



**ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT 2025**

ANTA SPORTS PRODUCTS LIMITED
Incorporated in the Cayman Islands with limited liability
Stock Codes: 2020 (HKD counter) and
82020 (RMB counter)



Employees are our most valuable asset

At ANTA Sports, every employee is our most valuable asset and the cornerstone of our sustainable growth. From the innovative breakthroughs of our R&D team to the aesthetic craftsmanship of our design department; from the skilled precision of factory workers to the meticulous logistics handled by warehouse staff; and to the enthusiastic services provided by store employees – every team member plays an indispensable role in their respective positions. The dedication and hard work of our employees drive our spirit of “Keep Moving”.





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, JACK WOLFSKIN and 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

Contents

5

About Our
Report

8

Message from
the Chairman

10

Statement of
the Board

12

2025 Highlights

23

Our Governance

36

Our Strategy

41

Five Mutualism
Goals and Progress
in 2025

46

Mutualism with
Consumers

70

Mutualism with
Employees

86

Mutualism with
Partners

104

Mutualism with
the Society

114

Mutualism with
the Environment

141

Prospects

143

Appendix

186

Assurance Report

196

Glossary



“ *The Company's comprehensive benefits and people-centered care have deepened my sense of belonging.* ”

DING WEI
Logistics Center Staff

About Our Report



67,700
employees



28
countries and regions
where employees
come from



9
sportswear
brands



12,000+
stores



7
factories



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 2025 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 Chinese Mainland from 1 January to 31 December 2025. 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".

About Our Report

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”, 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*
- *Taskforce on Climate-related Financial Disclosures*
- *Taskforce on Nature-related Financial Disclosures*

“ My greatest job satisfaction comes from seeing the products we developed were widely recognized and appreciated by consumers. ”

JULIA ZHOU

Footwear Merchandizing Management Department



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, Chinese Mainland
- FILA building in Xiamen, Chinese Mainland
- Office building in Jinjiang, Chinese Mainland
- Office building in Shanghai, Chinese Mainland



The self-operated stores in Chinese Mainland include

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

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

The data for JACK WOLFSKIN is not included, as it is a newly acquired business by the Company during the financial year. We are continuously advancing the alignment and integration of relevant data boundaries, and expect to include JACK WOLFSKIN in the reporting scope starting from 2026 report.

Data Sources and Reliability

The 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 25 March 2026 for publication.

PricewaterhouseCoopers Certified Public Accountants have provided limited assurance on the identified sustainability information provided by the Company. The Limited Assurance Report can be found on page 186.

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 guarantees that the Company will achieve its targets. Various factors may result in substantially different outcomes.

Message from the Chairman

“ We have always firmly believed that sustainability is regarded not merely as the cornerstone of sound corporate operations, but as the core engine of enduring value creation. ”

Dear respected stakeholders,

On behalf of the Board, I am pleased to present our ESG Report for the year ended 31 December 2025. Sustainability is regarded not merely as the cornerstone of sound corporate operations, but as the core engine of enduring value creation. Guided by our principles of “Five Mutualism” – Mutualism with Consumers, Mutualism with Employees, Mutualism with Partners, Mutualism with the Society and Mutualism with the Environment – Sustainability is systematically integrated into our “Single focus, Multi-brand, Globalization” strategy. It shapes both major decision-making and daily operations, ensuring that the pursuit of profitability and brand value enhancement proceeds in parallel with the steadfast fulfillment of environmental and social responsibilities. 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 an active participant of the United Nations Global Compact (UNGCC), we unwaveringly support the 17 United Nations Sustainable Development Goals. During the financial year, we issued and revised 22 policies and manuals, further strengthening our internal governance framework, risk management, and compliance operations to ensure transparency, efficiency, and resilience throughout our global expansion. Our sustainability performance has been highly recognized by international authorities.

Message from the Chairman

We were included for the first time in the S&P Global *Sustainability Yearbook* and have continuously been a constituent of the Dow Jones Sustainability Emerging Markets Index. Our MSCI ESG rating has been upgraded four levels consecutively and achieved the AA rating for the first time, and we were firstly included in the Hang Seng ESG 50 Index. These achievements reflect the recognition of both capital markets and professional institutions for our strategic directions and performance, while motivating us to relentlessly improve our sustainability performance in alignment with higher standards.

Mutualism with Consumers

We uphold the principle of mutualism with consumers by building an end-to-end quality and innovation management system covering product design, R&D, manufacturing, and services. Through sustained R&D investment, expanded use of materials that cause lower impact to the environment, and sustainable design practices, we make ongoing efforts to enhance product performance and environmental attributes, safeguarding consumer rights and user experience. During the financial year, 38.4% of our products were sustainable based on order volume. Among them, 100% of down materials used by FILA, DESCENTE, and KOLON SPORT were certified with the RDS. Nearly 100% leather suppliers for footwear products have obtained LWG Gold certification, and 100% of our leather is traceable through the LWG traceability system. Sustainable packaging accounted for 45.9% of total packaging usage. Over 80% of FILA

products adopted sustainable packaging, and retail stores fully eliminated single-use plastic shopping bags, marking steady progress in our green transition.

