwear products, which comes from Argentina (45%), the United States (23%), Australia (20%), Japan (6%), Brazil (3%), and Denmark (3%).

Number of Responsible Certifications Received by Our Suppliers in 2024

During the financial year, the number of suppliers with responsible certifications are as follows:

- LWG certification: **7**.
- GRS/RCS certification: **329**.
- OEKO-TEK® standard 100: **134**.
- GOTS/OCS certification: **58**.
- RDS certification: **51**.
- CFCC/FSC/PEFC certification: **49**.
- Bluesign® certification: **43**.



Innovation for Robust Products



SDGs ADDRESSED IN THIS CHAPTER:



ESG MATERIAL ISSUES ADDRESSED IN THIS CHAPTER:

- USE OF CHEMICALS AND DISCHARGE
- PRODUCT LIFE CYCLE
- PRODUCT QUALITY AND SAFETY
- CRAFTSMANSHIP AND PRODUCT INNOVATION
- CUSTOMER RELATIONS MANAGEMENT
- RESPONSIBLE MARKETING
- INTELLECTUAL PROPERTY MANAGEMENT



We strictly control every aspect of product manufacturing, integrating quality management into the entire product life cycle. Meanwhile, we continuously increase investment in R&D, explore product craftsmanship, and apply cutting-edge technologies to achieve innovative leaps. We also improve our services, enrich the customer communication mechanisms, advocate the concept of sustainable consumption, promote circular fashion, and strive to achieve sustainable development goals.

Innovation in Product Craftsmanship and Environmental Impact across the Product Life Cycle

Our Governance and Strategy

Innovation in Product Craftsmanship

Product innovation is the driving force behind an enterprise's sustainable development. We regard innovation as the foundation of our business survival. Adhering to the concept of Mutualism with the environment, the society,

consumers, employees, and partners, we are led by innovation to continuously increase investment in scientific research, optimize product design, and implement environmental protection concepts throughout the entire product life cycle to reduce the negative impact on the environment.

We focus on enhancing product efficiency, use cutting-edge technologies to strengthen product functions, and strive to integrate diverse design style elements into sports aesthetics design inspired by innovative concepts. We have established an efficient R&D innovation framework, and conduct in-depth

research on technologies, products, design craftsmanship, among others. While enhancing our own innovation capabilities, we also keep optimizing the innovation mechanism across the entire value chain. During the financial year, each of our brands launched new collections that combine trendiness and practicality, meeting consumers' pursuit of beauty and functionality. In addition, we have set up a special innovation fund to encourage and support R&D innovation activities of each brand, helping the brands continuously break through technical barriers and move towards sustainable development goals.

Innovation for Robust Products

Sustainable Products

We have established a sustainable product inventory and evaluation system, summarizing the categories and quantities of sustainable products developed by each brand on a quarterly basis and evaluating the sustainable characteristics of each category. We consider the environmental and health performance factors in product design, prioritize key indicators such as the usage area and weight of sustainable materials, and closely track sustainable product sales. Using this as a feedback mechanism, we continuously optimize the design of sustainable products, aiming to set a benchmark in the industry.

To standardize the relevant requirements for sustainable products, we have formulated and standardized sustainable materials, sustainable production processes, sustainable packaging, sustainable products, etc., clarifying the technical and certification requirements for sustainable products. In the future, we will actively increase the proportion of sustainable products. Each of our brands has planned and implemented targeted ESG strategies, focusing on resource recycling and reuse in the production process, launching sustainable products, and promoting green and low-carbon consumption concepts.

Our Actions

We continuously optimize the production process, giving priority to materials containing recycled or renewable materials, recyclable materials, and biodegradable materials, as well as constantly increasing the proportion of sustainable materials used in products. In addition, we expand the scope of sustainable packaging, and increase the proportion of sustainable products in the overall product line. Through process innovation, we have successfully created a series of sustainable products using environmentally friendly materials, improved the resource efficiency of consumers during the product usage

Key Performance in 2024

During the financial year, the proportion of our sustainable footwear, apparel and accessories was 30.3% based on order volume, aiming to raise the proportion of sustainable products to 50% by 2030.

During the financial year, we launched 34 products with full life-cycle carbon footprint assessments, of which 26 are certified carbon-neutral products. The total order volume reached over 850,000.



FILA's Collaboration with BBC Earth to Launch co-branded T-shirts



stage, and reduced environmental pollution while enhancing the durability and service life of products. In terms of craftsmanship, we have introduced plant dyeing technology, using natural dyes extracted from the roots, stems, leaves and fruits of plants for textile dyeing to showcase the beauty of nature. We have also adopted natural chitosan antimicrobial technology, which reduces the use of chemical auxiliaries, to effectively inhibit the growth of bacteria and keep garments fresh and natural.

In partnership with our suppliers, business partners, manufactures, and recherches organizations, we co-develop and promote the use

of water-based adhesives and cleaners, progressively reducing the use of organic solvent chemicals and encouraging more environment-friendly production methods for creating eco-friendly products. Through these efforts, we bring our customers with more comfortable, healthy and eco-friendly sports experience.

As a member of the Cascale, we are committed to assessing and managing the impact of footwear and apparel products across their entire life cycle, with an aim to reduce the adverse impacts of textile manufacturing and sales on the environment and society. These endeavors serve as strong forces to promote green transition in the

industry and sustainable development. We have set up carbon footprint assessment system. And during the financial year, we expanded the scope of carbon footprint assessment across the product life cycle. We conducted a “cradle-to-grave” full life cycle carbon footprint assessment on 34 products totaling over 850,000 pieces, ranging from shoes and apparel to accessories. After implementing a series of emission reduction measures, including the use of recycled or bio-based materials and the adoption of clean energy in production and warehousing, 26 products obtained carbon neutrality certification from a third-party institution through carbon offsetting.



During the financial year, FILA collaborated with BBC Earth to launch three co-branded T-shirts. In the fabric dyeing and finishing process, the dyeing factory has abandoned traditional coal fuels and switched to more environmentally friendly biomass fuels to generate steam, significantly reducing the use of fossil fuels and greatly reducing carbon emissions during the fabric dyeing and finishing. All three T-shirts have successfully obtained carbon neutrality certification from a third-party authoritative institution.

Innovation for Robust Products



ANTAZERO Carbon Mission Store

In April, the ANTAZERO Carbon Mission Store was officially launched in Shanghai, and has received carbon-neutral store certification from an authoritative institution. The ANTAZERO Carbon Mission Store fully upholds its zero-carbon mission, meticulously assessing carbon emissions at every stage – from conceptualization and store

renovation to product display and sales. During the renovation process, various carbon reduction measures were implemented, including preserving original walls and flooring, using repurposed clothing and patchwork fabric for enclosures, sourcing second-hand equipment, and refurbishing air conditioning and lighting systems. The store will continue to champion sustainability in product selection, packaging, sales, and consumer engagement, further advancing carbon reduction initiatives.

Moving forward, key lessons and experience from the store will be shared with and replicated across our retail stores in stages.

Promoting Industry Development

To continuously drive industry advancement, we actively participate in setting product-related standards and effectively standardizing production processes. These establish solid benchmarks for technological innovation and environmental friendliness, guiding the industry towards a future of higher quality and greater sustainability. We collaborate with national departments and industry associations to lead and participate in the development of multiple national and group standards. These include taking the lead in formulating national standards such as the *CRM of Tile for Footwear Slip Resistance Test*, the *General Safety Requirements for Footwear*, *Safety Technical Specifications for Infants' and*

Children's Footwear, and the *Green Product Assessment – Textile Products* as well as group standards such as the *Technical Specification for Sustainable Products – Footwear*, the *Technical Specification for Sustainable Products – Apparel*, the *Children's Sports Shoes*, and the *Technical Specification*

of the Evaluation for Carbon-neutral Textile Products. During the financial year, we led the development of 'Technical Specification for Evaluation of Sustainable Products Footwear' has been approved by China National Light Industry Council.

Innovation in Craftsmanship



As of 31 December 2024, we had over **1,187** international design and R&D experts from **10** countries and regions.

Sustainable Product Series

ANTA: UPCYCLE SERIES



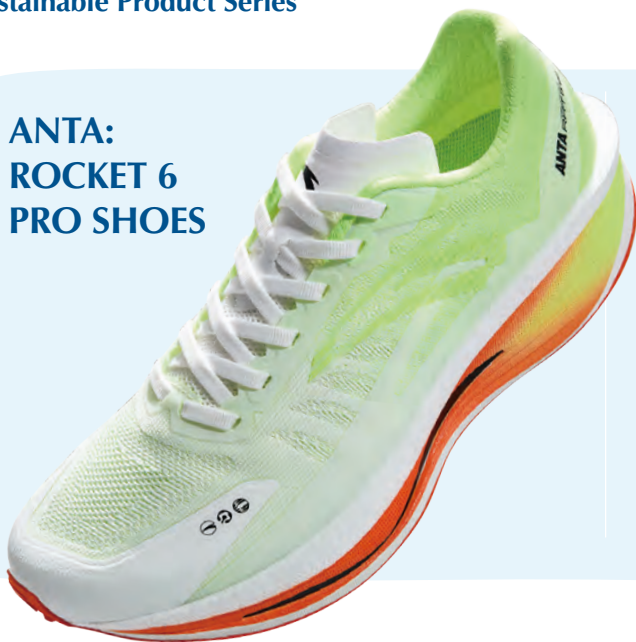
Sustainable Features

- We embodied the principles of circular economy by upcycling inventory that has been in stock over 18 months into new products. In the first phase, we successfully transformed apparel stock into two collections, achieving 212 kg textile circular regeneration. This avoids water consumption and chemical pollution from virgin textile production.

Innovation for Robust Products

Sustainable Product Series

ANTA: ROCKET 6 PRO SHOES



Sustainable Features

- The carbon footprint of the product's entire life cycle is 10.98 kg CO₂e per pair, of which 75.16% comes from the raw material acquisition stage.
- The running shoes utilize recycled materials in three components: the mesh fabric incorporates 50% rPET yarn, while the heel support and the fabric in the midsole each contain 20% rPET yarn, reducing the use of virgin material.
- The shoe box is made from 90% recycled paper.

ANTA KIDS: RAIN OR SHINE JACKET



- The carbon footprint of the product's entire life cycle is 12.71 kg CO₂e per piece, and it has obtained carbon neutrality certification.
- Main fabric contains 30% recycled polyester.
- Photovoltaic renewable energy is used in production and storage stages.



Sustainable Product Series

ANTA KIDS: WIND CHASER SEED RUNNING SHOES



Sustainable Features

- The carbon footprint of the product's entire life cycle is 10.41 kg CO₂e per pair, and it has obtained carbon neutrality certification.
- To ensure the entire shoe is recyclable, recyclable TPU is used.
- To promote the recycling rate of products, we implement a trade-in policy where customers can exchange their old wind chaser seed running shoes for a new pair of the same price.

FILA: EXPLORE SERIES



- The carbon footprint of the product's entire life cycle is 8.02 kg CO₂e per piece, and it has obtained carbon neutrality certification.
- The dyeing temperature of the used CELYS® fiber is lower than that of conventional yarns, which helps reduce energy consumption. The dyeing process has transitioned from traditional coal to natural gas production, and dyeing wastewater is recycled, adapting a low liquor ratio dyeing process.

Innovation for Robust Products

Sustainable Product Series

FILA: CAT PAW SHOES 5TH GENERATION



Sustainable Features

- The shoe surface material is made of recycled PET.
- The midsole contains 10% bio-based EVA.
- All packaging materials are FSC certified.

DESCENTE: RE:BIRTH SERIES



- The carbon footprint of the product's entire life cycle is 5.34 kg CO₂e per piece.
- The polyester yarn used is made from recycled plastic bottles through regeneration, thereby eliminating the need for traditional dyeing methods. While giving the clothes the original color of plastic, it reduces the consumption of water resources and the emission of chemicals in the traditional dyeing process.
- The two styles of NO DYE white and Sprite green short-sleeved sports shirts, with over 70% yarn made from transparent mineral water bottles and Sprite bottle flakes, and is GRS certified.

DESCENTE: LAVITATE ECO SHOES



- The carbon footprint of the product's entire life cycle is 9.96 kg CO₂e per pair.
- The shoe surface is made of 100% recycled polyester elastic yarn.

Sustainable Product Series

Sustainable Features

KOLON SPORT:
SECO POLO SERIES



- The carbon footprint of the product's entire life cycle is 5.69 kg CO₂e per piece, and it has obtained carbon neutrality certification.
- About 50% of the fabric is made from recycled polyester.

Sustainable materials	Low-carbon Features
Antibacterial shell shield	Natural materials
Ecocoy [®] textile fiber	Sourced from sustainably certified wood sources, it is 100% bio-based material and capable of achieving rapid biodegradation in 28 days in marine environments at 30°C, freshwater environments at 21°C, and soil environments at 28°C
TENCEL [™] modal fiber	Utilizes efficient production, new technologies, and renewable energy to continuously reduce carbon emissions, and supports verified global carbon reduction projects to offset unavoidable carbon emissions, gradually achieving net zero carbon emissions
Recycled nylon silk	Recycled materials
Recycled polyester fiber	Recycled materials
Sorona [®] fiber	Its core materials are sourced from annually renewable plant-based raw materials
RDS down	The Responsible Down Standard (RDS) is an international, voluntary standard that addresses animal welfare in the duck and geese supply chain and chain of custody of down and feather material from certified farms to the final product
Bio-based water-repellent material	High-efficiency fluorine-free waterproof finishing agent sourced from renewable biomass, reducing the use and dependence on petroleum-based products
CELYS [™] fabric	It is a biodegradable fabric and can achieve a 95.4% biodegradation rate in an industrial composting environment within 179 days, thereby transforming from “plastic” to “fertilizer”

Innovation for Robust Products

Chemicals Management

Our Governance and Strategy

We adhere to domestic relevant laws and regulations such as *Production Safety Law of the People's Republic of China* and *National General Safety Technical Code for Textile Products*. With reference to industrial standard such as AFIRM, we formulate systematic chemical management systems and specifications such as *Technical Standards on the Safety of Chemicals*, *Guidelines for Chemicals Safety Process Control* and *Apparel, Footwear, and Accessories Chemical Safety Technical Specifications*. We establish a full-process chemical management system from procurement to finished product delivery, covering procurement, inventory management, storage, handling, and use. We select chemical substances that comply with laws, regulations, and industry standards, strictly control the impact of chemicals. We strictly manage the chemical safety of the Company and our suppliers. We have developed the *ANTA Sports Chemicals Management Handbook*. This policy outlines detailed procedures and best practice for chemical procurement, chemical identification, risk assessment, transparency, and traceability. Since 2023, we have joined ZDHC as a signatory brand, committing to reducing or eliminating the use of high-risk chemicals in the production process, ultimately achieving zero use and zero discharge of hazardous chemicals in the supply chain.

Chemical Identification

We comply with and adhere to various regulations such as China's mandatory standards and recommended standards, the European REACH regulation and its SVHC list, OEKO-TEX® standard 100, the AFIRM RSL, and EU eco-labeling for shoes and boots to identify chemicals used and their purposes. We have clearly defined the list of types and quantities of chemicals scheduled for prohibition, including more than 300 chemical restricted substances such as pesticides, plasticizers, aromatic amine dyes, and carcinogenic dyes. For details, please refer to *Chemical Safety Technical Specifications*.

Regarding the types of chemicals in the Company's products that are generally recognized by industry standards as being highly harmful to the environment and health, we have specified the corresponding testing methods and detection limits in the *Chemical Safety Technical Specifications*, spot-checks the corresponding products or materials, implement corrective actions for non-compliance items to ensure a closed loop, and invite third-party independent institutions to conduct chemical tests on products and materials in accordance with relevant China and international laws and regulations, ensuring that products comply with the regulatory requirements of the respective markets.

For the full text of the Chemical Safety Technical Specifications, please refer to <https://esg.anta.com/en/policies>.

Chemical Phase-out Plan and Route

To fulfill our commitment to zero use and zero discharge of hazardous chemicals in the production process, we have developed a chemical phasing-out plan. This plan identifies chemicals recognized as harmful to the environment and health within the supply chain. During the financial year, we further clarify the phasing-out roadmap, creating a comprehensive chemical management strategy. We commit to regularly updating this policy to ensure compliance with the latest developments in global laws and regulations.

For high-risk substances that have not been completely banned, we actively launch innovation initiatives, collaborate with suppliers to identify cleaner and safer chemical alternatives. This includes using water-based adhesives to reduce volatile organic compounds emissions and employing physical foaming processes to minimize the use of foaming agents. We also encourage manufacturers to adopt more environmentally friendly production methods to reduce potential harm to the environment and human health.

Our Actions

Chemical Risk Assessment

To further manage the identified chemical risks, we have established a hazard and risk management process

related to chemicals. Chemical risk management is carried out for pre-assessment, identification, assessment, control, and other links.

- **Pre-assessing risks:** Identifying risks before introducing potential hazards into the manufacturing process or workplace and assessing risks related to employees.
- **Identifying risks:** Identifying potential health hazards caused by chemical, physical, or biological agents or adverse ergonomic conditions.
- **Assessing risks:** Measuring or estimating the actual exposure and comparing it with the acceptable exposure level. Control measures need to be implemented for risk exposures that exceed the limit.
- **Control measures:** Implementing hazard control measures, including eliminating hazards, material substitution, engineering controls, work practice controls, administrative controls, and personal protective equipment.