Mutualism with Employees

Employees remain our most valuable asset. As of 31 December 2025, our global workforce reached 67,700 employees across 28 countries and regions, with 41.1% of female executive, achieved the target of having over 40% by the end of 2030. We granted more than 10 million awarded shares to selected employees through the share award scheme, reinforcing our long-term incentive mechanisms. Average training hours per employee exceeded 26 hours, with total training hours surpassing 1.75 million hours. More than 8,200 employees participated in women's empowerment and leadership development programs. We unremittingly improve our physical and mental well-being support systems, enabling employees to achieve higher-quality development and work-life balance. Over 5,000 employees participated in well-being programs during the financial year. Through our efforts in employee care and development, we have been awarded the 2025 Forbes World's Best Employers, and recognition as one of the 2025 Best Workplaces™ in Greater China.

Mutualism with Partners

We keep strengthening partner collaboration and honoring shared responsibility, establishing a comprehensive supply chain tiered management strategy to optimize supply chain structure and boost overall

operational efficiency. During the financial year, we have conducted ESG audit for our tier 1 and tier 2 suppliers, of which good or above grades account for 88%. Over 130 suppliers use clean and renewable energy in their facilities. In addition, five suppliers actively participated in the Family Friendly Factory (FFF). During the financial year, we are taking Fujian and Henan as pilot areas, earnestly implement the living wage commitment in supply chain. Working closely with our partners, we will make joint efforts to advance progress in health and safety, labor rights protection, and green upgrading.

Mutualism with the Society

Leveraging sports as a bridge, we continuously create shared value for society. During the financial year, we donated RMB61 million in cash, and the value of donated sportswear (calculated at tag value) to different charities exceeded RMB440 million. Our "Lifetime Support Program for Excellent Athletes" initiative has cumulatively benefited 130 athletes, while total global community engagement hours exceeded 47,000 hours. We will support public welfare initiatives through concrete actions, contribute to sustainable social development, and bring positive change to more communities in need.

Mutualism with the Environment

Steadily advancing low-carbon transformation and green innovation, we commit to achieving carbon neutrality by 2050 and fully embrace a sustainable development pathway in harmony with the environment. During the financial

year, total scope 1 and 2 GHG emissions (market-based approach) decreased by 63.3% to 62,045 tonnes of CO₂ equivalent, with its emissions intensity decreased by 67.6% to 0.77 tonnes of CO₂ equivalent/revenue per million of RMB. PV projects at our self-operated factories and logistic center have generated for our own use more than 15,330 MWh of clean electricity, representing a 74.2% year-on-year increase. In addition, we improved our rating by two-level upgrade, achieving an A rating for the first time in the CDP Climate Change questionnaire, further validating our forward-looking climate strategy, carbon reduction initiatives, and robust risk management capabilities.

In closing, on behalf of the Board of Directors, we extend our heartfelt gratitude to all our stakeholders for striving together with us. We look forward to the realization of the "Five Mutualisms" and the "1+3+5" strategic goals for mutualism with the environment for greater shared value and success, and long-term value through collaborative innovation and responsible growth toward our vision of a world-leading multi-brand sportswear Group.



Ding Shizhong
Chairman
Hong Kong SAR, 25 March 2026

Statement of the Board

“ 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 *Environmental, Social and Governance Reporting Code* 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.

2025 Highlights

Sustainability Overview

OUR BUSINESS

Definition of sustainability

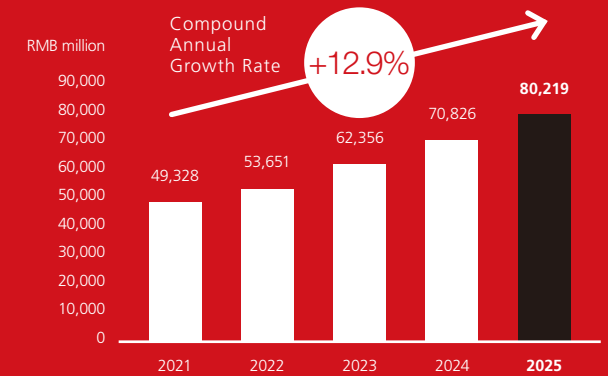

Growing revenue potential


Increased innovation potential

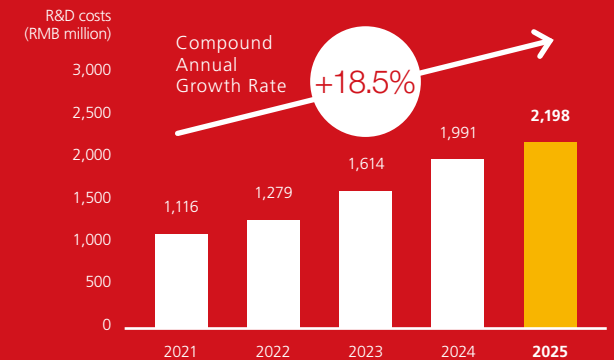
And where are we



Maintaining an upward revenue trend



Continuing to invest in R&D



Multi-brand strategy



Financial Performance for 2025

RESULTS HIGHLIGHTS

Financial Performance



Revenue increased by
13.3% to
RMB80.22 Billion



Gross profit margin decreased by
0.2% points to
62.0%



Profit attributable to equity shareholders decreased by
12.9% to
RMB13.59 billion



Basic earnings per share decreased by
11.9% to
RMB4.89

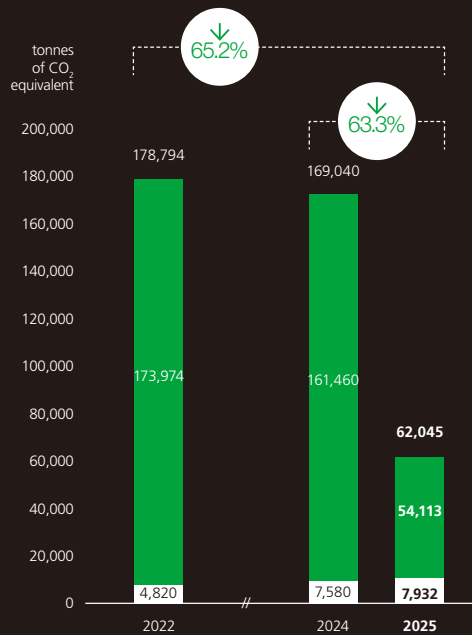


Payout of adjusted profit attributable to equity shareholders
(Adjusted profit attributable to equity shareholders represents profit attributable to equity shareholders excluding share of profits or loss of associates and any one-off gain or loss related to the investments in associates)
50.1%



Climate Action

Current carbon reduction progress is advancing in line with SBTi targets



● Scope 1 GHG emissions
● Scope 2 GHG emissions (market-based approach)

Obtained the assurance report for Scope 3 Category 1, 6 and 12 for the first time

Goods shipped from self-operated warehouses to FILA stores and warehouses have already adopted paperless operations, reducing paper consumption by approximately

16,000 kg

PV projects at our self-operated factories and logistic center have generated for ourselves increased

74.2%

to 15,330 MWh of electricity compared to last year



Product Management

38.4%

of products are sustainable (based on order volume)

45.9%

of packaging materials are sustainable packaging (based on order volume), of which >80% of FILA products use sustainable packaging

>90%

plastic packaging adopted recycled plastic

Stores no longer provide single-use plastic shopping bags

Defining a clear roadmap for substituting high-risk substances to proactively commit to phasing out PFAS



Supplier Partnership

100%

Tier 1 and tier 2 supplier completed ESG audit

130+

suppliers using clean and renewable energy in their facilities

Conducted 1,047 ESG audits on suppliers, of which good or above grades account for more than

88%

Taking Fujian and Henan as pilot areas, earnestly implement the living wage commitment in supply chain



People Management

67,700 employees

from 28 different countries and regions

Female executives represented

41.1%

achieved the 2030 target of having over 40% by 2030

10+ million

award shares granted to selected employees

1.75+ million

training hours, with 8,200+ people trained in leadership development and women's empowerment

5,000+

employees participating in physical and mental health programmes



Public Welfare

Donated

RMB61 million

in cash and

RMB440+ million

worth of sportswear (calculated at tag value)

Benefited

130 athletes

in "Lifetime Support Program for Excellent Athletes"

Global community engagement hours reached

47,000+ hours

Donated

RMB1,280+ million

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

Financial Performance for 2025

Operational Performance



Number of FILA stores
in China and Singapore stood at

1,273 (1,264)*



Number of FILA KIDS stores
in China and Singapore stood at

578 (590)*



Number of FILA FUSION stores
in China and Singapore stood at

189 (206)*



Number of ANTA stores
in China and overseas stood at

7,203 (7,135)*



Number of ANTA KIDS stores
in China and overseas stood at

2,652 (2,784)*



Number of DESCENTE stores
in China and Southeast Asia stood at

256 (226)*



Number of KOLON SPORT stores
in China stood at

209 (191)*



Number of MAIA ACTIVE stores
in China stood at

52 (47)*

* As at 31 December 2024

Constituent Stock of

Index abbreviation	Index name in English
HSI	Hang Seng Index
HSCEI	Hang Seng China Enterprises Index
HSML100	Hang Seng China (Hong Kong-listed) 100 Index
HSFML30	Hang Seng China (Hong Kong-listed) 30 Index
HSCI	Hang Seng Composite Index
HSCICD	Hang Seng Composite Industry Index – Consumer Discretionary
HSLI	Hang Seng Composite LargeCap Index
HSLMI	Hang Seng Composite LargeCap & MidCap Index
HSESG50	Hang Seng ESG 50 Index
HSLMIV	Hang Seng Large-Mid Cap (Investable) Index
HSSCMLC	Hang Seng SCHK Mainland China Companies Index
HSHKI	Hang Seng Stock Connect Hong Kong Index
HSPOE	Hang Seng China Private-owned Enterprises Index
HSSCPOE	Hang Seng SCHK China Private-owned Enterprises Index
HSSSHGZ	Hang Seng Shanghai-Shenzhen-Hong Kong Generation Z Index
HSSSHSC	Hang Seng Shanghai-Shenzhen-Hong Kong (Selected Corporations) 300 Index
HSSCC80	Hang Seng Stock Connect China 80 Index
HSC500	Hang Seng Stock Connect China 500 Index