Supplier Chemical Management

We evaluate the chemicals in the supply chain every year, including assessing the compliance status of suppliers with *Chemical Safety Technical Specifications*, and use these evaluation

results in the performance evaluation of suppliers. We require suppliers to create and update a chemical list containing detailed information on all chemicals used and stored. They also need to formulate a chemical management plan, and use ZDHC's evaluation tools to demonstrate and enhance their chemical management capabilities. This includes using the input tool InCheck to report on the compliance rate of chemicals with the Manufacturing Restricted Substances List (MRSL), as well as the output tool ClearStream to verify whether hazardous chemicals are being used. In addition, we require all tier 1 and tier 2 suppliers to sign the *Statement of Compliance for Chemical Safety Control of Suppliers* to ensure that the products and raw materials they provide meet national mandatory standards, international laws and regulations, and our RSL requirements. They also agree to cooperate with our necessary testing efforts, ensure the chemical management compliance at both self-owned factories and external production sites. We also mandate that suppliers establish sound management systems, regularly update their chemical lists, and designate personnel for maintenance. When purchasing each chemical at production factories, accurate batch numbers must be recorded and matched with product types to ensure traceability of chemical sources. We continuously conduct chemical safety training for suppliers to enhance their awareness of chemical control.

Raising Consumers' Awareness about Chemicals

We are committed to continuously improving consumers' understanding of the chemical components of products and their awareness of chemical safety. We explain chemical content through various channels such as official websites, WeChat official accounts, and public policies to improve consumer awareness on product chemical content. We continuously publish popular science articles on chemicals and introduce information related to the chemical phase-out plan. During the financial year, we focused on popularizing the introduction of high-risk substances in the footwear and apparel supply chain, exploring how to effectively reduce their use and eliminate their impact, providing consumers with extensive information on chemicals.

Intellectual Property Protection

Our Governance and Strategy

We thoroughly implement intellectual property management, and establish sound management policies for brand protection, trademarks, and patents. We strictly abide by the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, and other laws and regulations. We have established internal policies such as the

Innovation for Robust Products

Intellectual Property Management Policy, Patent Application Process and Protocols for Defending Rights against Counterfeiting, to clarify the application, review, protection and rights protection of intellectual property rights, with strict prevention and control measures formulated for possible infringement risks.

Our Actions

In our brand operation and all key stages of the brand operation, we have embedded an auditing mechanism for intellectual property risks. We comprehensively set performance indicators and goals for intellectual property management and adopt multiple measures to prevent and control infringement risks in business segments and activities such as product's R&D, advertising promotion, and cross-over cooperation. During our inspection at the order placement meetings, we identified and discovered risks associated with product design and promotional activities. To address the risks identified, we formulated corresponding improvement measures, continuing to monitor intellectual property risks and the progress of improvements.

We have taken various measures to combat counterfeiting and fake products to protect our brand image. In collaboration with online intellectual property protection departments, intellectual property service agents, law firms, and other relevant entities, we conducted comprehensive, multidimensional information collection, assessment, and in-depth investigation of infringement activities. We work jointly with national and local market supervision administrations, public security organs, customs, and judicial authorities to undertake administrative enforcement, criminal crackdowns, customs seizures, and civil litigation against infringements, addressing both online and offline violations.

During the financial year, we accurately identified intellectual property risks in the course of our business, focusing on annual key projects such as Olympic-related advertising and marketing and brand globalization, and provided special support in alignment with the characteristics of our business.

In order to enhance employees' knowledge and understanding of intellectual property rights, we have actively organized thematic training on intellectual property, covering training on patent searching skills, intellectual property compliance guidelines for AI applications, commodity naming skills as well as the review process etc.

Targets and Performance

During the financial year, we were awarded the "Famous Trademark and Brand for Clothing and Apparel Brand" jointly by the China Trademark Association, the China Fashion Designers Association and the China Garment Association, as well as the "AAA National Famous Trademark and Brand" by the China Trademark Association.

Intellectual Property Protection



- **Intellectual Property:** Holding over **3,400** valid patents, over **2,500** registered trademarks, and over **110** registered copyrights.
- **Brand Protection:** Cracked down on over **1,000** different types of intellectual property rights infringements, including over **500** administrative cases, over **500** criminal cases, over **50** customs protection cases, and over **100** civil infringement claims and received over RMB**10** million of compensation awarded by the court in civil proceedings.

Product Quality and Safety

Our Governance and Strategy

We implement the *Standards for the Appearance of Apparel Lining Materials*, the *Quality Standards on Child Safety* and other standardized requirements under the *Product Quality Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, and other laws and regulations. Our internal documents such as the *Quality Management Manual* established a comprehensive quality control system throughout the product lifecycle. This system provides full-dimensional coverage of product quality management, including chemical specifications, recall management, product risk assessment, and other policies, ensuring the safety and compliance of our production processes.

We have developed a comprehensive product quality management system and actively advanced the certification process for the system. Moreover, we have consistently enhanced our mechanisms for addressing non-conforming products and recall management, establishing policies such as the *Procedures for Handling Non-conforming Product Buyback and Returns*, the *ANTA Recall Management Policy*, and the *Scrap Management*

System, to effectively tackle product issues and safeguard consumers' rights.

Meanwhile, we are constantly innovating with new technologies to improve product quality and ensure consumers experience high-quality sporting goods and the joy of sports.

Our Actions

Product Quality Management System

Quality suppliers serve as the first line of defense for product quality. In strict accordance with the Group's relevant management regulations and the annual management system audit plan, we have conducted supervision audits and quality management system audits for new supplier admissions based on the quality management system standards of footwear, apparel, and accessory suppliers.

Product Recall Management

We have established and refined a product recall mechanism, continuously tracking the quality of sold products. In the event of any quality issues or potential safety hazards, we will promptly recall the products to minimize consumers' losses. For products that do not comply with regulations, that have problems in the self-inspection process, or with a recall rate exceeding

5%, we would notify our distributors, DTC franchisees and self-owned operating stores to issue a takedown notice and return all products for centralized processing within one working day after recall confirmation. Employees are strictly prohibited from handling them individually to ensure the standardization and transparency of the disposal process. For products that are returned or recalled for quality reasons, we will take the products back for repair and give out compensation under established procedures and include them in the major quality management assessment as valuable experience for continuously improving product quality.

During the financial year, there was one product recall for ANTA and four for FILA. Upon receiving market feedback, both brands swiftly formulated emergency plans and initiated recall or repair procedures. Recall incidents do not include health and safety factors. In response to product recalls, the brands held quality review meetings to analyze root causes, refine quality control processes, and implement preventive measures to mitigate recurrence risks.

Product Quality and Safety Training

We actively engage in quality-related training and learning programs to enhance employees' quality awareness and professional skills through systematic and diversified training courses, fostering a comprehensive quality culture across the organization.

Innovation for Robust Products



Organizing 2024 supplier training and internal training

During the financial year, we organized the 2024 Supplier Certification Quality System Engineer Training, covering specialized courses on ISO 9000, ISO 9001, ISO 9011, and the application of common quality tools, as well as exchanges and sharing of past audit case studies. With a total of

32 training hours, it reached 110 supplier managers.

During the financial year, we organized internal training. The training focused on specialized courses related to ISO 9000, ISO 9001, and ISO 9011, covering core concepts, system architecture, implementation essentials, and other aspects of quality management. Participants underwent systematic theoretical learning and practical audit exercises, with a total training duration of 24 hours.

Targets and Performance

We continuously refine our internal quality and safety control, as well as product recall management systems. Through meticulous and systematic management approaches, we implement product quality monitoring processes and safety safeguards to protect consumers' legitimate rights and interests. During the financial year, we have achieved notable accomplishments in product quality and safety management:

Product Quality and Safety Performance



- The number of total products sold or shipped subject to recalls for safety and health reasons is **zero**.
- During the financial year, we were included in the “List of Leading Enterprises for Building a Quality-Oriented Province” and had the “Footwear and our Apparel Industry Chain Supply Chain Project” selected as one of the top **100** national key projects for strengthening quality in industrial chains.

Improving Customer Service

Our Governance and Strategy

Being “Consumer Oriented” is our founding mission. We strictly abide by the *Law of the People’s Republic of China on the Protection of Consumer Rights and Interests* and have formulated internal documents such as the *Customer Service Management Policy* and the *E-commerce Platform Account Management System for Performance Sports Groups*. Tailored customer service systems are developed for each brand, standardizing their e-commerce platform operations and enhancing our customer service management system continuously. We take each consumer’s request seriously,

addressing them with high standards for customer reception and after-sales services. Response and handling efficiency for customer requests is factored into staff evaluations, with terminal service assessments in place. Through mystery shopping and complaint data analysis, we thoroughly assess store service performance and pinpoint potential issues. As e-commerce grows, we have established an online customer service system, utilizing our customer service and membership team to efficiently serve online and offline clients, thereby constantly upgrading our overall service quality.

In order to standardize the supervision of our distributors’ performance, we have established the *Standard Operating Procedures*, the *Terminal Activities Management Regulations* and other quality management standard operating terms. We require distributors to align with our expectations in terms of retail policies, inventory management, store layout, promotion, customer service and after-sales service standards. Additionally, our management strategies are regularly reviewed and updated based on actual circumstances to ensure efficient operations and superior services.

Our Actions

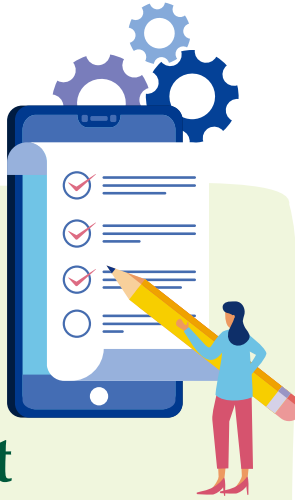
Distributor Management

We have many brands and a large sales network, and regard distribution management as an important part of stable business operations. We attach high importance to communication and management with our distributors in an effort to ensure the efficiency of the distribution network, maintain a consistent sales image, and make sure that our consumers could always receive high-quality services.

We regularly assess distributors and thoroughly explain to them our expectations and requirements of operation capability, environmental policy, employment relationship and social responsibility. This helps prevent risks from distribution mismanagement and ensure a healthy and stable sales network.

The main criteria for distributor admission and regular assessment

- Sales experience
- Ability to meet sales targets
- Sufficient working capital to operate an authorized store
- Ability to find suitable store locations and space
- Track record of payment and credit term
- Ability to comply with our operational policies, etc.



In addition, we hold quarterly order fairs to provide distributors with order guidance and assistance, helping them understand and meet consumer demands. To continuously track sales performance and promptly adjust strategies, we regularly hold sales review meetings with our distributors to revisit sales achievements and explore areas for improvement. To encourage distributors to actively achieve sales targets, we have established diversified incentive policies and rebate mechanisms, fostering mutual growth between the distributors and us. During the financial year, the e-commerce business of all brands contributed

35.1% of the overall revenue of the Group (2023: 32.8%).

Customer Experience Enhancement

During the financial year, ANTA launched the “Customer Service Experience Enhancement” project to improve the consumer experience across channels.

ANTA has launched the “ANTA VOC (the voice of consumers)” program, gathering monthly consumer complaints and evaluations online and offline. This initiative identifies areas for improvement across departments and prompts actions in merchandising, production,

quality, retail operations, and customer service. Meanwhile, KOLON SPORT has rolled out the Xiaoduo Intelligent Customer Service across major e-commerce platforms like Tmall, JD.com, and TikTok. By leveraging assisted and automated reception modes, the average response time has been cut from 40 to 20 seconds, delivering a swifter and more efficient service experience to consumers.

Customer Service Team Training

To boost the professional competence and service quality of our customer service teams, our brands consistently offer training programs to raise awareness and improve capabilities among customer service staff, including pre-service orientation for new hires, product education, and workshops on consumer rights protection. ANTA hosts quarterly product training sessions for its branches, store managers, and sales staff. KOLON SPORT has introduced a retail service journey training program tailored to its retail formats and target customer preferences to comprehensively enhance the customer service level of its retail staff. This program fully covers all KOLON SPORT retail staff and serve as a key component of new hire training.

Improving After-Sales Service

We have established multiple channels for customers to raise concerns, such as hotline, email, social media, and stores to handle complaints within one working day upon receipt. For quality-related complaints, we guarantee a

response within one to three working days. Upon receiving customer complaints, each brand follows its management standards to standardize the entire process, from acceptance and categorization to resolution, response, and continuous follow-up. To keep pace with e-commerce growth, we are constantly improving our online customer service system, leveraging our customer service and membership team to deliver efficient and top-notch service. Concurrently, our service staff undergo continuous training while we actively collaborate with departments to expedite after-sales handling. We ensure consumer demands are met and regularly review our customer service management system for effectiveness and areas of enhancement. In addition to multiple communication channels, we boost consumer satisfaction by shortening wait durations and assigning real-time follow-up personnel.

Customer Satisfaction Survey

To continually improve the shopping experience, we organize satisfaction surveys to gather direct feedback on the buying process. Additionally, we conduct periodic comprehensive consumer satisfaction surveys covering store environment, product quality, and services to genuinely hear consumers' voices and promptly make improvements accordingly.

FILA regularly undertakes comprehensive consumer satisfaction surveys, including those on the in-store experience, membership benefits, product usage, official website/mini-program purchasing experience, and after-sales service. Specifically, the in-store experience survey focuses on five metrics: Net Promoter Score (NPS), service satisfaction, sales associate expertise, fitting experience, and

checkout process. FILA consistently gathers true consumer feedback through these surveys and holds workshops and on-site interviews to brainstorm and implement service optimization strategies. During the financial year, over 330,000 customers participated in FILA's NPS survey, yielding an NPS of over 84% for in-store service experience. Furthermore, DESCENTE conducted an NPS survey on in-store shopping experience during the financial year, achieving a customer satisfaction score of 9.00 out of 10.00.



Innovation for Robust Products

Responsible Marketing

Our Governance and Strategy

We strictly adhere to laws and regulations such as the *Advertising Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *E-Commerce Law of the People's Republic of China*, and other laws and regulations. We have established the *ANTA Group Sustainable Advertising Review Management System*, the *ANTA Group Sustainable Advertising Compliance Guidelines*, and other internal management regulations. During the financial year, we also formulated and released the *Responsible Marketing Policy*, strictly controlling and reviewing information across channels such as television, print media, portals, and streaming media to ensure that promotional messages are accurate, legal, and truthful, thereby continuously standardizing marketing practices. We are keen to ensure that the marketing narrative is clear and respectful of consumer rights. We oppose unfair competition abstain from disinforming customers on competitors' work/product, and reject exaggerated claims about the social and environmental impacts. Additionally, we give extra care and protection to children and other disadvantaged groups in the marketing process and strive to practice responsible marketing, aiming to prevent any negative social impacts or legal risks to the brand due to inappropriate messaging and practices.

For the full text of the Responsible Marketing Policy, please refer to <https://esg.anta.com/en/policies>.

Our Actions

Responsible Advertising

We attach great importance to responsible marketing and protecting the legitimate rights and interests of consumers. In accordance with the relevant laws and regulations, all business departments are required to strictly review advertising slogans to be used in product selling process to make sure that consumers do not make any incorrect or inappropriate associations or interpretation of advertising slogans, product packaging, product names, product descriptions, etc., and we strictly monitor brand promotion activities.

We regularly launch promotion campaigns and training sessions on responsible marketing targeting the relevant business departments, including all sales staff, to make sure that their marketing behavior conforms to the principles of responsible marketing. Moreover, we quarterly furnish the governance team with ESG compliance newsletters, sharing cases from domestic and international markets where violations of ESG rules have led to breaches of advertising laws, resulting in penalties imposed by the respective countries involved, thereby raising the management's risk awareness.

Responsible Brand Management

We attach great importance to the impact of sustainable development issues on our brand continuously, collaborating with consumers to adopt green, healthy, and eco-friendly lifestyles, while enhancing their awareness of our sustainability initiatives. During the financial year, ANTA and FILA conducted research to understand market perception of themselves as a sustainable brand.

Advocating Sustainable Consumption

We continuously promote and practice the concept of circular fashion, striving to enhance consumers' awareness of sustainable consumption and steer the industry towards a greener future. We have integrated circular fashion principles into our business model, setting group-wide commitments by implementing design strategies for circularity, focusing on material and product recycling initiatives to increase the recycling and reuse of waste materials and increase the proportion of recycled materials used in product manufacturing, aiming to maximize resource utilization.

We have implemented circular fashion programs to practice the concept of sustainable development. For products that are recalled in bulk, we classify them finely and assess them based on their damage and value.

- Products that can be repaired will be fixed by a professional team and put on the shelf again to extend their useful life.
- Products that cannot be repaired but could still be used will be handled properly as employee benefits, staff sales or charitable donations to avoid resource waste.
- For unsold goods, we reduce the inventory through lean management and recycle or reuse them as much as possible to avoid waste or dispose of them directly.
- For sold products, we proactively offer repair services to consumers and guide customers to use the products more sustainably, reducing unnecessary replacement needs and achieving recycling.



Conducting the “Mountain and River Plan” campaign continuously throughout the year to Enhance Consumers’ Awareness of ANTA’s ESG Concept

Initiated by ANTA brand, the large-scale mountain clean-up hiking campaign “Mountain and River Plan” has reached over 25 cities and regions since its launch in July 2023, attracting the active participation of over 1,400 volunteers. This campaign promoted a green, healthy, and environmentally friendly lifestyle, encouraging personal responsibility in properly disposing of outdoor activity waste, taking practical actions to protect the environment. During the financial year, the “Mountain and River Plan” collaborated with the Media Planet Institute to produce a hit video, garnering 5.33 million views and greatly boosting public awareness of ANTA’s ESG concept while supporting environmental protection.