Index abbreviation	Index name in English
HSCGSI	Hang Seng Consumption Index
HSIESG	HSI ESG Index
HSIESGS	HSI ESG Enhanced Index
HSISUI	HSI ESG Enhanced Select Index
HSCEESG	HSCEI ESG Index
HSILOWC	HSI Low Carbon Index
HSC15TI	Hang Seng Climate Change 1.5°C Target Index
HSCESGE	HSCEI ESG Enhanced Index
HSHKS50	Hang Seng Stock Connect Hong Kong Top Shareholding 50 Index
BWORLD	Bloomberg World Index
BESGPRO	Bloomberg ESG Data Index
BWRETL	Bloomberg World Retail Index
SBBMGLU	S&P Global BMI (US Dollar)
SCRTCN	S&P China BMI Index
SCRTEM	S&P Emerging BMI Index
SCCEA	Hang Seng HKEX Stock Connect China Enterprises Index
HSC	Hang Seng Index – Commerce & Industry
HSSUSB	Hang Seng Corporate Sustainability Benchmark Index

2025 Highlights – ESG Indexes, Ratings and Awards

ESG Indexes



a member of
Hang Seng
Corporate Sustainability
Benchmark Index

a member of
Hang Seng ESG
50 Index

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

We Support



In support of

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the
UN Global Compact Office



2025 Highlights – ESG Indexes, Ratings and Awards

Our Ratings



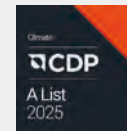
MSCI
ESG RATINGS

Increased by four levels since 2022



low risk

SEVERE HIGH MEDIUM **LOW** Negligible



Climate Change

A

F D C B **A**

Water Security

B

F D C **B** A

Forests

B

F D C **B** A



S&P Global Corporate Sustaining Assessment

67/100

Ranked ahead of 94% global peers



ISS Rating

C+ (Prime Status)

D **C** B A A+



CITI

Green Supply Chain Evaluation

65.86/100



CATI

Climate Action Evaluation

68.4/100



Hong Kong Quality Assurance Agency (HKQAA) Sustainability Rating

A

Others BBB- BBB BBB+ A- **A** A+ AA- AA AA+ AAA

2025 Highlights – ESG Indexes, Ratings and Awards

Our Awards



“ESG Special Recognition Award” at the TVB ESG Awards 2025



“Best Corporate Governance and ESG Awards” 2025 Special Mention Corporate Governance by Hong Kong Institute of Certified Public Accountants



Ram Charan Management Practice Award “Grand Prize”

Social Welfare



“The Philanthropy Times” Corporate Social Responsibility Awards



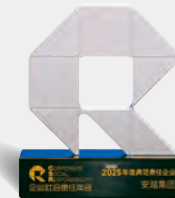
“Best ESG (E) Award”, “Best ESG (S) Award”, “Best ESG (G) Award” at 11th Hong Kong Investor Relations Awards from Hong Kong Investor Relations Association



“The Recognition of Sustainable Development Category Platinum” and “Best Report Award” by Quam Investor Relations Awards 2024



IDC Future Enterprise Awards “Annual Future Enterprise Excellence Award”



“Southern Weekend” 2025 Annual Model Responsible Enterprise



“Sustainable Asia Award” from “Corporate Governance Asia”’s 15th Asian Excellence Award



“Outstanding Pioneer Award Excellence for Sustainable Design Contribution” at Hong Kong Green and Sustainability Contribution Awards 2025 from Hong Kong Quality Assurance Agency



China National Textile and Apparel Council Science and Technology Award “Science and Technology Progress Award First Prize”



“Torchlight” Education Public Welfare Award TOP 10

2025 Highlights – ESG Indexes, Ratings and Awards

Our 2025 ESG Report



“Excellence in Workplace Wellbeing and Growth” and “Excellence in Digital ESG Disclosure” at the Hong Kong ESG Reporting Awards (HERA) 2025



“Continuous Commitment to Carbon Reduction” from Carbon Care Innovation Lab, along with special recognition of “Continuous Commitment to Carbon Reduction and Best Practice in ESG Reporting”

We are selected into



2025 Cailian Press Zhiyuan Award – ESG Pioneer Enterprise



“The Economic Observer” 2024–2025 Annual Respected Enterprise



2025 Forbes China ESG 50 – ESG Inspiration Case



2025 “Fortune” China ESG Influence List

Best Employer

Forbes 2025 WORLD'S BEST EMPLOYERS			
Rank	Name	Industry	Country/Territory
540	Antzhenrde	Transportation and Logistics	Germany
541	ANTA Sports Products	Clothing, Shoes, Sports Equipment	China

2025 Forbes World's Best Employers



2025 Best Workplaces™ in Greater China

践行可持续发展 永不止步

长期主义正在成为如今企业发展的必然之选，行稳致远的战略才是深耕行业的根基。不断坚定践行可持续发展理念的安踏，正在展示着中国领军企业的责任感与放眼世界的国际化视野。安踏在ESG领域的深耕，获得了来自国际社会的认可。2023年的标普全球ESG最具透明度的报告中，安踏位列中国领先运动服饰企业第一，荣获标普全球纺织品、服装和奢侈品行业的 [行业最佳进步企业] 奖。

我们以环保科技创新为
致力于实现 [产品] 与 [空间]
支持每一位消费者践行低碳
一起创造
使命相聚，我
携手并

与





Our Governance

SDGs OBJECTIVES ADDRESSED IN THIS SECTION



ESG MATERIAL ISSUES ADDRESSED IN THIS CHAPTER:

- Corporate governance
- Business ethics



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.