Diversity and Inclusion for People-Centered Development



SDGs ADDRESSED IN THIS CHAPTER



ESG MATERIAL ISSUES ADDRESSED IN THIS CHAPTER

- Human Rights and Labor Rights
- Diversity and Inclusion
- Employee Development and Training
- Employee Well-being
- Health and Safety



Employees are the most valuable resources and assets for our sustainable development. We are committed to building a workplace culture marked by diversity, equity, and inclusion and take practical actions to fulfill our commitment. We ensure the fundamental rights and interests of our employees, consistently adhere to the principles of fairness and justice, and continually create a diverse, inclusive, healthy, safe and open work environment. We consider employee development as the foundation for building a platform for career advancement, enhancing their sense of identity and belonging, and fostering mutual growth and development between employees and us.

Human Rights and Labor Rights

Our Governance and Strategy

We support and uphold international standards and norms as stipulated in the United Nations *International Bill of Human Rights*, the *UN Guiding Principles on Business and Human Rights*, the *Convention on the Elimination of All Forms of Discrimination against Women*, the *Convention on the Rights of the Child*, the core conventions of the

UNGC and of the International Labour Organization (ILO), such as the *Declaration on Fundamental Principles and Rights at Work*, the *Minimum Age Convention*, the *Worst Forms of Child Labor Convention*, the *Forced Labor Convention*, and the *Abolition of Forced Labor Convention*. We have formulated the *Labor Policy* and the *Employee Handbook of ANTA Group* applicable to all employees, in which 11 employee behavior and ethical guidelines have been put in place, covering aspects such as the prohibition of child labor and forced labor, the protection of the

human rights of vulnerable groups, a zero-tolerance approach to human trafficking, respect for freedom of association and the right to collective agreements, diversity and anti-discrimination, anti-harassment, and reasonable working hours, to protect human rights at a high standard.

For the full version of the *Labor Policy*, please refer to <https://esg.anta.com/en/policies>.

Diversity and Inclusion for People-Centered Development

Our Actions

Human Rights Protection

As a participant member of the UNGC, we actively fulfill responsibilities in areas such as human rights and labor standards. We require our self-operated businesses, supply chains, and other partners to regularly identify and assess potential human rights risks affecting various processes of business and supplier management, in line with the provisions of the *Labor Policy* and *The Supplier Sustainability Management Handbook*.

We prohibit child labor or any form of forced labor in any of our operations. We resist any malpractices such as violence, intimidation, bullying, and harassment. We extend the concept of human rights protection to the entire value chain to prevent any illegal employment practices in our business operations and supply chain activities. We verify identity of candidates and new joiners during our recruitment process. In the event that child labor is recruited by mistake, we will immediately cease the work of the employee involved, conduct a health check, and report the case to relevant authorities for further investigation. Once the child labor incident is confirmed, we will pay the full amount of their salary and escort them safely back to their family or guardian. We also require our supplier partners to abide by relevant requirements and include their performance in this regard as a zero-tolerance item in supplier admission and audits. Once violated, the cooperation process will be immediately terminated.

In addition, we have zero tolerance for discriminatory behavior and do not tolerate any form of discrimination and harassment based on factors such as gender, race, etc. In the *Rewards and Discipline Policy*, there are mechanisms for corrective and disciplinary actions of discrimination and harassment, to ensure that employees are protected from any form of discrimination and harassment, including physical, verbal, sexual, or psychological harassment, abuse, or threats.

Collective Agreements and Freedom of Association

We are committed to protecting the rights of all employees to collective agreements and freedom of association, and properly managing labor relations. According to the *Trade Union Law of the People's Republic of China*, we have established trade unions and all employees at various levels can join the trade union or other types of organizations in accordance with legal provisions. This allows for collective agreements and facilitates open, equal, and constructive dialogue with us.

Whistleblowing and Protection

We have established a complete whistleblowing acceptance process. All employees, individuals or entities with whom we do business (such as customers and suppliers), can make reports on misconducts to our internal audit department through independent whistleblowing channels if their human rights are violated. We

commit to making every effort to keep the whistleblower's identity confidential within the scope permitted by law, treating each whistleblower fairly. Any form of retaliation is strictly prohibited, and reasonable measures will be taken to protect whistleblowers from retaliation.

Our grievance procedure, based on the whistleblower's claims on human rights, involves collaborating with relevant departments to formulate timely action plans. We handle issues case by case and level by level, implement necessary corrective measures, and oversee the implementation of mitigation and remediation measures. For concerns or needs related to human resources matters such as human rights protection, discrimination and harassment, working conditions, compensation and welfare, occupational safety, and personal development, relevant individuals can provide feedback to us through the appropriate communication or reporting channels. The incident handling process will be upgraded according to the nature of incident and the level of impact, hence to improve the efficiency of reporting assessment via the categorical management mechanism. We will assess the details and facts of the issues, formulate response plans for different human rights issues, and implement improvement, corrective and disciplinary actions to maximize the protection of the legitimate rights and interests of employees and other relevant parties, and to ensure workplace equality and harmony.

Targets and Performance

We regard employees as the most precious resources and wealth for our sustainable development. We safeguard employees' labor rights and interests, achieve compliant and fair employment recruitment, and establish stable and good labor relations.

Compliant Employment of Employees in 2024



- During the financial year, we did not have any major incidents of violations of labor and employment laws and regulations.
- During the financial year, there were no large-scale layoff incidents.

Diversity and Inclusion

Our Governance and Strategy

We advocate a corporate culture of respect, inclusion, diversity, and openness, adhering to the principles of fairness, equity, inclusion, and transparency. To further promote a workplace culture of diversity, equity, and inclusion, we have a Chief Diversity Officer (CDO), who is also the Chief Human Resources Officer, to manage diversity-related matters of the Group, develop and regularly evaluate the Diversity and Inclusion (D&I) program, identify potential risks in the realm of D&I, set up diversity performance indicators and a tracking mechanism. The CDO is responsible for monitoring, investigating and correcting D&I issues such as discrimination and harassment in the course of employees' career development, and reviewing compliance with D&I issues on a regular basis, to ensure that we adopt D&I principles into our efforts for recruitment and career development. The Sustainability Committee exercises overall supervision over ESG issues including D&I. We have officially become a global signatory member of the WEPs, pledging to take proactive actions to implement the seven principles stated in WEPs. We strive to achieve gender equality and support women's empowerment in the workplace, market competition, and community life.

Collective Agreements and Freedom of Association



- More than 4,000 employees participated in trade unions or workers' congresses.

Diversity and Inclusion for People-Centered Development

Our Actions

Diversity Survey

To gain a deeper understanding of diversity and inclusion initiatives, we conduct a diversity and inclusion questionnaire survey among all employees. The aim is to gather insights from employees regarding the Company’s performance in respecting individual differences, thinking styles, work preferences, and personal perspectives. During the financial year, the results of the questionnaire survey showed that D&I are important factors driving employees’ engagement performance.

Diversity Awareness Promotion

We internally developed and launched a bilingual ESG training video, “ANTA Group Diversity Awareness”, offering to all employees across the Group (including non-full-time employees and contracted employees). The training video covers an overview of diversity, fairness, and inclusion, workforce diversity (gender, age, country/region, disability, etc.), diversity initiatives (talent recruitment, human rights protection, inclusive workplace, employee communication), and how individuals can adopt a diversity mindset, thereby conveying our commitment and initiatives towards D&I culture, building and empowering corporate diversity.

Workplace Care

We provide welfare services for female employees, including gynecological examinations, maternal rooms, maternal and infant health services, and periodic health seminars. In employee dormitories, we equip rooms specifically for pregnant women and visiting relatives to facilitate rest and family reunions for expectant mothers. We respect different lifestyles among employees, make reasonable accommodations to their beliefs and habits, such as ensuring statutory holidays for ethnic minorities. For employees coming to work in Mainland

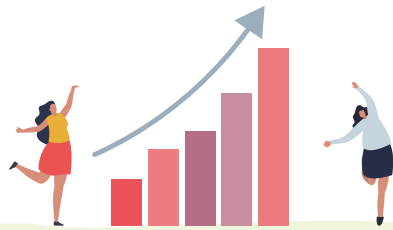
China from overseas, we assist employees and their families in handling visas, work permits, residence permits and other necessary documents. At the same time, we also provide exclusive welfare packages for expatriate employees by providing transportation subsidies for family visits, offering them a stable working environment. We fully take into account the different customs, practices, and employee needs in the regions where our global business operates. We provide targeted benefit programs for employee groups with diverse backgrounds, demonstrating our commitment to humanistic care.

D&I Goal	Progress in 2024
To increase the proportion of female executives (director level and above) to over 40% by 2030.	The proportion of female executives was 39.2% as of 31 December 2024.

Highlights of D&I Performance in 2024



- Over **4,300** employees were from **40** ethnic minorities in China.
- Over **600** expatriate employees, from over **16** countries and regions.
- **45** employees with disabilities.

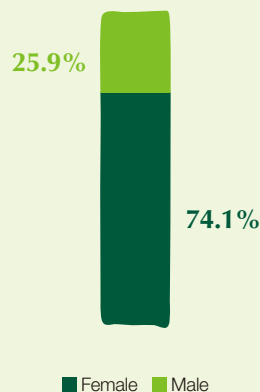


Targets and Performance

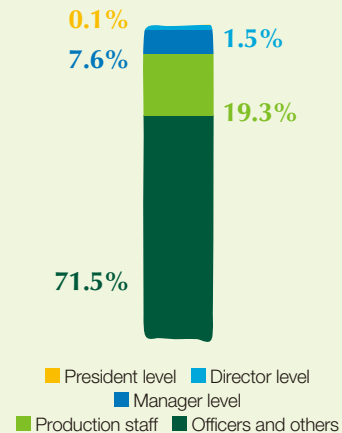
Employee Data in 2024

Total number of employees **65,900**

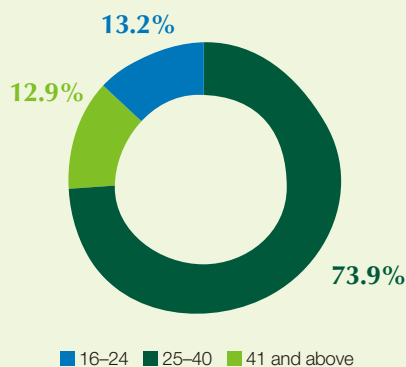
Percentage of Employees
by Gender in 2024



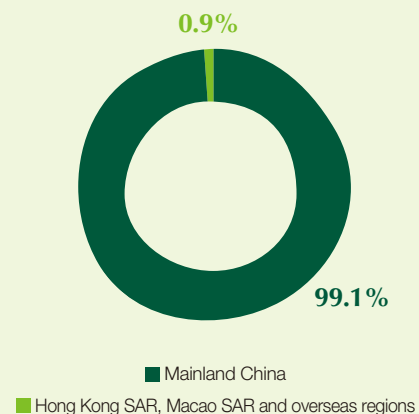
Percentage of Employees
by Rank in 2024



Percentage of Employees
by Age Group In 2024



Percentage of Employees by
Geographical Region in 2024



Diversity and Inclusion for People-Centered Development



We firmly recognize the benefits of diversity for improving performance and broadening horizons of our workforce. We actively absorb new forces with different genders, ethnicities, regions, and cultural backgrounds, consistently working to increase women's representation at every level of corporate management.

Employee Development and Training

Our Governance and Strategy

Employee Training Policies and Systems

To ensure our long-term development, we have invested substantial resources

to build our employee training program and continue to build a talent pool that can adapt to our business development needs. We continuously revise internal policies such as the *Training Operation Management Policy*, the *ANTA Star and Olympic Star Training Development and Salary Management Policy*, to clarify the training operation process and lecturers' responsibilities, comprehensively enhancing employees' professional capabilities. We have established a Talent Committee to promote the development of five categories of talents: "Business Talents, Leadership Talents, Professional Talents, Tiered Talents, and Youth Talents". This system encompasses various types of training programs such as specialized skills training, tiered development training, improvement

in degree, professional qualification, and leadership development, helping employees unleash their potential in a complex and ever-changing market environment.

Employee Promotion

To facilitate the selection, employment, and development of talents, we have designed multiple career development paths for office employees, retail employees, production employees, etc., based on internal systems such as the *Management System for Executive Management and Talent Development* and the *Policy on the Ranking Adjustment of the Group's Retail Staff and Store Managers*, establishing a simple, effective, and flexible promotion mechanism.

We provide equal promotion opportunities to all qualified employees based on their work performance, training results, appreciation of our corporate culture and business performance of the Group. The conditions for promotion are unified and open, with no discrimination and differentiated treatment, and the promotion results are made public to all employees. Moreover, for outstanding employees demonstrating high potential and have made outstanding contributions, we offer them with exceptional promotion opportunities. In addition to regular promotions, we also encourage employees to visit our internal employee career development platform at any time to achieve promotion and personal development through open competition for job vacancies, helping employees reach new career milestones.

Furthermore, we have established an internal employee career development platform “Unlimited Career Exploration”, allowing more employees to discover new internal development opportunities.

Our Actions

To enhance the quality of training, we actively collect feedbacks from employees on training programs through feedback channels such as satisfaction surveys, pre-training questionnaires and training and learning feedback forms, and make timely adjustment to the training content.

Specialized Skills Training

Every six months, we conduct a talent inventory check, analyze human capital data, identify areas of risks, weakness

and individuals for improvement. By sorting out the workflow of key positions, required professional competencies and characteristics of the positions, we continue to conduct specialized skills training in the areas of brand strength, supply chain capability, retail strength and product strength. This training covers positions, including design, planning, product operations, live streaming operations, e-commerce product operations, pattern-making, and material positions. During the financial year, through multiple initiatives such as external expert empowerment, offline retail visits in business districts, visits to emerging e-commerce platforms, and cross-brand lectures by e-commerce directors, we have designed and launched a rich variety of employee training courses.

Target Group	Training Content
Potential employees	Improving technical talents' management skills by imparting knowledge of effective team management and action learning.
Managers	Improving their management skills through classroom training, homework practice, and coaching from supervisors.
Directors	Helping directors learn in-depth leadership knowledge through university cooperation and job rotation.
Senior executives	Facilitating their rapid adaptation to deliver daily management duties through study tours, learning at top business schools, and industry exchanges.

Diversity and Inclusion for People-Centered Development

Leadership Development Training

We have a comprehensive succession planning and leadership development program and a well-structured leadership training system for building a competent workforce. We conduct pre-training surveys through the Group's strategic interpretation, one-on-one interviews with senior executives, target trainee surveys, and manager performance analysis. Every six months, we conduct an assessment of the leadership behaviour of nearly 2,000 managers who have participated in the training, identified improvements items, and then organizing leadership training accordingly. We have designed a leadership training program for employees at four levels: potential employees, managers, directors and senior executives.

Tiered Training Program

To facilitate the enhancement of our leadership team, we have established a dedicated tiered training program that links talent cultivation with executive promotions and performance evaluation. We achieve targeted and effective development of the talent through precise job descriptions, quantitative readiness assessments, and personal development plans.

Degree Advancement Program

We provide continuing education support for all employees (including contractors and part-time employees), as well as all third-party business partners (including suppliers and service providers, etc.), encouraging them to pursue higher academic degrees

and obtain professional certifications.

The ANTA Academy cooperates with institutions such as Huaqiao University and Jimei University to build a resource platform for academic advancement and professional qualification certification, providing all employees with the opportunity to upgrade to pursue graduate, undergraduate and college degrees. We also offer a variety of professional qualification certification programs, and complied the *Academic Advancement & Professional Qualification Resource Library* to enable one-stop search for comprehensive and practical learning resources and register for relevant projects. In addition, by virtue of ANTA Academy, we continuously cooperate with relevant brands to develop job skill qualification certifications for positions in relation to quality, cost, and IT, and



University-Enterprise Cooperation Projects

Project	Content
Artificial Intelligence Generated Content (AIGC) Sharing by Shanghai Jiao Tong University	In July, we invited Shanghai Jiao Tong University, Shanghai Artificial Intelligence Research Institute, and Shanghai GWANTSI Creative Team to share the development trends of AIGC and spatial computing. The event attracted over 100 participants both online and offline, bringing new academic and industrial insights to the product end, digital, and innovation teams.
Research Trip for Awarded Students of ANTA Scholarship at Beijing Institute of Fashion Technology	In August, the Group's R&D Management Department and ANTA Academy organized students who won the ANTA Scholarship at Beijing Institute of Fashion Technology to deeply understand our development and innovation journey, thereby expanding the influence of our employer brand.

encourage employees to obtain external professional qualifications through self-study, thereby enhancing their skills.

For the management-level employees, we encourage them to pursue MBA/EMBA programs from the top-notch Chinese universities. We have also introduced the Cheung Kong Graduate School of Business MBA program to provide manager with a wider range of learning opportunities to expand their global perspectives and enhance their strategic layout and diversified management capabilities.

ESG Learning and Sustainable Development Training

We attach high importance to the learning of ESG knowledge and conceptual development. We have set up a dedicated ESG learning module on the homepage of the ANTA Academy learning platform, organizing employees to study the annual ESG report to collaborate across departments to collectively promote ESG-related knowledge learning, continuously enriching employees' knowledge spectrum.

During the financial year, ANTA Academy provided links to the learning website of UNGC Academy, opening up learning resources to all employees (including non-full-time employees and contracted workers). Our ESG-learning resources have over 80 courses covered eight main themes, including topics such as introduction to ESG, climate change and environment, integration of SDGs, human rights, gender equality, decent work for labor, academic degree upgrades, leadership, business ethics and professional codes of conduct, governance, and anti-corruption. We guide employees to log in and study to understand the latest ESG trends and sustainable developments, with a cumulative of over 228,000 views.