Our Governance

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 2025* 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 ten 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).

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 avoiding conflict of interests, shall consider and decide if the member shall refrain from voting in the resolutions and/or be excluded from the meeting. 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 advisers.

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. The Company has received written confirmation from all Independent Non-Executive Directors regarding their independence in respect of Rule 3.13 of the *Listing Rules*.

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 *Listing Rules* and 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, 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. Selection of candidates will be based on these diversity perspectives, with the final decision made on merit and contribution that the selected candidates will bring to the Board.

Directors are from diverse and complementary 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 skills and experience in other areas 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. 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. 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. The Group will continue to make ways in achieving gender diversity in the workforce (including senior management). During the year, the Group achieved the target of having over 40% women at the director level and above by the

end of 2030 in advance. The proportion of female executives (director level and above) was 41.1% as of 31 December 2025.





Our Governance

Details of the Board as of December 31, 2025

Name

Gender

Age

Length of service of the Board (as of December 31, 2025)

**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

Our Governance

Mr. Ding Shizhong	Mr. Ding Shijia	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	Male	Male	Female	Female
55	61	51	55	57	53	65	69	47	47
18 years	18 years	18 years	18 years	16 years	4.5 years	7.5 years	5 years	4.5 years	3.5 years
		✓			✓	✓			
✓			✓	✓				✓	✓
✓			✓	✓				✓	
		✓				✓	✓		
✓		✓	✓	✓	✓	✓	✓	✓	✓
✓				✓	✓			✓	✓
✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
		✓			✓				
		✓					✓		
	✓								✓
✓	✓	✓	✓	✓	✓		✓		✓
		✓			✓	✓		✓	✓
✓			✓	✓					
	✓	✓			✓				
		✓							

Our Governance

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 *Criminal Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*), Hong Kong SAR, and other countries or regions as applicable. We have referred to various policies, including the *Anti-Corruption Policy*, the *Code of Conduct for Suppliers of ANTA Sports*, the *ANTA Group Supplier Integrity and Compliance Management Measures* and the *Rewards and Discipline Policy*, 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, conflict of interest, anti-competition, anti-money laundering, and insider trading. With respect to corruption cases identified in 2025, the individuals involved were dealt with strictly in accordance with the *Rewards and Discipline Policy*, including measures such as reductions

in performance-based compensation and dismissal. This reflects the Group's zero-tolerance approach toward misconduct. 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, thereby continuously strengthening the effectiveness and guiding role of our compliance management framework.

We have also signed the *Letter of Commitment on Integrity and Anti-Corruption* 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 have established an Integrity and Ethics Committee, which convenes on a quarterly basis to conduct dedicated reviews of integrity and ethical practices, which includes the implementation of anti-corruption policies, violations identified through supervisory activities, and related disciplinary decisions. In parallel, we regularly enhance and update relevant internal policies and frameworks, including the *Regulations on the Submission of Business Gifts* and

the *Charter of the Integrity and Ethics Committee of ANTA Group*, to ensure that all business activities comply with the highest ethical and legal standards.

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 such as the *Auditing and Supervision Policy*, the *Auditing and Supervision Patrol System*, the *Audit and Supervision Penalty Management System* and the *Anta Group Management Accountability Policy* 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, as well as to all individuals and entities having business dealings (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 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. 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 voluntarily and 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 investigations. Material incidents shall be reported to the Board by the Risk Management Committee.

We continue to enhance our compliance communication and training framework for both the governance level and business units. During the financial year, we further strengthened compliance training initiatives. We conducted four compliance training sessions on advertising and marketing, covering risk management in livestreaming activities and strategies for handling customer complaints, which effectively enhanced legal awareness and compliance capabilities among relevant personnel. At the same time, we embedded compliance requirements across business operations and partner management by issuing the *Livestreaming Legal Operations Guidelines* and explicitly incorporating advertising compliance clauses into contracts with third-party service providers, ensuring that compliance expectations are fully integrated throughout business processes and collaborative arrangements.

Audit, Oversight and Risk Management

We are committed to establishing a systematic framework for audit oversight and risk management. We have revised and implemented the *Internal Audit Charter*, clearly defining that internal audit activities cover all business operations and functional units of the Group on a year-round basis. Audit frequency is flexibly determined in accordance with the principle of business materiality, and all audit activities are documented through formal audit reports to ensure the rigor, consistency, and effectiveness of the audit function.

During the financial year, we engaged a professional and independent third party as our external auditor to conduct a Group-wide information security risk audit, with a dedicated audit report issued upon completion. To further strengthen our risk management framework, the audit function carried out assessments and verifications in parallel with the annual risk self-assessments conducted by each business unit, continuously enhancing the robustness of our risk management mechanisms. During the financial year, we completed comprehensive risk assessments across the Group, with outcomes meeting our expected objectives.