Diversity and Inclusion for People-Centered Development

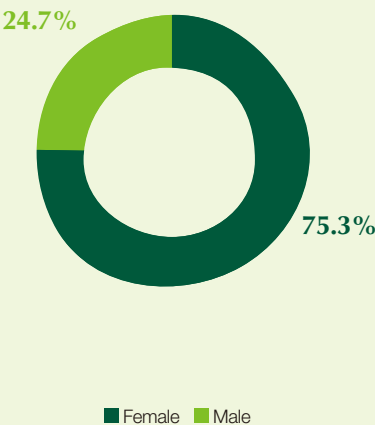
Targets and Performance

Employee Training Performance in 2024

- During the financial year, we achieved a training coverage rate of over **97%**¹.
- The total training hours exceeded **1,800,000**, with an average of over **28** hours of training per employee annually.
- The total investment in employee training exceeded RMB**45.06** million.
- The average result of the employee training satisfaction survey is **9.6** points (out of 10).
- The total number of employee participated in skill training sessions reached **184,850** times.
- The individual development plan covered over **2,000** employees.



Percentage of Employees Trained
by Gender in 2024



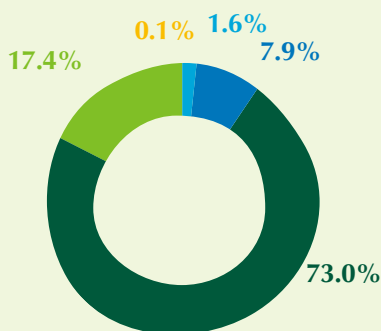
Highlight Performance in 2024

- A total of **108,390** enrollments was recorded in business ethics and anti-corruption training.
- **4,388** enrollments were recorded in environmental health and safety training.
- **12,627** enrollments were recorded in information network security training.
- **89.9%** of employees participated in the “ANTA Group Diversity Awareness” training, and the satisfaction score was **4.98** points (out of 5).

¹ The scope of percentage of employees trained data reporting excludes Quanzhou Athletic Shoes & Garments Co., Ltd.

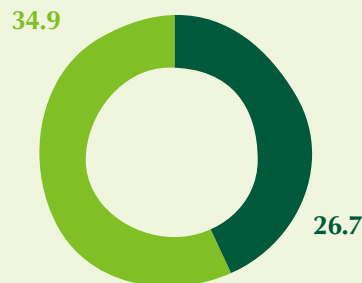


Percentage of Employees Trained by Rank in 2024



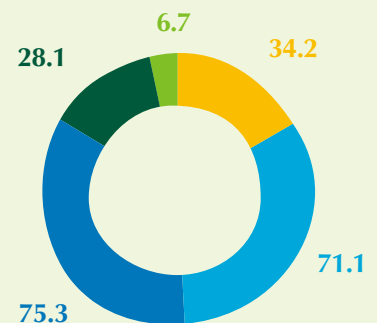
■ President level
 ■ Director level
■ Manager level
■ Officers or others
 ■ Production staff

Average Training Hours Per Employee by Gender in 2024



■ Female
 ■ Male

Average Training Hours Per Employee by Rank in 2024



■ President level
 ■ Director level
■ Manager level
■ Officers or others
 ■ Production staff

Employee Well-being

Our Governance and Strategy

We strictly abide by the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Trade Union Law of the People's Republic of China*, and other laws and regulations on labor and employment. We continue to improve internal policies such as the *Employee Handbook of ANTA Group*, the *Social Recruitment Management System*, the *Campus Recruitment Management Regulations of ANTA Group*, the *Internal Recruitment Recommendation*

Management Policy, the *Onboarding Management System for New Employee*, and the *Labor Policy*, taking these as guiding principles for recruitment and employment, and establishing formal and legal labor relations with employees.

We have formulated internal policies applicable to all employees, such as the *Remuneration Policy* and the *Rewards and Discipline Policy*. We provide fair, reasonable, and market-competitive remuneration. We follow the principle of job-based pay and uphold the principle of gender pay equality. The salary level does not vary due to gender or other

factors unrelated to work experience and performance, ensuring that male and female employees in the same position and at the same level enjoy equal salary treatment. In addition, we assess the level of compliance annually and appropriately adjust the salary and benefits. The remuneration we provide to our employees is in accordance with the salary level in the market, employee performance and our business performance. We are committed to offering compensation above the national minimum wage, in addition to the basic salary. This includes fixed wages, subsidies, benefits, and variable performance bonuses.

Diversity and Inclusion for People-Centered Development



In addition, we have established a diversified employee welfare system and formulated the *Welfare Management Policy* to provide rich and diverse non-salary benefits for all employees. We annually adjust and optimize the welfare system based on feedback from employee satisfaction and engagement surveys. We care for employees in need and their families, and actively provide a wide variety of activities to enrich employees' life in their leisure time, and create a corporate culture of shared values and responsibilities.

Our Actions

Employment

We continuously improve the recruitment management system, standardize the recruitment processes,

and make annual recruitment plans for university graduates and key positions based on our business needs. We aim to attract industry elites and talents through multiple channels, such as campus recruitment, social recruitment, executive search firms, and employee referrals. We utilize human resource analysis to identify the talents needed, conduct personality assessments for candidates. This approach enables efficient and precise talent recruitment. Additionally, through internal job postings, we promote reasonable internal mobility, retention and succession for our personnel. In addition, based on our business needs, department planning, and supply and demand in the talent market, we prioritize localized recruitment and actively create employment opportunities for local communities.

In welcoming new recruits, we facilitate their integration through a series of training and development programs, aimed at assisting them for quick adaptation and enhancing their sense of identification and belonging.

Employee Remuneration and Benefits

Based on internal policies such as the *Management Policy for Individual Performance*, we implement a scientific and effective performance appraisal model according to the characteristics of different functional positions and business development. We implement a performance appraisal mechanisms that covers all employees on a semi-annual basis, taking the employee code of conduct as the basis for assessment. All employees' performance-based

incentive pay are linked to the results of their career development evaluation results. The dimensions of assessment for various related departments include the fulfillment of the key performance indicators for sustainable development, such as the management of diversity, management of the environment and climate change, management of occupational health and safety, and compliance with the code of conduct, continuously stimulating employees' potential. Moreover, we conduct multi-dimensional performance appraisal annually to measure employee performance and conduct. These appraisals are team-based, with key performance targets established for each team. We maintain open communication regarding progress towards these targets and are committed to ongoing efforts to enhance employee performance. The salary and variable compensation (e.g. bonus) for executive directors and senior management are comprehensively determined considering include their sustainable performance, whether individual or within the departments and business units they manage, as well as their contributions to the sustainable development of the Group and sustainability.

In accordance with the *Directors and Senior Management Remuneration Policy*, we approve equity-based remuneration on the individual performance and business objectives of executive directors and senior management. This involves granting share options and share awards in accordance with share option schemes and share award schemes as



appropriate. During the financial year, we granted a total of approximately 3.67 million awarded shares by share awards scheme to selected employees.

Communication with Employees and Satisfaction Survey

We encourage employees to actively make suggestions and have established comprehensive and diverse communication channels, both online and offline, such as the suggestion box, cloud platform, mailbox, hotline, and the official WeChat account of “ANTA Integrity”. After receiving feedback or complaints from employees, the department concerned will send emails to the business unit for investigation and follow-up, aiming to effectively respond to and help employees solve their problems.

In addition to the above regular feedback channels, we have added positions of employee experience officers, CEO mailboxes, the “Speak Up” platform, and an innovative

proposal system to encourage employees to offer suggestions. We also hold events such as complaint sessions, general manager reception days, and the “CEO Lunch Meeting”, as well as a variety of innovative workshops and club activities to bring employees closer together, allowing them to freely express their opinions on improving the work experience, both online and offline.

To further promote open communication between the Company and employees, we conduct an annual employee engagement and satisfaction survey from five dimensions: infrastructure, work experience, talent focus, leading leadership, and organizational agility. We also promote departments to conduct employee interviews across various departments based on the engagement outcomes, release a detailed analysis of the engagement chart, propose improvement plans in line with our strategy, and coordinate the implementation by various departments.

Diversity and Inclusion for People-Centered Development

Statutory benefits	• Leave entitlement: statutory holidays, rest days, sick leave, work related injury leave, personal leave, marriage leave, bereavement leave, annual leave, leave in lieu • Social insurance: basic endowment insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance and housing provident fund
Health protection	• Medical protection: medical care plan including body check, special health check for workers on special jobs, and supplemental medical insurance • Psychological counseling: psychological counseling hotline, psychological counseling appointment • Health knowledge promotion: bulletin boards, brochures, health knowledge contest, etc. • Workplace facilities: gymnasium
Maternity and childcare	• Medical protection: additional breast ultrasound, digestive and two cancer examinations, urinary ultrasound, etc. for female employees • Leave entitlement: female employees are entitled to paid maternity leave and breastfeeding leave², while male employees are entitled to paid paternity leave • Workplace facilities: the maternal room is equipped with a baby care table, crib, refrigerator and sterilizer; the staff dormitory is equipped with rooms for pregnant women and rooms for visiting relatives • Health knowledge promotion: female health seminars
Employee support	• Charity subsidy: the “Hemin Health Assistance” program helps employees whose families face special financial difficulties due to major diseases or disasters beyond control • Academic support: the “Hemin Student Sponsorship” program provides support for employees whose children have been admitted to colleges and universities but facing financial difficulties at home • Care for employees with disability: we have set up certain special positions for people with disability, and arranged work stations according to employees’ physical conditions. For example, employees with hearing and auditory disabilities work in the same area, and employees with mobility difficulties are assigned in convenient positions on the first floor
Housing support	• Supplementary housing: employees can apply for welfare housing and staff dormitories, and married employees can apply for family suites • Housing subsidies: the “Sweet Home Plan” provides mortgage assistance and assistance in housing subsidy application for employees • Settlement Assistance: Assisting employees in completing the settlement application procedures
Other benefits	• Holiday benefits: employee holiday benefits; special events on the Spring Festival, Women’s Day, Mid-Autumn Festival, and other holidays • Additional subsidies: seniority subsidy, meal subsidy, kilometer subsidy, mobile phone bill subsidies • Other benefits: employee cafeteria, free shuttle bus service, company branded clothing vouchers, various club activities, flexible working hours, working-from-home arrangements, internal part-time working opportunities, and education and training reimbursements

² Breastfeeding Leave: Female employees with infants under the age of one are entitled to two nursing breaks during normal working hours, with each break lasting 30 minutes for each baby, and the two breaks on each working day can be combined. Maternity leave and paternity leave are implemented in accordance with local legal regulations.

New Employees in 2024



- During the financial year, the total number of newly hired employees from **13** countries and regions was over **31,700**.

Employee Engagement and Satisfaction Survey Result in 2024

- The employee engagement score during the financial year was **83%**, showing a **6%** increase in overall engagement compared to the previous financial year.



Occupational Health and Safety

Our Governance and Strategy

We ensure that our business operations comply with all regulatory requirements, and strictly abide by the *Law of Prevention and Control of Occupational Diseases of the People's Republic of China*, the *Production Safety Law of the People's Republic of China*, the *Regulation on Work-Related Injury Insurance*, and other national laws and regulations, as well as the International Labour Organization's *Guidelines on Occupational Health and Safety Management Systems*. We have formulated internal regulations, including the *Environmental/Occupational Health and Safety Handbook*, the *Occupational Health and Safety Regulations*, the *Operation Control Procedures on Environmental and Occupational Safety*, the *Environmental/Occupational Health and Safety Performance Monitoring and Measurement Control Procedures*, and the *Occupational Health and Safety Management Policy*, these policies apply to all employees and contractors across the Group, including those working in corporate offices, factories, logistics centers, and retail stores, ensuring compliance with all relevant regulations. We are committed to continuously refining our occupational and health safety management system and performance in accordance with the practical needs.

For the full version of the *Occupational Health and Safety Management Policy*, please refer to <https://esg.anta.com/en/policies>.

We have established Sustainability Committee to oversee and regularly revise health and safety policies. The Group's administration department and retail human resources department lead the day-to-day management, defining the process of the occupational health management system, assigning functions to each line, and regularly reporting the implementation situation to the Sustainable Development Committee. At the same time, we have set up an occupational safety leadership team at each site to hold regular internal discussions on occupational health and safety issues. The work-related injuries are incorporated into performance evaluations of the executive of each department.

Diversity and Inclusion for People-Centered Development

Our Actions

Safety Prevention and Control

We clearly define the priorities and action plans for achieving quantitative targets in occupational health and safety within the *Occupational Health and Safety Management Policy*. We encourage employees to actively identify and assess potential risks and promptly report them through the complaint and suggestion portal on the ANTA Administrative Service Platform. Subsequently, the administrative department will follow up and resolve the issues. We comprehensively consider the impacts of work areas, processes, equipment, operating procedures, and organizational design, while also paying attention to the compatibility of personnel behavior and capabilities to prevent repetitive strain injuries. We create a safe production environment, conduct regular monitoring of occupational disease hazard factors and third-party verification every year, and complete the declaration of occupational disease hazards in the workplace.

To mitigate potential accident risks, we implement multi-level inspection and maintenance measures, including daily inspections, night patrols, monthly fire inspections, and regular maintenance of production facilities and operating equipment. At the same time, we also introduce automated technology equipment to build a comprehensive safety accident prevention system, improve the safety management level through technological innovation, and

create a safer working environment for employees.

Safety Protection Measures

We equip all workplaces with necessary safety facilities to meet the requirements of specific working environments. We undertake that all machinery and equipment meet safety standards, and the storage and use of chemicals comply with safety regulations. We provide employees with personal protective equipment (PPE) and first-aid equipment, and supervise and correct the equipment situation of employees to prevent occupational diseases. We continuously optimize the working and production environment by upgrading exhaust equipment or gas collection devices, installing heat prevention and cooling equipment, and replacing oil-based adhesives with environmentally friendly water-based adhesives. In addition, we post warning signs and hazard information cards near workplaces, job positions, or equipment where occupational disease hazards are likely to occur to warn and remind employees. We also set up a safety culture publicity corridor to educate employees on identifying and preventing potential occupational disease risks.

Safety Emergency Plan

We establish a comprehensive emergency preparedness and response management procedure, systematically identify and record possible emergencies, and implement preventive control measures to ensure timely and effective emergency handling. We conduct regular safety audits, provide safety assessments

and improvement suggestions, and continuously monitor and improve the emergency response capabilities through simulation drills, reviews, and records. We continuously carry out large-scale fire safety drills to enhance employees' escape and emergency response capabilities. In response to extreme weather, we deploy emergency prevention and control work in advance and supplement safeguard measures according to the actual situation to reduce adverse impacts. We have also established an emergency response team to ensure that in the event of extreme weather and other public incidents, we can quickly issue notices and arrange for employees to work from home to protect their health and safety.

In the face of workplace safety incidents, we adopt hierarchical and classified management. We clarify the accident handling process according to the nature, severity, and scope of influence of the accident, and generate work-related accident investigation reports to ensure that accidents are properly handled and, ultimately, relevant responsible persons are held accountable in accordance with the investigation results.

Safety Education and Training

We regard "Safety Culture" as a foundation of production safety management of the Group and we are dedicated to building a work environment with a high level of safety awareness. We conduct a comprehensive assessment based on the work characteristics and risks of each position, analyze the possible

sources of danger and potential risks in the work, and select the key points and directions of training accordingly, covering themes such as production safety, fire safety, and occupational health and safety. New employees are required to receive Level-three safety training, fire safety training, and other safety training on subjects such as the prevention of work-related injuries and machine operation regulations. Relevant personnel are also required to take part in the training for the first responder or safety officer. Furthermore, we organize training sessions for employees on cardiopulmonary resuscitation, practical operation of automated external defibrillators (AEDs) and other emergency rescue measures. For suppliers, we stipulate the requirement for employee training on occupational disease prevention, work-related injuries and occupational disease accidents, medical care, and the proper use of personal protective equipment (PPE), to ensure the health and safety of supplier employees are fully guaranteed.

Physical and Mental Safety Care

We promote health and safety awareness through multiple channels such as meetings, radios, TV, WeChat groups and more, to raise the awareness and understanding of health protection of all employees. We place great emphasis on the mental health of our employees and provide telephone counseling services for all staff. Additionally, we offer mental

health courses and workshops on managing workplace emotional stress, helping employees alleviate job-related pressure and prevent psychological risks. This approach is designed to create a healthier and more positive work environment for our employees.

Targets and Performance

We consistently prioritize the health and safety of our employees, implementing

a multi-layered approach to comprehensively ensure their well-being and safety in the workplace. During the financial year, we had no incidents of violation of occupational health and safety laws and regulations.

Employee Health and Safety Targets and Performance



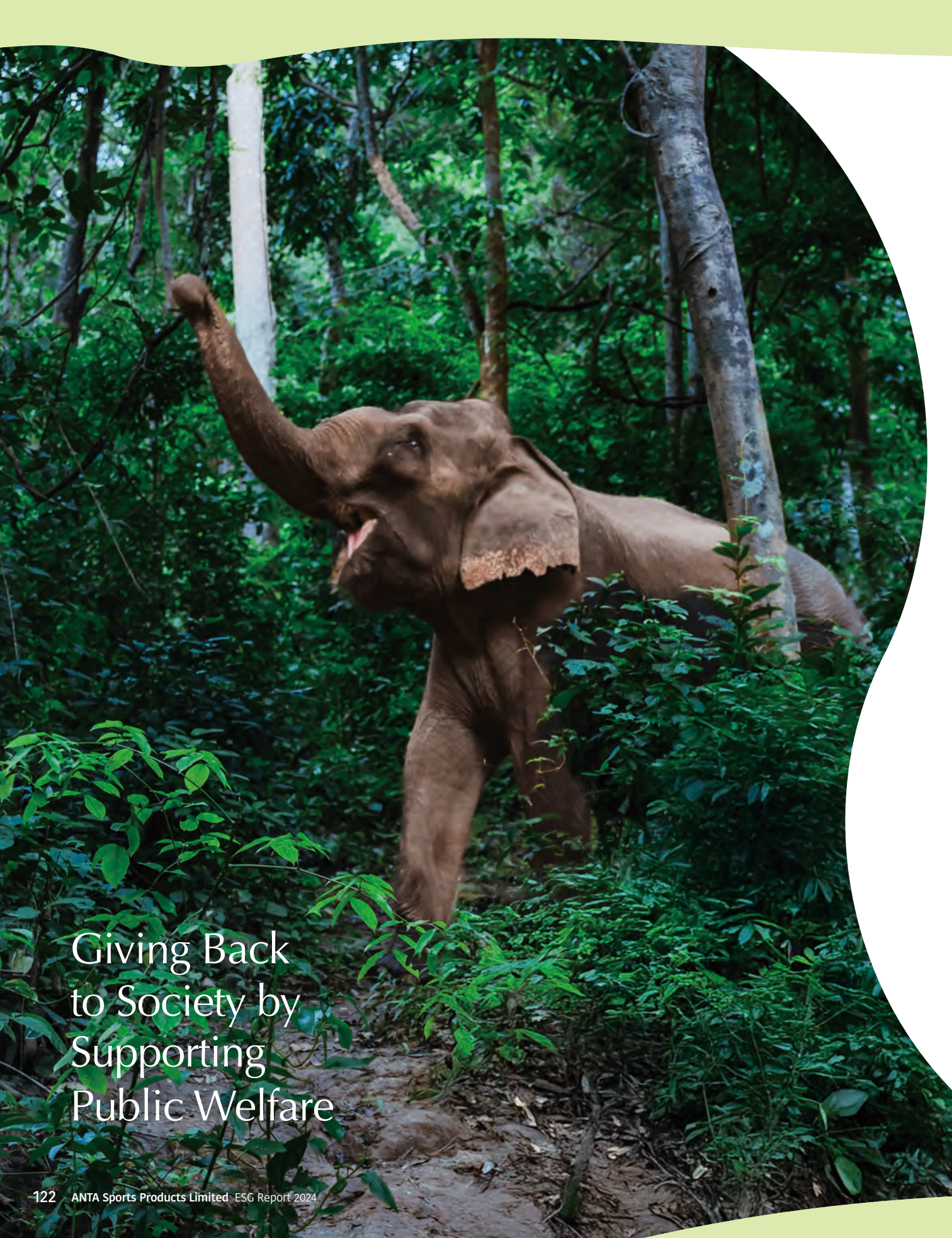
- Safety goal during the financial year: Zero casualties
- Lost Time Injury Frequency Rate (LTIFR)³ for employees: **1.79**
- Number of work-related fatalities for employees: **0**
- Number of work-related fatalities for contractors: **0**



Health and Safety Certification

ANTA (China) Co., Ltd. and ANTA Sports Products Group Limited have passed the GB/T45001 – 2020 and ISO 40051:2018 Occupational Health and Safety certifications.

³ The number of lost time injuries for employees/ Total working hours for employees during the financial year x 1,000,000.



Giving Back
to Society by
Supporting
Public Welfare

SDGs ADDRESSED IN THIS CHAPTER:



ESG MATERIAL ISSUES ADDRESSED IN THIS CHAPTER:

• SOCIAL INVESTMENT

Over the years, we have robustly integrated social responsibility into every aspect of our business operations, actively fulfilling our social responsibility, and contributing to the development of sports and society while promoting corporate production and operations. We firmly believe in and actively practice the concept of “Value Creation through Mutualism”, aiming to achieve mutualism and prosperity with consumers, partners, employees, society, and the environment.

Community Engagement

Our Governance and Strategy

We strictly comply with relevant laws and regulations, including the *Welfare Donations Law of the People's Republic of China*, the *Charity Law of the People's Republic of China*, and the *Measures for the Administration of Public Fundraising by Charitable Organizations*. Additionally, we have established internal policies such as the *Protocol of ANTA Group for the Management of Charitable Donation* and the *Sports Equipment Donation Process of the Sturdy Growth Charity Project*. Through our “Five Ones Program” public welfare system, we have deeply embedded the concept of sustainable development into our corporate strategy. In collaboration

with the UNHCR, we announced a partnership to empower displaced children and youth by supporting educational and sports programs, embodying the values of a shared future for humanity.

In 2021, the founding family of the Group launched the Hemin Foundation with a contribution of RMB10 billion in cash and shares. Through the Hemin Foundation, we strive to integrate the spirit of public welfare into our corporate culture and fulfill our responsibilities towards the development of education, health and other public welfare programs. With the philosophy of “Working with Assurance, Living with Integrity”, the Hemin Foundation aspires to be “A Pioneer in Fulfilling Social Responsibilities among Chinese Enterprises”.



Our Public Welfare System

Key Foundation

- Donation of cash and sportswear
- Launch of “Sturdy Growth Charity Project”
- The founding family of the Group established the Hemin Foundation

Vision

Becoming a pioneer in fulfilling social responsibilities among Chinese enterprises

Area

Youth sports education, sports development, medical and health care, community support and rural revitalization, environmental sustainability

Goal

With the core goal of empowering through sports and supporting a healthy China, we aim to promote common prosperity and better fulfill the people's aspirations for a better life



Giving back to society by supporting public welfare

“Five Ones Program”

During the financial year, we donated a total of RMB37 million (Including a total of RMB5 million for community investment¹ and a total of RMB4.5 million for commercial initiatives²) in cash and the value of donated sportswear (calculated at tag value) to various charities exceeded RMB340 million.



One China sports development project

In partnership with the China Sports Foundation, we together with the Hemin Foundation have launched the “Lifetime Support Program for Excellent Athletes”, offering comprehensive lifelong support to top performers in sports.



One sports education project

Supporting youth sports public welfare initiatives through “Sturdy Growth Charity Project”, and contributing to rural revitalization through sports-education integration.



One ecological protection project

We collaborated with international environmental organizations to support biodiversity conservation.



One medical aid project

The Hemin Foundation set up by the founding family of the Group fully funded hospitals to support the national initiative to build regional medical centers and enhance the region’s healthcare capacity.



One poverty alleviation project

The Hemin Foundation set up by the founding family of the Group initiated programs to improve village infrastructure, enhance medical services, and uplift community living standards. We also actively participates in national disaster relief and international humanitarian aid.

¹ Community investment includes donating to or supporting charities that benefit the community and providing donations or equipment to partner community organization.

² Commercial initiatives refer to public welfare activities undertaken in partnership with charities, including support for the scientific development of university research organizations.



Our Actions

Medical Aid Project

We actively respond to the national call for high-quality public hospital development and the “Healthy China” strategy outlined in the “14th Five-Year Plan”. Through our medical aid program, we aim to provide health support to vulnerable groups and enhance social well-being.

The “Shanghai Sixth People’s Hospital Fujian Branch (Hemin Campus)” Project

The “Shanghai Sixth People’s Hospital Fujian Branch (Hemin Campus)” is a project of the National Regional Medical Center. Fully funded with a donation of RMB2 billion by the Hemin Foundation set up by the founding family of the Group, this comprehensive facility integrates medical care, education, scientific research, prevention and rehabilitation. The project is expected to be completed by the end of 2025 to offer high-quality medical services to residents, with a total bed capacity of 1,000.



Giving back to society by supporting public welfare

China Sports Development Project

Guided by our commitment to social responsibility, we insist on channeling more resources into sports development and public health by continuously innovating and promoting various social programs. In our long-term practice of social responsibility, we place special emphasis on and promote sports development in underdeveloped regions through sports product donations, cash donations, building sports fields, organizing sports camps, etc., helping local sports to thrive. In addition, we focus on public health and raise public awareness of healthy lifestyles as well as promote fitness for all through community sports programs and health education activities.

Over the years, we have been growing with the sports industry in China. We have sponsored sportswear equipment for 28 Chinese national teams. We are committed to fostering a positive and interactive relationship between athletes and the public through various open days, social activities and public welfare programs. We hope to inspire more individuals to forge ahead and pursue their dreams under the guidance of athletes.



Lifetime Support Project for Excellent Athletes

In collaboration with the China Sports Foundation, we together with the Hemin Foundation launched the "Lifetime Support Program for Excellent Athletes", with funding of RMB100 million. This initiative establishes a holistic lifecycle support system for athletes, ensuring their well-being after retirement, particularly in their later years. By expanding the scope and depth of support, the program reflects our long-term dedication to athletes' development. It also integrates resources and professional services to provide sustained support for China's sports industry, inspiring athletes to pursue their dreams with passion and resilience.



Sports Education Project

We recognize the importance of sports for the physical and mental well-being of young people. Our aim is to promote universal access to sports education and assist the youth in unlocking their potential throughout the process of growing up. We launched the “Sturdy Growth Charity Project” in 2017, jointly established with the China Youth Development Foundation, the ADream Foundation, and the

Champion Foundation of the Chinese Red Cross Foundation, with the vision of “Making Children Enjoy Happiness through Sports Activities”, the ANTA “Sturdy Growth Charity Project” focuses on youth sports proficiency education in underdeveloped regions. We encompass six major components, namely the ANTA Equipment Kits, ANTA Physical Education Courses, ADream Centers, ANTA Fields, ANTA Camps, and ANTA Hope Classes. By raising awareness of sports among

young people and enhancing their athletic abilities, it enables children to foster the spirit of sports, healthy lifestyles, and sound personalities, making sports a source of inspiration and hope in their development. Since the implementation till 2026, the project is expected to benefit approximately 10 million young people in underdeveloped regions.

The ANTA Hope Class Initiative

The ANTA Hope Class is a project launched in 2021, aimed at supporting high school students who excel academically but face family difficulties in completing their studies and broadening their horizons. The first Hope Classes were established at Yunnan Honghe and Sichuan Chengdu, adopting a model of “financial assistance plus diversified empowerment” to revitalize rural education.

The project provided students with living subsidies, sports equipment, and dedicated learning spaces to

alleviate family burdens. At the same time, it introduced psychology courses, offered scientist seminar, and organized study camps that enabled students to visit cities such as Beijing and Xiamen. These activities provided opportunities for students to broaden their perspectives while studying. As of July 2024, the first cohort of 100 students completed their high school education, with many gaining admission to top universities including Tsinghua University and Zhejiang University.



Giving back to society by
supporting public welfare



Ningxia Tongxin County “The First Lesson of Dreams” Sports-Education Integration Activities

Prior to Children’s Day, We, together with the Hemin Foundation, announced the launch of multiple public welfare programs in Tongxin County, Ningxia. Wu Dajing, an ANTA Welfare Super A Partner and Olympic Champion of the short track speed skating conducted a ‘First Lesson of Dreams’ for the students, encouraging them to bravely pursue their dreams through his own experiences.



Sustainable ANTA Sports Field



We have been actively practicing the United Nations Sustainable Development Goals, adhering to the ESG strategy, and promoting the achievement of the ‘dual carbon goals.’ The sustainable ANTA sports field is our innovative practice in the ESG field. 5 sustainable ANTA sports field were constructed

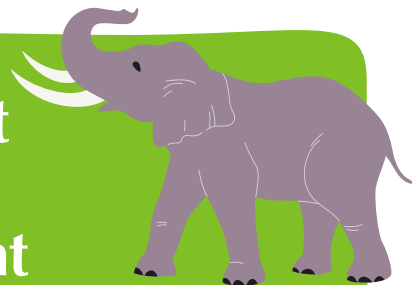
during the financial year, using around 126,000 pairs of discarded shoe soles processed into recycled rubber granules, demonstrating our firm commitment to sustainable development and support for rural sports education.

Ecological Protection Project

We consistently uphold the principles of green development, integrating ecological protection into our corporate development strategy. By implementing diversified ecological conservation plans, we safeguard natural ecosystems and mitigate environmental impacts. Since 2021, we have partnered with WWF to support biodiversity conservation in China, focusing on endangered species such as the Yangtze River finless porpoises and the Amur tiger over the past three years. During the financial year, we signed a new three-year strategic cooperation plan with WWF. We participated annually in WWF's Earth Hour initiative and joined International Panda Day series of activities to promote biodiversity and ecological balance and advocacy to engage consumers in conservation efforts.



Support Asian Elephant National Park's establishment



In August, we partnered with WWF to support the Asian Elephant National Park's establishment. Through policy research and pilot projects, including constructing food source bases, we rehabilitated and protected Asian elephant habitats. A demonstration site unveiling ceremony took place in the Xishuangbanna National Nature Reserve, where the project is implemented.



Giving back to society by supporting public welfare

Poverty Alleviation Project

In disaster relief, we play an active role in national emergency rescue operations, providing supplies and assistance to disaster-stricken areas. We also respond quickly to international societal needs. The “Moving for Change” project was kicked off in 2023, through the Chinese Red Cross Foundation,

sports equipment was donated to the UNHCR, the UN Refugee Agency, in Africa, and funding was provided through the China Charity Federation to the UNHCR for empowering displaced children and youths in Africa through the power of education and sports. The project aims to reach 300,000 children and youths who have been affected by displacement across the world by 2025.

Meanwhile the Hemin Foundation set by the founding family of the Group, through philanthropic initiatives including “Hemin Student Sponsorship”, “Hemin Health Aid Plan”, and “Hemin Community Care”, continues to promote community harmony and progress, showcasing long-term care for vulnerable groups.

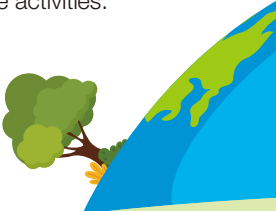


“Moving for Change” Public Welfare Project

During the financial year, the project donated RMB100 million retail value worth of equipment (over 400,000 items of clothing) to UNHCR’s operations in Burundi and Kenya, and built new school infrastructures in Burundi, including classrooms, toilets, drinking water points, as well as upgrading sports facilities, to improve local sports and educational environments.

Other Volunteer Public Welfare Activities

Established in 2017, the ANTA Group Volunteer Association has set up three branches in Xiamen, Jinjiang and Shanghai. Each employee is granted five hours of volunteer public welfare leave per year. We have designated 10 July as ANTA Group Public Welfare Day to encourage employees to actively engage in public welfare activities.





Chunlei Growth Public Welfare Project

We have reached a strategic cooperation with the China Children and Teenagers' Fund in Beijing to jointly announce the launch of the "Chunlei Growth Public Welfare Program". We will donate RMB40 million worth of funds and materials to the China Children and Teenagers' Fund. The project is planned to support public welfare activities across the country in the coming three years, including educational assistance, girls' sports growth camps, and funding for sports teams, with an expected benefit to 6,500 girls.

Goals and Performance

We are dedicated to advancing public welfare and charity, continuously improving our system to contribute to building a better society. During the financial year, we empowered societal development across five major areas: healthcare, sports, education, ecological conservation, and community care, fulfilling our social responsibility.

- The "Lifetime Support Program for Excellent Athletes" benefited a total of **130** athletes, including **60** champions, **44** runners-up, and **26** third-place finishers.

- Through the ANTA Group Volunteer Association, over **9,000** employees actively engaged in volunteer services, with an accumulated service time over **40,000** hours.

Since 2017, the Inputs and Results of the "Sturdy Growth Charity Project":

- Donated over RMB**1,150** million worth of sportswear (calculated at tag value).
- Established **191** ADream Centers to provide teenagers Adream courses.
- Trained nearly **7,000** frontline physical education teachers through ANTA Physical Education Courses.
- Donated **84** ANTA sports field, including **6** sustainable fields.
- Organized **19** ANTA Camps.
- The charity project covered more than **8.5** million teenagers at **18,000** schools in **31** provincial-level administrative regions.
- Assisted **200** high school students in **four** ANTA Hope Classes in Yunnan and Sichuan, China, **100** students graduating from the first ANTA Hope Class.





Prospects

To promote the long-term sustainable development of the entire value chain, we have formulated a basic framework for sustainable development, dividing the process into three stages: “Follower”, “Participant”, and “Leader”. Looking back at the year 2024, we have been continuously ramping up efforts in environmental, social, and governance dimensions. We have earned our position as a sustainability development “Leader” in China’s sportswear industry. We

have consistently promoted and implemented a sustainability strategy and the “1+3+5” strategic goals to cultivate in the areas of ,“Mutualism with Consumers, Mutualism with Partners, Mutualism with Employees, Mutualism with the Society, and Mutualism with the Environment”. We are advancing as an international “Leader” driving sustainability progress and aiming to achieve our medium and long-term objectives.

Looking to the future, we have formulated and consistently implemented a sustainability strategy and the “1+3+5” strategic goals to guide our sustainable development practices. As a leading in sportswear company in China, we will deepen our sustainable product innovations with strategic determination, develop sustainable products through R&D of materials and low-carbon process innovation. Through these endeavors, we are moving towards the vision of “to be a world-leading multi-brand sportswear group”.