Our Governance

Through the establishment of ongoing dialogue mechanisms with business units and the normalization of risk management communication and training, the Company integrates risk management standards into daily business processes, continuously optimizes its internal control system, and reinforces the governance foundation underpinning the Group's sustainable development.

Internal Supervision Measures

Our *Auditing and Supervision Policy* sets out detailed provisions for the internal grievance and appeal mechanism, and clearly states that any entities or individuals can submit a complaint to the Board's Risk Management Committee if they have any objections to decisions or actions related to audit and supervision. Members of the Committee are drawn from diverse professional backgrounds and possess the independence, objectivity, and professional expertise required to review and address appeals in a fair and effective manner.

In addition, we conduct audits covering all our operational activities 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 principles of integrity.

In accordance with the *Supervision Charter* and the *Detailed Rules for Supervision*, during the financial year, we systematically conducted business ethics audits. The audit process covered three key stages—preparation, execution, and reporting—and encompassed areas including the supply chain, branding, e-commerce, retail, logistics, engineering, and administrative functions. By conducting at least one thorough audit and assessment 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 special investigations, thematic reviews, integrity roadshow, integrity interview, integrity education visits, and audit inspections, 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 *Labor Contract* of employee to strengthen internal anti-corruption measures. During the financial year, we organized 23 integrity advocacy sessions for employees, the Board of Directors, and critical suppliers, covering critical areas including fraud case analysis, fraud risk management responsibilities, integrity reporting policy, anti-corruption regulations and supplier integrity obligations. These sessions encompassed various business units, including merchandise, design, marketing, retail, procurement, manufacturing, logistics, and functional departments. These initiatives significantly strengthened compliance awareness and fostered a robust corporate integrity culture.

Supply Chain Integrity Management

Integrity is one of our core values 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. At the policy level, the Company has established a comprehensive supplier integrity management framework through

policies including the *Anti-Corruption Policy*, the *Rewards and Discipline Policy*, and the *Supplier Integrity and Compliance Management Measures*. We also encourage suppliers to establish their own internal anti-corruption policies.

Throughout the lifecycle of supplier partnerships, we ensure compliance from the outset by requiring suppliers to sign an *Letter of Commitment on Integrity and Anti-Corruption* 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 stakeholders' 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 into suppliers suspected of violating the anti-corruption responsibility clause. Once confirmed, they will be resolutely dismissed and held accountable for the relevant legal responsibilities. 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 whistleblowing channels, including email, hotlines, WeChat and mailboxes. In addition to handling all reports strictly in line with the *Whistleblowing Policy*, 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 unfair treatment, threats, or discrimination due to whistleblowing. All whistleblowing information is kept strictly confidential and accessible only to authorized personnel, ensuring the security and credibility of the reporting mechanism. 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 transparent measures and commitment to business ethics, promoting the continuous development of a transparent and accountable culture.

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

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 in the areas of integrity and compliance.



Anti-Corruption and Compliance

During the financial year, we signed the *Letter of Commitment on Integrity and Anti-Corruption* with all our suppliers.

During the financial year, eight corruption-related litigation cases and 11 incidents involving breaches of the *Code of Conduct* were disclosed. The Company conducted detailed classification and analysis of these cases and incidents, comprising ten cases of workplace misconduct, seven cases of bribery, one case of duty encroachment, and one case involving conflicts of interest.



Whistleblowing Cases

During the financial year, we received 272 whistleblowing reports, involving alleged misconduct such as bribery, misappropriation of duties, commercial information leakage, and conflicts of interest. All reports were directly handled by the Group's Audit and Supervision Department, which assigned dedicated personnel to conduct thorough investigations. Where allegations were substantiated, responsible individuals were dealt with strictly in accordance with applicable laws, regulations, and internal policies.



Building Integrity Culture

During the financial year, we organized integrity culture advocacy or training for the Board, management, employees (including part-time employees and contractors), and external suppliers, with a coverage rate of 100%.

Our Governance

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 at achieving 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 governance, 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 and emission reduction targets, chemical safety management targets and staff training coverage, use of packaging materials, social investment and supply chain management, to executive variable compensation (e.g. bonuses) for the senior management to further strengthen effective ESG governance.

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*.



The Board

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



The Sustainability Committee

The Sustainability Committee, being delegated with relevant authorities by the Board, assists the Board in (1) conducting effective governance and oversight of ESG matters; (2) formulating and reviewing the Company's sustainability strategic objectives; (3) leading and promoting each department to improve its mindsets and operation initiatives in various business processes from the perspective of sustainability; (4) identifying, assessing and managing material ESG risks and issues; (5) 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, and (6) conducting environment-related training to equip the Board with knowledge of ESG issues.