Current Stage

Short-term



Compliance and review
Awareness cultivation
System construction

Compliance stage
– Follower

Mid-term



Social engagement
System implementation
Project counseling

Corporate social responsibility
– Participant

Long-term



International participation
Product sustainability
System upgrade

Corporate sustainability
– Leader

APPENDIX 1 List of ESG Policies and Laws and Regulations to Comply with

ESG indicator	Laws, regulations and policies	Internal policies
A. Environment	• National Catalogue of Hazardous Wastes • Solid Waste Pollution Prevention and Control Law of the People's Republic of China • Environmental Protection Law of the People's Republic of China • Environmental Impact Assessment Law of the People's Republic of China • Regulations of the People's Republic of China on Nature Reserves • Atmospheric Pollution Prevention and Control Law of the People's Republic of China • Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution	• Environmental/Occupational Health and Safety Handbook • Regulations on the Management of Energy Conservation and Consumption Reduction • Standardized Management Specifications for Production of Packaging Boxes • Office Management Policy • Program for Energy Saving and Consumption Reduction • Central Air Conditioning Turn-On/Off Control Standards • Wastewater Treatment Operation Procedures • Noise Management Regulations • Industrial Enterprise Fugitive Emissions Control Plan • Solid Waste Management Regulations • Hazardous Chemicals Management Regulations • Hazardous Waste Pollution Prevention and Control Responsibility System • Hazardous Waste Warehouse Storage Standards • Energy Conservation and Emission Reduction Management System • Cost Savings Measures for Industrial Park • Letter on Energy Conservation, Energy Consumption Reduction and Safe Production in the Industrial Park • ANTA Sports Chemical Management Handbook • Energy Operation Control Program • Non-Conformity, Corrective Measures and Control Improvement Procedures for Energy • Energy Management Handbook • Policy on Scrap Management • Management Measures for Utilization of the Obsolete Materials • Environmental Protection Policy • Biodiversity Conservation Policy • Energy Management Manual and the Energy Data Collection Control Program • Responsible Logistics Policy

ESG indicator	Laws, regulations and policies	Internal policies
B1. Employment	• Labor Law of the People's Republic of China • Labor Contract Law of the People's Republic of China • Employment Promotion Law of the People's Republic of China • Social Insurance Law of the People's Republic of China • Regulations on the Prohibition of Child Labor • Law of the People's Republic of China on Protection of Minors • Trade Union Law of the People's Republic of China	• Employee Handbook of ANTA Group • Onboarding Management System for New Employee • Employees' Labor Contract • Social Recruitment Management System • Campus Recruitment Management Regulations of ANTA Group • Internal Recruitment Recommendation Management Policy • Rewards and Discipline Policy • Policy on Board Diversity • Remuneration Management System • Management Policy for Individual Performance • Management Policy for Individual Performance of Group Retail Regional Office • Management Policy for the Individual Performance of Group Production Employees or below the Manager Level • Directors and Senior Management Remuneration Policy • Management Policy for E-commerce Platform Staff • Welfare Management Policy • Policy on Promotion Management • Policy on the Ranking Adjustment of the Group's Retail Staff and Store Managers

APPENDIX 1 List of ESG Policies and Laws and Regulations to Comply with

ESG indicator	Laws, regulations and policies	Internal policies
B2. Health and safety	• Labor Law of the People's Republic of China • Fire Control Law of the People's Republic of China • Production Safety Law of the People's Republic of China • Law of Prevention and Control of Occupational Diseases of the People's Republic of China • Emergency Response Law of the People's Republic of China • Regulations on Work-Related Injury Insurance • Administrative Provisions on the Work Safety License of Construction Enterprises • Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents • Environmental Management Systems – Requirements with Guidance for Use • Occupational Health and Safety Management Systems – Requirements with Guidance for Use • Warning Signs for Occupational Hazards in the Workplace • Management Regulations for the Occupational Disease Hazard Notification and Warning Sign of Employers	• Occupational Health and Safety Regulations • Environmental/Occupational Health and Safety Handbook • Environmental/Occupational Health and Safety Performance Monitoring and Measurement Control Procedures • Operation Control Procedures on Environmental and Occupational Safety • Objectives, Indicators and Management Program • Occupational Health and Safety Management Policy
B3. Development and training		• Training Operation Management Policy • ANTA Star and Olympic Star Training Development and Salary Management Policy • Lecturer and Textbook Management Policy • ANTA Fresh Graduate Training Management Policy • Policy on Promotion Management • Policy on the Ranking Adjustment of the Group's Retail Staff and Store Managers • Management System for Executive Management and Talent Development

ESG indicator	Laws, regulations and policies	Internal policies
B4. Labor standards	• Labor Law of the People's Republic of China • Labor Contract Law of the People's Republic of China • Employment Promotion Law of the People's Republic of China • Social Insurance Law of the People's Republic of China • Regulations on the Prohibition of Child Labor • Law of the People's Republic of China on Protection of Minors • Trade Union Law of the People's Republic of China	• Social Recruitment Recommendation Management Policy • Campus Recruitment Management Regulations • Internal Recruitment Recommendation Management Policy • Rewards and Discipline Policy • Labor Policy • ANTA Retail Terminal Manual • ANTA Retail Branch Office Handbook • Occupational Health and Safety Management Policy
B5. Supply chain management		• Guidance on Chemical Safety Management for Suppliers • Statement of Compliance for Chemical Safety Control of Suppliers • Integrity and Anti-Corruption Agreement • Supplier Management System for Brand Protection • Procurement Contingency Plan of the Group • Supplier Sustainability Management Handbook • Protocol for the Management of Supplier Access and Exit of Apparel Suppliers • Protocol for the Management of Supplier Access and Exit of Footwear Suppliers • Code of Conduct for Suppliers of ANTA Sports • Group Procurement Supplier Performance Appraisal Management Policy • Chemicals Safety Management Measures on Footwear Products • Apparel Supplier MIS Performance Appraisal Management Mechanism • Footwear Supplier Classification and Evaluation Control Mechanism • Responsible Raw Material and Finished Goods Procurement Policy

APPENDIX 1 List of ESG Policies and Laws and Regulations to Comply with

ESG indicator	Laws, regulations and policies	Internal policies
B6. Product responsibility	• Work Safety Law of the People's Republic of China • National General Safety Technical Code for Textile Products • Copyright Law of the People's Republic of China • Trademark Law of the People's Republic of China • Advertising Law of the People's Republic of China • Patent Law of the People's Republic of China • Civil Code of the People's Republic of China • Fire Control Law of the People's Republic of China • Product Quality Law of the People's Republic of China • Law of the People's Republic of China on the Protection of Consumer Rights and Interests • Data Security Law of the People's Republic of China • Personal Information Protection Law of the People's Republic of China • E-Commerce Law of the People's Republic of China • Cybersecurity Law of the People's Republic of China • Anti-Unfair Competition Law of the People's Republic of China • Emergency response plan for internet security incidents	• Intellectual Property Management Policy • Patent Application Process • Protocols for Defending Rights against Counterfeiting • Intellectual Property Review Management Policy • Product Intellectual Property Risk Management Process • Chemical Safety Technical Specifications • ANTA Sports Chemicals Management Manual • Apparel, Footwear, and Accessories Chemical Safety Technical Specifications • Standards for the Appearance of Apparel Lining Materials • Quality Standards on Child Safety • Technical Specifications for Sustainable Products • Product Standard Formulation and Revision Regulations • Responsible Raw Material and Finished Goods Procurement Policy • Scrap Management System • Reuse Management Measures • Guidelines for Chemicals Safety Process Control • Quality Management Manual • ANTA Group Product Safety Standards Formulation and Revision Regulations • ANTA Recall Management Policy • ANTA Sports Chemical Management Handbook • Chemicals Safety Management Measures on Footwear Products • Guidance on Chemical Safety Management for Suppliers • Statement of Compliance for Chemical Safety Control of Suppliers • Customer Service Management Policy • Standard Operating Procedures • Terminal Activities Management Regulations • Penalty Rules of the Information Security Regulations • Rewards and Discipline Policy • Validity Measurement Procedures • Internet Access Management Policy • Personal Information Protection Management Policy • Emergency Response Plan Handbook for Personal Information Security Incidents • Personal Information Protection Policy • Privacy Policy

ESG indicator	Laws, regulations and policies	Internal policies
		• Personal Information and Privacy Protection Policy • Employee Personal Information Protection Implementation Regulations • Personal Information Protection and Management Policy • AI Service Management Specifications • Data Classification and Hierarchical Management Standards • Data Sharing Process • Information Security Incident Management Policy • Application System Development and Maintenance Safety Management Regulations • System Access Management Regulations • Procedures for Handling Non-conforming Product Buyback and Returns • Sustainable Development Complaint and Grievance Mechanism • ANTA Group Sustainable Advertising Review Management System • ANTA Group Sustainable Advertising Compliance Guidelines • Responsible Marketing Policy
B7. Anti-corruption	• Company Law of the People's Republic of China • Anti-Money Laundering Law of the People's Republic of China • Anti-Monopoly Law of the People's Republic of China • Anti-Unfair Competition Law of the People's Republic of China • Interim Provisions on Banning Commercial Bribery of the State Administration for Industry and Commerce of the People's Republic of China • Supervision Law of the People's Republic of China	• Employee Handbook of ANTA Group • Integrity and Self-discipline Commitment Letter • Anti-Corruption Policy • Whistleblowing Policy • Code of Conduct for ANTA Group Suppliers • ANTA Group Supplier Integrity and Compliance Management Measures • Integrity and Anti-Corruption Agreement • Auditing and Supervision Policy • Auditing and Supervision Patrol System • Group Business Gift Management Policy • Audit and Supervision Penalty Management System
B8. Community investment	• Welfare Donations Law of the People's Republic of China • Charity Law of the People's Republic of China • Measures for the Administration of Public Fundraising by Charitable Organizations	• Protocol of ANTA Group for the Management of Charitable Donation • Sports Equipment Donation Process of the Sturdy Growth Charity Project

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Sustainability Overview

List of HKEX ESG Content Index

Aspects, General Disclosure and KPIs	Descriptions	"Comply or Explain" Provisions
A: Environmental		
A1: Emissions		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI A1.1	The types of emissions and respective emissions data	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
KPI A1.2	(Repealed on 1 January 2025)	/
KPI A1.3	Total hazardous waste produced (in tonne) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
KPI A1.4	Total non-hazardous waste produced (in tonne) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
KPI A1.6	Description of how hazardous and nonhazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION

Aspects, General Disclosure and KPIs	Descriptions	“Comply or Explain” Provisions
A2: Use of Resources		
General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
KPI A2.5	Total packaging material used for finished products (in tonne) and, if applicable, with reference to per unit produced.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE

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Aspects, General Disclosure and KPIs	Descriptions	“Comply or Explain” Provisions
A3: The Environment and Natural Resources		
General disclosure	Policies on minimising the issuer’s significant impacts on the environment and natural resources	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
A4: Climate Change		
General disclosure	(Repealed on 1 January 2025)	/
KPI A4.1	(Repealed on 1 January 2025)	/

Aspects, General Disclosure and KPIs	Descriptions	"Comply or Explain" Provisions
B: Social		
Employment and Labor Practices		
B1: Employment		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT ESG KEY PERFORMANCE INDEX DATA TABLE

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Aspects, General Disclosure and KPIs	Descriptions	“Comply or Explain” Provisions
B2: Health and Safety		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to providing a safe working environment and protecting employees from occupational hazards.	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B2.2	Lost days due to work injury.	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT

Aspects, General Disclosure and KPIs	Descriptions	“Comply or Explain” Provisions
B3: Development and Training		
General disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B3.2	The average training hours completed per employee by gender and employee category.	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT ESG KEY PERFORMANCE INDEX DATA TABLE
B4: Labour Standards		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to preventing child and forced labour.	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	DIVERSITY AND INCLUSION FOR PEOPLE-CENTERED DEVELOPMENT

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Aspects, General Disclosure and KPIs	Descriptions	"Comply or Explain" Provisions
Operation Practices		
B5: Supply Chain Management		
General disclosure	Policies on managing environmental and social risks of the supply chain.	COOPERATION FOR WIN-WIN RESULTS APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI B5.1	Number of suppliers by geographical region.	COOPERATION FOR WIN-WIN RESULTS ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	COOPERATION FOR WIN-WIN RESULTS
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	COOPERATION FOR WIN-WIN RESULTS
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	COOPERATION FOR WIN-WIN RESULTS

Aspects, General Disclosure and KPIs	Descriptions	“Comply or Explain” Provisions
B6: Product Responsibility		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	INNOVATION FOR ROBUST PRODUCTS APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	INNOVATION FOR ROBUST PRODUCTS ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	INNOVATION FOR ROBUST PRODUCTS ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	INNOVATION FOR ROBUST PRODUCTS
KPI B6.4	Description of quality assurance process and recall procedures.	INNOVATION FOR ROBUST PRODUCTS
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	BUILDING A FOUNDATION THROUGH PROMOTING RESPONSIBLE BUSINESS OPERATION

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Aspects, General Disclosure and KPIs	Descriptions	“Comply or Explain” Provisions
B7: Anti-corruption		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to bribery, extortion, fraud and money laundering.	BUILDING A FOUNDATION THROUGH PROMOTING RESPONSIBLE BUSINESS OPERATION APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	BUILDING A FOUNDATION THROUGH PROMOTING RESPONSIBLE BUSINESS OPERATION ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	BUILDING A FOUNDATION THROUGH PROMOTING RESPONSIBLE BUSINESS OPERATION
KPI B7.3	Description of anti-corruption training provided to directors and staff.	BUILDING A FOUNDATION THROUGH PROMOTING RESPONSIBLE BUSINESS OPERATION ESG KEY PERFORMANCE INDEX DATA TABLE

Aspects, General Disclosure and KPIs	Descriptions	"Comply or Explain" Provisions
Community		
B8: Community Investment		
General disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	GIVING BACK TO SOCIETY BY SUPPORTING PUBLIC WELFARE APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	GIVING BACK TO SOCIETY BY SUPPORTING PUBLIC WELFARE
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	GIVING BACK TO SOCIETY BY SUPPORTING PUBLIC WELFARE ESG KEY PERFORMANCE INDEX DATA TABLE

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Climate Disclosures

Climate Disclosures		“Comply or Explain” Provisions
(I) Governance		
General disclosure An issuer shall disclose information about: the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.		ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(i)	how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(ii)	how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer’s strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(iii)	body(s) or individual(s) and disclose information about: how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities, including whether and how related performance metrics are included in remuneration policies.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
KPI	how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
General disclosure An issuer shall disclose information about management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.		GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(i)	whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(ii)	whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION

Climate Disclosures	"Comply or Explain" Provisions
(II) Strategy	
Climate-related risks and opportunities	
General disclosure Describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
General disclosure Explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
General disclosure Specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
General disclosure Explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
Business model and value chain	
General disclosure An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(i) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain;	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(ii) a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION

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Climate Disclosures	“Comply or Explain” Provisions
Information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph above.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
Strategy and decision-making	
General disclosure Information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(i) current and anticipated changes to the issuer’s business model, including its resource allocation, to address climate-related risks and opportunities.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect).	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer’s transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)).	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
General disclosure Information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph above.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION

Climate Disclosures		“Comply or Explain” Provisions
Climate resilience		
General disclosure The issuer shall disclose the issuer’s assessment of its climate resilience as at the reporting date, which shall enable an understanding of:		GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(i) the implications, if any, of the issuer’s assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis.		GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(ii) the significant areas of uncertainty considered in the issuer’s assessment of its climate resilience.		GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(iii) the issuer’s capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term.		GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
General disclosure how and when the climate-related scenario analysis was carried out, including:		GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(i) information about the inputs used, including:		GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios.		GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION

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Climate Disclosures		“Comply or Explain” Provisions
(2)	whether the analysis included a diverse range of climate-related scenarios.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(3)	whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(4)	whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(5)	why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(6)	time horizons the issuer used in the analysis.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(7)	what scope of operations the issuer used in the analysis (for example, the operation locations and business units used in the analysis).	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(ii)	the key assumptions the issuer made in the analysis.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
KPI	the reporting period in which the climate-related scenario analysis was carried out.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION

Climate Disclosures	“Comply or Explain” Provisions
(III) Risk management	
General disclosure An issuer shall disclose information about the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes)	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria)	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(v) how the issuer monitors climate-related risks	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
General disclosure The processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities).	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION

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Sustainability Overview

Climate Disclosures	“Comply or Explain” Provisions
General disclosure The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer’s overall risk management process.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(IV) Metrics and Targets	
Greenhouse gas emissions An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric of CO₂ equivalent, classified as:	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
(i) KPI Scope 1 greenhouse gas emissions	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
(ii) KPI Scope 2 greenhouse gas emissions	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
(iii) KPI Scope 3 greenhouse gas emissions	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
An issuer shall measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE

Climate Disclosures	“Comply or Explain” Provisions
General disclosure disclose the approach it uses to measure its greenhouse gas emissions including:	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
General disclosure for Scope 2 greenhouse gas emissions disclosed in accordance with the paragraph above, disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer’s Scope 2 greenhouse gas emissions.	GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE

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Sustainability Overview

Climate Disclosures			"Comply or Explain" Provisions
General disclosure for Scope 3 greenhouse gas emissions disclosed in accordance with the paragraph above, disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).			GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
Remuneration			
General disclosure An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).			GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
Climate-related targets			
An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:			ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(a)	General disclosure	the metric used to set the target.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(b)	General disclosure	the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(c)	General disclosure	the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region).	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(d)	KPI	the period over which the target applies.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION

Climate Disclosures			"Comply or Explain" Provisions
(e)	KPI	the base period from which progress is measured.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(f)	KPI	milestones or interim targets (if any).	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(g)	General disclosure	if the target is quantitative, whether the target is an absolute target or an intensity target.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(h)	General disclosure	how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
General disclosure An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:			ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(a)	whether the target and the methodology for setting the target has been validated by a third party.		ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(b)	the issuer's processes for reviewing the target.		ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(c)	the metrics used to monitor progress towards reaching the target.		ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(d)	any revisions to the target and an explanation for those revisions.		ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION

APPENDIX 2

Sustainability Overview

Climate Disclosures	“Comply or Explain” Provisions
General disclosure An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer’s performance.	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION ESG KEY PERFORMANCE INDEX DATA TABLE
General disclosure For each greenhouse gas emission targets disclosed in accordance with the paragraphs above, an issuer shall disclose:	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(a) which greenhouse gases are covered by the target	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION
(d) whether the target was derived using a sectoral decarbonisation approach	ESG MANAGEMENT GREEN DEVELOPMENT FOR ECOLOGICAL CONSERVATION

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2024	2023	2022
A. Environmental¹					
Aspect A1: Emissions	A1.1 The types of emissions and respective emissions data²				
	Particulates	Tonne	1.49	2.33	3.69
	Sulfur oxides	Tonne	0.05	0.15	0.00
	Nitrogen oxide	Tonne	1.33	1.09	1.03
	Waste water ³	Tonne	1,477,696	1,104,684	1,142,461
	A1.2 Direct (Scope 1) and energy indirect (Scope 2) GHG emissions and intensity				
	Repealed 1 January 2025				
	A1.3 Total hazardous waste produced and intensity				
	Total hazardous waste produced	Tonne	101.6	110.1	58.5
	Hazardous waste intensity	Kg/Revenue per million RMB	1.43	1.76	1.09
	A1.4 Total non-hazardous waste produced and intensity				
	Total non-hazardous waste produced ⁴	Tonne	13,517	11,830	9,204
	Non-hazardous waste intensity	Tonne/Revenue per million RMB	0.19	0.19	0.17

¹ We adopted the "Operation Control Method" to compile and convert the environmental data, and did not convert the data of each unit according to shareholding ratio.