The Sustainability Department

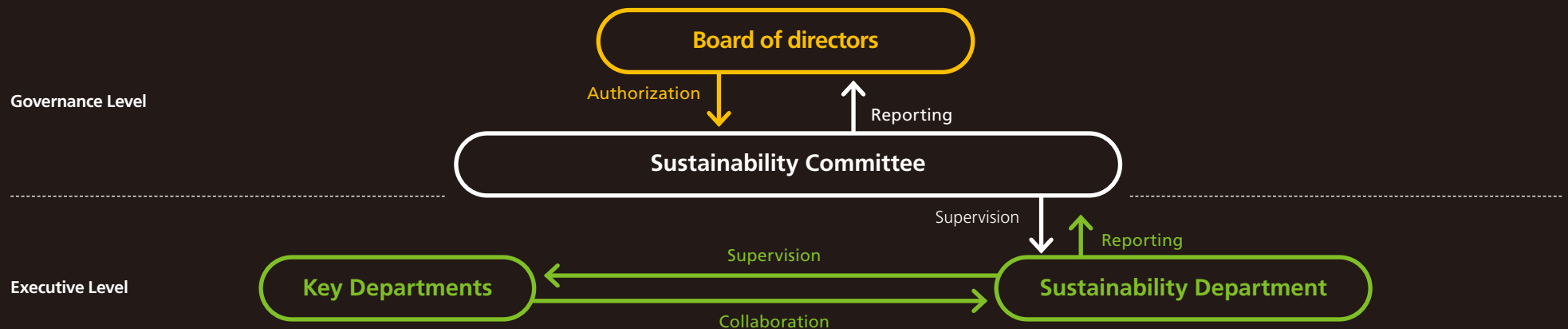


The Sustainability Department oversees the Company's ESG strategy, establishes various ESG operation measures, manages ESG risks, and empowers brands and business units. It is also responsible for ESG disclosures and ratings.

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



ESG Risk Management Framework and Functions



- Operation and Management Departments of all Brands and Business Units
- Finance Department
- Legal Department
- Human Resource Department
- Sourcing Department
- Self-operated Factories and Logistic Center
- Administration Department
- Process Management Department
- Information Management Department

Our Governance

Governance Level	Board	<p>As the ultimate responsible body, the Board</p> <ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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.
Executive Level	Sustainability Department	<ul style="list-style-type: none"> • Oversee the Group’s ESG strategy and direction, ensuring alignment with progress; • Collaborate with internal and external entities to establish different ESG operation measures, ensuring operations and brands are well-supported; • Implement independent risk management, separate from brand and business departments; • Collect and feedback international ESG regulations and industry trends, ensuring brands and business units are prepared; • Empower brands and business units in their ESG initiatives; • Compile the Group’s ESG work and data, making appropriate disclosures in accordance with compliance requirements.
	Operation and Management Departments of all Brands and Business Units and other Functional Departments	<ul style="list-style-type: none"> • Implements ESG projects, planning specific ESG action plans, and develops corresponding roadmaps in line with the group’s ESG strategic goals; • Collaborates and supports the Sustainability Department in conducting ESG risk assessments and management, and includes ESG risks into daily operation risk management.



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 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.

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 have identified 11 ESG issues corresponding to double-materiality topics, and 44 risks associated with the Group's various operational activities, 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.

We carry out risk analysis by assessing ESG risk management maturity through questionnaires, covering governance and leadership, policies and processes, execution and actions, and monitoring and improvement.

Through continuous reviews and evaluations of our ESG management practices, we identify areas for necessary improvement to effectively implement ESG related risk management measures.



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





Our 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 environment, partners, consumers, employees, partners and society. We became a participant member of the UNGC in 2021, committing to the ten principles including human rights, labor, environment, anti-corruption, etc. by actively supporting the United Nations' 2030 Sustainable Development Goals and integrating these goals with our five mutualism goals, thereby driving sustainability through a clear governance structure and a system of quantitative targets.

Five Mutualism	Our Goals	ESG Material Issues	17 SDGs of the United Nations
Mutualism with Consumers	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.	Craftsmanship and product innovation Product life cycle Product quality and safety Use of chemicals and discharge Customer relations management Responsible marketing Data privacy and protection Intellectual property management	 

Five Mutualism	Our Goals	ESG Material Issues	17 SDGs of the United Nations
Mutualism with Employees	<p>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.</p>	<p>Human rights and labor rights Diversity and inclusion Employee development and training Employee well-being Health and safety</p>	
Mutualism with Partners	<p>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.</p>	<p>Supply chain management Sustainable raw material sourcing</p>	
Mutualism with the Society	<p>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.</p>	<p>Social investment</p>	
Mutualism with the Environment	<p>Incorporate environmental responsibility into our corporate development strategy, advance energy conservation, emissions reduction and green low-carbon practices systematically, and address climate change challenges proactively.</p> <p>Work with upstream and downstream partners to jointly explore emissions reduction pathways and keep driving innovation in green products and building sustainable logistics systems.</p> <p>Promote green office, and carry out a wide range of environmental protection publicity and practice activities to raise the environmental protection awareness of employees and their families and establish an environmental action network spanning the entire value chain with full employee participation.</p>	<p>GHG emissions Use of energy Climate change Waste discharge Waste gas emissions and wastewater discharge Use of packaging materials Use of water resources Biodiversity and land use</p>	