² Emissions (nitrogen oxide, sulphur oxides and particulates) are mainly derived from emissions from the Group's manufacturing companies and emissions from the use of corporate vehicles, of which the calculation of corporate vehicle emissions is based on "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the HKEX.

³ The data cover both industrial and domestic waste water. Waste water data are obtained from the industrial and domestic waste water of the Group's manufacturing facilities, administrative facilities and logistics facility. The phase 2 and 3 of the Fujian ANTA Logistics Information Technology Co., Ltd. were put into operation during the financial year, resulting in an expansion of overall operational scale, and thus the wastewater discharge volume increased. Domestic waste water is calculated based on the Manual of Pollutant Discharge Coefficients for Domestic Pollution Sources, issued by Ministry of Ecology and Environment.

⁴ Non-hazardous waste data are obtained from the disposal volume of non-hazardous waste of the Group's manufacturing facilities, administrative facilities and logistics facility. The phase 2 and 3 of the Fujian ANTA Logistics Information Technology Co., Ltd. were put into operation during the financial year, resulting in an expansion of overall operational scale, and the total number of employees increased, and thus the total amount of non-hazardous waste increased.

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Sustainability Overview

Subject Area	ESG KPIs	Unit	2024	2023	2022
Aspect A2: Use of Resources	A2.1 Direct and indirect energy consumption by type in total and intensity ⁵				
	Gasoline	kWh	401,924	553,156	366,546
	Diesel	kWh	308,504	307,665	199,930
	Natural gas	kWh	9,247,285	14,729,561	14,504,389
	Acetylene ⁶	kWh	5,927	2,428	Not disclosed
	Purchased electricity ⁷	kWh	378,654,906	297,910,911	265,058,740
	Purchased steam ⁸	kWh	68,369,865	54,735,492	57,573,558
	Purchased cooling	kWh	397,991	339,013	Not disclosed
	Purchased heat	kWh	226,639	191,620	Not disclosed
	Total energy consumption	MWh	457,613	368,770	337,703
	Total energy consumption intensity	MWh/Revenue per million RMB	6.46	5.91	6.29
	Purchased green certificates ⁹	MWh	149,328	/	/
	Purchased green electricity ¹⁰	MWh	618	/	/
	A2.2 Water consumption in total and intensity				
	Total water consumption	m ³	1,678,397	1,517,270	1,429,691
	Total water consumption intensity	m ³ /Revenue per million RMB	23.7	24.3	26.7
	A2.5 Total packaging material used for finished products and with reference to per unit produced				
	Total packaging material consumption	Tonne	51,000	46,500	24,064
	Intensity of packaging material consumption	Tonne/Revenue per million RMB	0.72	0.75	0.45

⁵ Energy consumption is calculated from the consumption of gasoline, diesel, natural gas, acetylene, purchased electricity, purchased steam, purchased cooling and purchased heat, while the calculation refers to the "General Rules for Calculation of the Comprehensive Energy Consumption" (GB/T 2589-2020).

⁶ The acetylene consumption data are obtained from the consumption of the Group's manufacturing facilities, administrative facilities, logistics facility and store facilities. The increase in acetylene consumption during the financial year was driven by higher manufacturing demand compared to 2023, leading to increased installation of manufacturing systems and equipment.

⁷ The purchased electricity data are obtained from the purchased electricity volume of the Group's manufacturing facilities, administrative facilities, logistics facility and store facilities. The phase 2 and 3 of the Fujian ANTA Logistics Information Technology Co., Ltd. were put into operation during the financial year, resulting in an expansion of overall operational scale. Additionally, MAIA Active DTC stores were newly included in the reporting scope, which has led to an increase in purchased electricity.

⁸ The purchased steam data are mainly obtained from the purchased steam of the Group's manufacturing facilities. During the financial year, there was an increase in steam usage in the manufacturing process due to higher manufacturing demand compared to 2023, resulting in an increase in purchased steam.

⁹ During the financial year, we purchased green certificates, including Green Electricity Certificates (GEC) and International Renewable Energy Certificates (I-REC).

¹⁰ During the financial year, we purchased green electricity with Green Electricity Consumption Certificate.

Subject Area	ESG KPIs	Unit	2024	2023	2022
B. Social					
Aspect B1: Employment	B1.1 Total workforce: by gender, employment type, age group, and geographical region				
	Total number of employees ¹¹	Person	65,900	60,500	59,000
	By gender				
	Male	%	25.9	24.8	24.9
	Female	%	74.1	75.2	75.1
	By function				
	Office employees	%	20.5	19.4	19.5
	Production and logistics staff	%	19.3	21.5	22.1
	Retail employees	%	60.2	59.1	58.4
	By rank				
	President level	%	0.1	0.1	0.1
	Director level	%	1.5	1.4	1.3
	Manager level	%	7.6	7.1	6.5
	Officers and others	%	71.5	73.5	73.4
	Production staff	%	19.3	17.9	18.7
	By age group				
	16–24	%	13.2	12.6	13.6
	25–40	%	73.9	74.5	74.0
	41 and above	%	12.9	12.9	12.4
	By geographical region				
	Mainland China	%	99.1	99.2	99.3
	Hong Kong SAR, Macao SAR, and overseas regions	%	0.9	0.8	0.7

¹¹ The total number of employees is defined as our regular employees. In addition, we have 1,773 other types of workers, such as temporary workers, trainees and interns employed by our directly operated and managed businesses.

APPENDIX 2

Sustainability Overview

Subject Area	ESG KPIs	Unit	2024	2023	2022
Aspect B1: Employment	B1.2 Employee turnover rate: by gender, age group and geographical region¹²				
	Total employee turnover rate	%	28.9	33.6	35.7
	By gender				
	Male	%	32.5	37.8	40.0
	Female	%	27.5	32.1	34.1
	By age group				
	16–24	%	42.4	49.3	50.7
	25–40	%	27.2	31.4	33.3
	41 and above	%	20.5	25.1	26.3
	By geographical region				
	Mainland China	%	29.0	33.7	35.7
	Hong Kong SAR, Macao SAR, and overseas regions	%	18.4	27.3	37.3

¹² Overall employee turnover rate = number of leaving employees during the financial year/(number of employees at the end of the financial year + number of leaving employees during the financial year) x 100%. Employee turnover rate by category = number of leaving employees of that category during the financial year/(number of employees of that category at the end of the financial year + number of leaving employees of that category during the financial year) x 100%. Employee turnover includes the number of employees who have left (terminated their employment with the Group due to voluntary resignation, dismissal, retirement or death). Our statistics and reporting include all regular employees at all operating locations. The number of employees who left during probationary period is also included. Since both the retail and manufacturing industries are labor-intensive and thus have a higher turnover rate, we will continue to monitor the turnover rate and actively seek improvements.

Subject Area	ESG KPIs	Unit	2024	2023	2022
Aspect B1: Employment	B1.3 Total newly hired workforce: by gender, employment type, age group and geographical region				
	Total number of newly hired employees	Person	31,700	33,500	Not disclosed
	By gender				
	Male	%	29.5	28.8	Not disclosed
	Female	%	70.5	71.2	Not disclosed
	By rank				
	President level	%	0.02	0.01	Not disclosed
	Director level	%	0.48	0.3	Not disclosed
	Manager level	%	3.0	2.0	Not disclosed
	Officers and others	%	74.5	72.3	Not disclosed
	Production staff	%	22.0	25.39	Not disclosed
	By age group				
	16–24	%	28.1	28.0	Not disclosed
	25–40	%	67.0	66.3	Not disclosed
	41 and above	%	4.9	5.7	Not disclosed

APPENDIX 2

Sustainability Overview

Subject Area	ESG KPIs	Unit	2024	2023	2022
Aspect B2: Health and Safety	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year¹³				
	Number of work-related fatalities	Person	0	1	0
	Rate of work-related fatalities	%	0	0	0
	B2.2 Lost days due to work injury¹⁴				
	Office employees	Day	691	458.5	1,060
	Production and logistics staff	Day	2,979.5	1,434.5	2,269
	Retail employees	Day	2,312	3,073.5	4,121

¹³ Data obtained from the human resources department was verified by local authorities for workplace fatalities. The rate of work-related fatalities = (Number of work-related fatalities/total number of employees) × 100%. Number and rate of work-related fatalities data during the financial year was verified by a third party organization.

¹⁴ The data cover employees in Mainland China and are obtained from the human resources department in Mainland China, verified by local Human Resources and Social Security Bureau for workplace injuries. The increase in the lost days due to work injury is primarily due to traffic accidents and improper production operations. Compared to 2023, the number of injuries caused by traffic accidents and improper production operations has risen by 33 individuals. In 2024, there were 19 cases of severe injuries (exceeding 60 days), which is 12 more than the previous year. We will formulate improvement plans to address these issues. As for the injury data of employees in other regions, we are optimizing our data collection system and will disclose such information in the future.

Subject Area	ESG KPIs	Unit	2024	2023	2022
Aspect B3: Development and Training	B3.1 The percentage of employees trained by gender and employee category ¹⁵				
	Percentage of employees trained	%	97.6	95.1	92.5
	Employees trained by gender				
	Male	%	24.7	23.7	23.7
	Female	%	75.3	76.3	76.3
	Employees trained by rank				
	President level	%	0.1	0.1	0.1
	Director level	%	1.6	1.5	1.4
	Manager level	%	7.9	7.4	6.9
	Officers and others	%	73.0	72.7	72.3
	Production staff	%	17.4	18.3	19.3
	Employees trained by function				
	Office employees	%	20.4	20.2	20.9
	Production and logistics staff	%	17.4	18.3	19.2
	Retail employees	%	62.2	61.5	59.9

¹⁵ The scope of data reporting excludes Quanzhou Athletic Shoes & Garments Co., Ltd. The percentage of employees trained = (employees trained/total number of employees) x 100%, employees trained in relevant category = (employees trained in the specified category/total number of employees trained) x 100%.

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Sustainability Overview

Subject Area	ESG KPIs	Unit	2024	2023	2022
Aspect B3: Development and Training	B3.2 The average training hours completed per employee by gender and employee category¹⁶				
	Average training hours	Hour	28.8	29.1	29.1
	Average training hours by gender				
	Male employee average training hours	Hour	34.9	34.6	37.0
	Female employee average training hours	Hour	26.7	25.5	26.5
	Average training hours by rank				
	President level	Hour	34.2	37.5	23.9
	Director level	Hour	71.1	85.9	78.7
	Manager level	Hour	75.3	80.1	85.8
	Officers and others	Hour	28.1	26.8	29.3
	Production staff	Hour	6.7	6.33	5.12
	Average training hours by function				
	Office employees	Hour	74.8	80.6	81.9
	Production and logistics staff	Hour	6.7	5.25	4.34
	Retail employees	Hour	19.9	18.6	20.9

¹⁶ The scope of data reporting excludes Quanzhou Athletic Shoes & Garments Co., Ltd.. Average training hours per employee = total training hours/total number of employees. Average training hours for employees in relevant categories = total number of training hours for employees in the specified category/number of employees in the specified category.

Subject Area	ESG KPIs	Unit	2024	2023	2022
Aspect B5: Supply Chain Management	B5.1 Number of suppliers by geographical region ¹⁷				
	Total number of suppliers	Number	897	801	524
	Suppliers in Mainland China, Hong Kong SAR, Macao SAR and Taiwan region	%	87.0	89.5	96.0
	T1 suppliers in Mainland China, Hong Kong SAR, Macao SAR and Taiwan region	Number	285	245	Not disclosed
	T2 suppliers in Mainland China, Hong Kong SAR, Macao SAR and Taiwan region	Number	408	331	Not disclosed
	T3 suppliers in Mainland China, Hong Kong SAR, Macao SAR and Taiwan region	Number	87	141	Not disclosed
	Suppliers overseas	%	13.0	10.5	4.0
	T1 suppliers overseas	Number	24	22	Not disclosed
	T2 suppliers overseas	Number	81	39	Not disclosed
	T3 suppliers overseas	Number	12	23	Not disclosed

¹⁷ The scopes of 2022's data only covered ANTA and FILA suppliers managed by the Group's procurement department, including the number of tier 1 suppliers, and some tier 2 and tier 3 suppliers.

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Sustainability Overview

Subject Area	ESG KPIs	Unit	2024	2023	2022
Aspect B5: Supply Chain Management	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented ¹⁸				
	Suppliers that signed the Code of Conduct	%	100	94.0	92.4
	Number of suppliers with ISO 9001 certification	Number	308	245	257
	Number of suppliers with ISO 14001 certification	Number	217	180	184
	Number of suppliers with ISO 45001 certification	Number	147	119	111
	Number of suppliers with Bluesign® certification	Number	43	39	38

¹⁸ The scopes of 2022's data only covered ANTA and FILA suppliers managed by the Group's procurement department, including the number of tier 1 suppliers, and some tier 2 and tier 3 suppliers.

Subject Area	ESG KPIs	Unit	2024	2023	2022
Aspect B6: Product Responsibility	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons				
	Recalled products	%	0.00	0.00	0.01
	B6.2 Number of products and service related complaints received¹⁹				
	Product complaints ²⁰	Case	442,376	540,723	620,936
	Among which: Footwear	%	61.0	64.2	65.0
	Apparel	%	37.5	34.2	33.7
	Accessories	%	1.5	1.6	1.3
	Service complaints ²¹	Case	16,688	15,966	9,903
Aspect B7: Anti- corruption	B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases				
	Concluded legal cases regarding corrupt practices	Case	3	0	0
	B7.3 Anti-corruption training provided to directors and employees				
	Anti-corruption training for top management and Board members ²²	Number of participants	1,017	908	804
	Anti-corruption training for office employees	%	100	100	100
	Anti-corruption training for top management and Board members	%	97	100	95
Aspect B8: Community Investment	B8.2 Resources contributed to the focus area				
	Cash	Million RMB	37	59	23
	Product (calculated at tag value)	Million RMB	Over 340	Over 250	Over 200

¹⁹ The scope of data on the number of products and service related complaints received is ANTA and FILA.

²⁰ The scope of statistics includes quality complaints received via 400 hotline and online channels. During the financial year, we have reviewed and updated the scope of product complaints, and have recalculated the data for 2023 and 2022.

²¹ During the financial year, our scope of statistics was expanded to include new e-commerce-related complaints.

²² The data covers Board members, president and director level.

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Climate-related Data

Climate-related Disclosures

ESG KPIs		Unit	2024	2023	2022
Total absolute GHG emissions	Scope 1 Direct GHG emission ²³	Tonne of CO ₂ equivalent	7,580	8,525	4,820
	Scope 2 Indirect GHG emission (location-based approach) ²⁴	Tonne of CO ₂ equivalent	230,352	191,654	173,974
	Scope 2 Indirect GHG emission (market-based approach) ²⁵	Tonne of CO ₂ equivalent	161,460	—	—
	Total Scope 1 and Scope 2 GHG emissions	Tonne of CO ₂ equivalent	237,932	200,179	178,794
	Scope 3 Indirect GHG emission ²⁶	Tonne of CO ₂ equivalent	1,598,627	—	—

²³ Scope 1 Direct GHG emissions are from direct GHG emissions from fossil fuel consumption (such as gasoline, diesel, natural gas, acetylene), refrigerant, fire extinguishers and septic tank emissions, during operation/production process. The formula used to calculate the main GHG emissions from fossil fuel consumption: CO₂ emissions from fossil fuel combustion = fuel consumption x low level heat generation x carbon content per unit calorific value x fuel carbon oxidation rate x 44/12, while the calculation of refrigerant emissions data refers to "Implementation Guidance for Climate Disclosures under HKEX ESG reporting framework" issued by the HKEX, and the corresponding emission factors refer to the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC). The calculation of septic tank emission data was estimated based on the number of employees and the number of working days per month.

²⁴ Scope 2 Indirect GHG emissions calculated by the location-based approach are from indirect GHG emissions generated from purchased electricity and steam, purchased cooling and purchased heat consumed in the Group's operation/production process, calculated with reference to "Implementation Guidance for Climate Disclosures under HKEX ESG reporting framework" issued by the HKEX. The electricity emission factor 0.5366 tCO₂/MWh for Scope 2 Indirect GHG emissions in 2024 is adopted from "Notice on the Release of CO₂ Emission Factors for Electricity in 2022" issued by Ministry of Ecology and Environment on 26 December 2024. The phase 2 and 3 of the Fujian ANTA Logistics Information Technology Co., Ltd. were put into operation during the financial year, resulting in an expansion of overall operational scale, and the MAIA ACTIVE stores were included in the scope of statistics, which had led to an increase in purchased electricity and a rise in Scope 2 GHG emissions, compared to 2023.

²⁵ Scope 2 Indirect GHG emissions calculated by the market-based approach are from indirect GHG emissions generated from purchased electricity (excluding non-fossil energy electricity traded in the market), steam, purchased cooling and purchased heat consumed in the Group's operation/production process, calculated with reference to "Implementation Guidance for Climate Disclosures under HKEX ESG reporting framework" issued by the HKEX. The electricity emission factor (excluding non-fossil energy electricity traded in the market), 0.5856 tCO₂/MWh for Scope 2 Indirect GHG emissions in 2024 is adopted from "Notice on the Release of CO₂ Emission Factors for Electricity in 2022" issued by Ministry of Ecology and Environment on 26 December 2024. During the financial year, we have begun purchasing green certificates. As a result, Scope 2 Indirect GHG emission (market-based approach) is disclosed for 2024 only, with no comparable figures available for 2023 and 2022.

²⁶ During the financial year, we disclose our Scope 3 emission for the first time, covering five categories, which is detailed as follows:

Category 1 includes greenhouse gas (GHG) emissions from our purchased goods, excluding those from purchased services. The emissions from purchased goods involve 93 critical suppliers (including Tier 1 suppliers and Tier 2 suppliers) and their production processes related to us. It also covers lifecycle GHG emissions of raw materials (purchased by Tier 2 suppliers) for the brands. Activity data from 93 critical suppliers is directly reported, while raw-material-related activity data comes from actual measurements and derivations based on brand-specific weights. Emissions from key suppliers are calculated in the same way as our Scope 1 and 2 emissions. Raw material emissions are calculated as: Raw material weight x emission coefficients for different material categories.

ESG KPIs		Unit	2024	2023	2022
GHG emission intensity	Scope 1 Direct GHG emission intensity	Tonne of CO ₂ equivalent/ Revenue per million RMB	0.11	0.14	0.09
	Scope 2 Indirect GHG emission Intensity (location-based approach)	Tonne of CO ₂ equivalent/ Revenue per million RMB	3.25	3.07	3.24
	Scope 2 Indirect GHG emission intensity (market-based approach)	Tonne of CO ₂ equivalent/ Revenue per million RMB	2.28	–	–
	Total Scope 1 and Scope 2 GHG emissions intensity	Tonne of CO ₂ equivalent/ Revenue per million RMB	3.36	3.21	3.33
	Scope 3 Indirect GHG emission intensity	Tonne of CO ₂ equivalent/ Revenue per million RMB	22.6	–	–

Category 6 covers GHG emissions from business travel by employees via planes, trains, private cars, and other land transport, excluding overseas employees. Mileage or cost data is sourced from our internal management systems. Business travel emissions are calculated as: Business travel mileage/cost × corresponding emission coefficients.

Category 7 includes GHG emissions from the daily commutes of all our official employees. Employee commuting emissions are calculated as: Number of employees × per-capita annual commuting emission coefficients, with the emission factor sourced from the 2021 China Major Cities Commuting Monitoring Report by the China Academy of Urban Planning and Design.

Category 12 includes GHG emissions from waste disposal (landfill, incineration, recycling) of finished products from the brands at the end of their life cycles. End-of-life disposal emissions are calculated as: Finished product weight × emission coefficients for different disposal methods and material categories.

Category 15 covers GHG emissions from our investment activities, including investment entities such as AMER SPORTS, INC., Shangqiu Ancheng Shoe Industry Co., Ltd., and Guangshan Anjie Shoe Industry Co., Ltd. Investment emissions are calculated as: Annual GHG emissions of the invested entity × our equity ratio or annual revenue of the invested entity × corresponding emission coefficients.

Assurance Report



羅兵咸永道

Independent practitioner's limited assurance report on ANTA Sports Products Limited's sustainability information

To the board of directors of ANTA Sports Products Limited

Limited assurance conclusion

We have conducted a limited assurance engagement on the identified sustainability information of ANTA Sports Products Limited (the "Company") included in section "ESG Key Performance Index Data Table" of the Environmental, Social and Governance ("ESG") Report for the year ended 31 December 2024.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Sustainability Information is not prepared, in all material respects, in accordance with criteria applied as explained in the ESG Report 2024 under the Sections "Reporting Principles", "Reporting Boundary" and "ESG Key Performance Index Data Table".

Identified Sustainability Information

The Identified Sustainability Information for the year ended 31 December 2024 is summarised below:

Category	Data Point	Indicators (KPIs)	Unit	Amount
Environmental Data				
Emissions	1	Waste water	Tonne	1,477,696
Greenhouse gas emissions and intensity	2	Scope 1 Direct greenhouse gas emission	Tonne of CO ₂ equivalent	7,580
	3	Scope 2 Indirect greenhouse gas emission (Location-based approach)	Tonne of CO ₂ equivalent	230,352
	4	Scope 2 Indirect greenhouse gas emission (Market-based approach)	Tonne of CO ₂ equivalent	161,460

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Category	Data Point	Indicators (KPIs)	Unit	Amount
	5	Total Scope 1 and Scope 2 greenhouse gas emissions	Tonne of CO ₂ equivalent	237,932
	6	Scope 1 Direct greenhouse gas emission intensity	Tonne of CO ₂ equivalent/ Revenue per million RMB	0.11
	7	Scope 2 Indirect greenhouse gas emission intensity (Location-based approach)	Tonne of CO ₂ equivalent/ Revenue per million RMB	3.25
	8	Scope 2 Indirect greenhouse gas emission intensity (Market-based approach)	Tonne of CO ₂ equivalent/ Revenue per million RMB	2.28
	9	Total Scope 1 and Scope 2 greenhouse gas emissions intensity	Tonne of CO ₂ equivalent/ Revenue per million RMB	3.36
	10	Scope 3 Indirect greenhouse gas emission – Category 7: Employee Commuting	Tonne of CO ₂ equivalent	19,136
Direct and indirect energy consumption and intensity	11	Gasoline	kWh	401,924
	12	Diesel	kWh	308,504
	13	Natural gas	kWh	9,247,285
	14	Acetylene	kWh	5,927
	15	Purchased electricity	kWh	378,654,906
	16	Purchased steam	kWh	68,369,865
	17	Purchased cooling	kWh	397,991
	18	Purchased heat	kWh	226,639
	19	Total energy consumption	MWh	457,613
	20	Total energy consumption intensity	MWh/Revenue per million RMB	6.46
	21	Purchased green certificates	MWh	149,328
	22	Purchased green electricity	MWh	618
Water consumption	23	Total water consumption	m ³	1,678,397
	24	Total water consumption intensity	m ³ / Revenue per million RMB	23.7

Category	Data Point	Indicators (KPIs)	Unit	Amount
Social Data				
Employment	1	Total number of employees	Person	65,900
	2	Percentage of workforce by gender, by function, by rank, by age group, and by geographical region	%	2a) By gender Male: 25.9 Female: 74.1 2b) By function Office employees: 20.5 Production and logistics staff: 19.3 Retail employees: 60.2 2c) By rank President level: 0.1 Director level: 1.5 Manager level: 7.6 Officers and others: 71.5 Production staff: 19.3 2d) By age group 16–24: 13.2 25–40: 73.9 41 and above: 12.9 2e) By geographical region Mainland China: 99.1 Hong Kong SAR, Macao SAR, and overseas regions: 0.9

Category	Data Point	Indicators (KPIs)	Unit	Amount
	3	Total employee turnover rate and breakdown by gender, by age group and by geographical region	%	3a) Total employee turnover rate: 28.9 3b) By gender Male: 32.5 Female: 27.5 3c) By age group 16–24: 42.4 25–40: 27.2 41 and above: 20.5 3d) By geographical region Mainland China: 29.0 Hong Kong SAR, Macao SAR, and overseas regions: 18.4
Health and safety	4	Number of work-related fatalities	Person	0
	5	Rate of work-related fatalities	%	0
	6	Lost days due to work injury	Day	Office employees: 691 Production and logistics staff: 2,979.5 Retail employees: 2,312
Development and training	7	The percentage of employees trained, and breakdown by gender, by rank and by function	%	7a) Percentage of employees trained: 97.6 7b) Employees trained by gender Male: 24.7 Female: 75.3 7c) Employees trained by rank President level: 0.1 Director level: 1.6 Manager level: 7.9 Officers and others: 73.0 Production staff: 17.4 7d) Employees trained by function Office employees: 20.4 Production and logistics staff: 17.4 Retail employees: 62.2

Assurance Report

Category	Data Point	Indicators (KPIs)	Unit	Amount
	8	The average training hours completed per employee and breakdown by gender, by function and by rank	Hour	8a) Average training hours: 28.8 8b) Average training hours by gender Male: 34.9 Female: 26.7 8c) Average training hours by function Office employees: 74.8 Production and logistics staff: 6.7 Retail employees: 19.9 8d) Average training hours by rank President level: 34.2 Director level: 71.1 Manager level: 75.3 Officers and others: 28.1 Production staff: 6.7
Anti-corruption	9	Concluded legal cases regarding corrupt practices	Case	3
	10	Anti-corruption training for top management and Board members	Number of participants	1,017
	11	Anti-corruption training for top management and Board members	%	97
Community investment	12	Resources contributed to the focus area – Cash	Million RMB	37

Basis for conclusion

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance engagements other than audits or reviews of historical financial information* ("ISAE 3000 (Revised)"), and, in respect of the greenhouse gas statement, International Standard on Assurance Engagements 3410, *Assurance engagements on greenhouse gas statements* ("ISAE 3410"), issued by the International Auditing and Assurance Standards Board (the "IAASB").

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under these standards are further described in the Practitioner's responsibilities section of our report.

Our independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1 issued by the IAASB, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibilities for the Sustainability Information

Management of the Company is responsible for:

- The preparation of the Identified Sustainability Information in accordance with criteria applied as explained in the ESG Report 2024 under the Sections "Reporting Principles", "Reporting Boundary" and "ESG Key Performance Index Data Table";
- Designing, implementing and maintaining such internal control as management determines is necessary to enable the preparation of the Sustainability Information, in accordance with criteria applied as explained in the ESG Report 2024 under the Sections "Reporting Principles", "Reporting Boundary" and "ESG Key Performance Index Data Table", that is free from material misstatement, whether due to fraud or error; and
- The selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances.

Management is responsible for overseeing the Company's sustainability reporting process.

Assurance Report

Inherent limitations in preparing the Sustainability Information

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Practitioner's responsibilities

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the Sustainability Information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. We report our conclusion solely to you, as a body, in accordance with our agreed terms of engagement, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Sustainability Information.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) and ISAE 3410, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Determine the suitability in the circumstances of the Company's use of criteria applied as explained in the ESG Report 2024 under the Sections "Reporting Principles", "Reporting Boundary" and "ESG Key Performance Index Data Table" as the basis for the preparation of the Sustainability Information.
- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Company's internal control.
- Design and perform procedures responsive to where material misstatements are likely to arise in the Sustainability Information. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence about the Sustainability Information. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of where material misstatements are likely to arise in the Sustainability Information, whether due to fraud or error.

In conducting our limited assurance engagement, we:

- Obtained an understanding of the Company’s reporting processes relevant to the preparation of its Identified Sustainability Information by:
 - o Making inquiries of the persons responsible for the Identified Sustainability Information;
 - o Understanding the process for collecting and reporting the Identified Sustainability Information;
- Evaluated the appropriateness of measurement and evaluation methods, reporting policies used and estimates made by the Company;
- Performed limited substantive testing on a selective basis of the Identified Sustainability Information, which is aggregated from information submitted by the Company’s office in Hong Kong. Testing involved: agreeing arithmetical accuracy and agreeing data points to or from source information to check that the underlying subject matter had been appropriately evaluated or measured, recorded, collated and reported;
- Considered the disclosure and presentation of the Identified Sustainability Information in the Company’s ESG Report 2024.

Other matter

Our conclusion on the current period addresses the sustainability information described in the “Limited assurance conclusion” section of our report. The comparative sustainability information presented as at 31 December 2023 and for the year then ended relating to ESG data set out below was not subject to assurance.

Pillar	2023
Environmental Data	Data Point 1, 4, 8, 10, 21, 22, 23 and 24
Social Data	Data Point 6, 8d and 11

The comparative sustainability information of the Company as at 31 December 2022 and for the year then ended was not subject to an assurance engagement. Our conclusion is not modified in respect of these matters.


PricewaterhouseCoopers
Certified Public Accountants

Hong Kong, 19 March 2025

GLOSSARY

AFIRM

Apparel and Footwear International RSL Management Group

AMER SPORTS

Amer Sports Oy (Amer Sports Corporation), a sporting goods company (with internationally recognized brands including Arc'teryx, Salomon, Wilson, Peak Performance, Atomic, etc.) incorporated in the Republic of Finland

AMER SPORTS, INC.

Amer Sports, Inc., a company incorporated in the Cayman Islands and listed on the New York Stock Exchange (NYSE: AS)

AMER SPORTS LISTING

The listing of Amer Sports, Inc.'s ordinary shares on the New York Stock Exchange

ANTA

ANTA Brand

ANTA KIDS

ANTA KIDS brand, which offers ANTA products for children

ANTA SPORTS/COMPANY/WE/OUR/US

ANTA Sports Products Limited

ANTA STORE(S)

ANTA retail store(s)

AS HOLDING

Amer Sports Holding (Cayman) Limited, a joint venture of the Company prior to the completion of the Amer Sports Listing and the post-listing reorganization at the shareholders level of Amer Sports, Inc. on 9 February 2024

AUDIT COMMITTEE

The audit committee of the Company

BLUESIGN

Bluesign®

BOARD

The board of directors of the Company

CAP

Corrective Action Plan

Cascale

Formerly Sustainable Apparel Coalition, or SAC

CEO

The chief executive officer/Co-chief executive officer(s) of the Company (as applicable)

CDP

CDP Global

CFCC

China Forest Certification Council

CG CODE

Corporate Governance Code set out in Appendix C1 to the Listing Rules

CHAIRMAN

Chairman of the board of directors of the Company

CHINA/PRC

People's Republic of China

CNTAC

China National Textile and Apparel Council

CO₂

Carbon dioxide

CO₂ equivalent/CO₂e

Carbon dioxide equivalent

CSRD

Corporate Sustainability Reporting Directive

D&I

Diversity and Inclusion

DESCENTE

DESCENTE brand

DESCENTE STORE(S)

DESCENTE retail store(s)

DIRECTOR(S)

Director(s) of the Company

DTC

Direct to Consumer

ESG

Environmental, social and governance

EVA

Ethylene Vinyl Acetate

EXECUTIVE DIRECTOR(S)

Executive director(s) of the Company

FILA

FILA Brand

FILA FUSION

The sub-brand of FILA, which offers youth's trendy clothing

FILA KIDS

FILA KIDS brand, which offers FILA products for children

FILA STORE(S)

FILA retail store(s)

FSC

Forest Stewardship Council

GHG

Greenhouse gas

GOTS

Global Organic Textile Standard

GROUP/ANTA GROUP

The Company and its subsidiaries

GRS

Global Recycled Standard

HIGG FEM

HIGG Facility
Environmental Module

**HONG KONG/
HONG KONG SAR**

The Hong Kong Special Administrative Region of the PRC

**HONG KONG STOCK
EXCHANGE/HKEX**

The Stock Exchange of Hong Kong Limited

IFRS

International Financial Reporting Standards

**INDEPENDENT NON-
EXECUTIVE DIRECTOR(S)**

Independent Non-Executive director(s) of the Company

IPCC

United Nations Intergovernmental Panel on Climate Change

IPE

Institute for Public and Environmental Affairs

ISSB

International Sustainability Standards Board

KOLON SPORT

KOLON SPORT brand

KOLON SPORT STORE(S)

KOLON SPORT retail store(s)

KPI

Key performance indicator

LISTING RULES

The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (as amended from time to time)

LWG

Leather working group

MACAO/MACAO SAR

The Macao Special Administrative Region of the PRC

MAIA ACTIVE

MAIA ACTIVE brand

MAINLAND CHINA

Mainland of China, geographically excluding Hong Kong SAR, Macao SAR and Taiwan region

MRSI

The Manufacturing Restricted Substance List

Glossary

MSCI

Morgan Stanley Capital International Global Standard Index

NGFS

Central Banks and Supervisors Network for Greening the Financial System

NOMINATION COMMITTEE

The nomination committee of the Company

NON-EXECUTIVE DIRECTOR(S)

Non-executive director(s) of the Company

PEFC

Programme for the Endorsement of Forest Certification

PET

Polyethylene

PV

Photovoltaic

R&D

Research and development

RCS

Recycled Claim Standard

RDS

Responsible Down Standard

REACH

Registration, Evaluation, Authorisation and Restriction of Chemicals

REMUNERATION COMMITTEE

The remuneration committee of the Company

REPORT

Environmental, Social, Governance Report

RISK MANAGEMENT COMMITTEE

The risk management committee of the Company

RMB

Renminbi, the lawful currency of the PRC

RPET

Recycled PET (polyethylene)

RSL

The Restricted Substance List

SBTi

Science Based Targets initiative

SDGS

The United Nations' 17 Sustainable Development Goals

SHAREHOLDER(S)

Shareholder(s) of the Company

SLCP

Social & Labor Convergence Program

SMETA

Sedex Members Ethical Trade Audit

SUSTAINABILITY COMMITTEE

The sustainability committee of the Company

TCFD

Task Force on Climate-Related Financial Disclosures

TPU

Thermoplastic Polyurethane

UNGC

United Nations Global Compact

UNHCR

United Nations High Commissioner for Refugees

WEPs

Women's Empowerment Principles

WWF

World Wildlife Fund

OCS

Organic content standard

OEKO-TEX

International association for research and testing in the field of textile ecology

YEAR

The year ended 31 December 2024

ZDHC

Zero Discharge of Hazardous Chemicals



If you have any inquiries, please contact:

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