Our Strategy

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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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
Suppliers	<ul style="list-style-type: none"> Fair, open and just procurement Supplier support 	Conducted supplier satisfaction surveys Held supplier conferences to exchange ideas
Distributors	<ul style="list-style-type: none"> Mutual benefits Mutual growth 	Hosted trade fairs Organized distributor meetings to exchange ideas
Media	<ul style="list-style-type: none"> Information openness and transparency Product quality and safety Anti-corruption 	Organized press conferences Attended media interviews
Government/regulatory authorities	<ul style="list-style-type: none"> Operations compliance Tax payment in accordance with the law Driving regional economic development 	Organized meetings to set standards and exchange ideas
Brand ambassadors	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Product performance Product R&D and innovation 	Sponsored athletes' competition outfits and equipment
Internal Stakeholders	Stakeholder Expectations	Communication Activities during the Financial Year
Directors	<ul style="list-style-type: none"> Corporate governance Anti-corruption Risk management 	Participated in Board meetings and committee meetings
Management	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Employee well-being Employee development and training Anti-corruption 	Engaged in surveys and participated in online and face-to-face staff activities

Analysis Progress of Double Materiality Determination

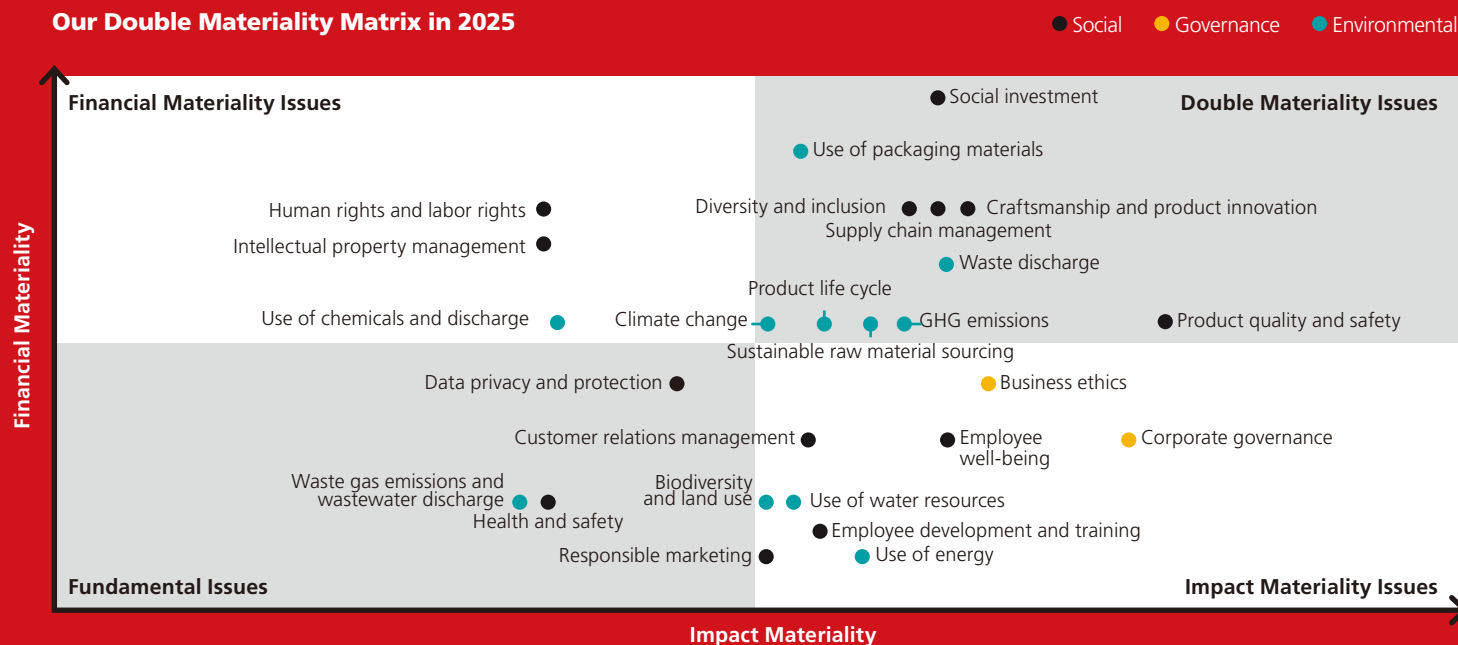


2025 ESG Issues Materiality

We conducted a double materiality assessment by engaging an independent professional consultant to carry out internal and external stakeholder surveys. 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.

Our Double Materiality Matrix in 2025



Our Strategy

ESG Material Issues in 2025

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
	Fundamental Issues	Social
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 impacts, risks, opportunities and financial impacts of ESG issues. 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.



*Five Mutualism
Goals and Progress
in 2025*

Looking back at 2025, we have continued to cultivate in the “Five Mutualisms” principles and achieved 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.

Five Mutualism Goals and Progress in 2025

Mutualism with Consumers

Goal	Progress in 2025
Establish a definite and solid consumer ESG mindset, enabling consumers to realize circular consumption.	We clearly defined the direction and strategy of ESG mindset building for each brand. During the financial year, we launched 5 certified carbon-neutral products. We actively educated consumers about sustainable consumption knowledge and promoted the use of sustainable products, including the ANTAZERO Earth Day Storm Mecha Jacket that has adopted carbon capture technology and PFAS-free waterproof and breathable AEROVENT ZERO, as well as the ANTA MACH 5 Running Shoes which reduced 36.3% reduction in carbon emissions compared to the previous generation. Also, FILA created Chinese Mainland first sustainable tennis court with recycled tennis balls. On the other hand, KOLON SPORT conducted an used clothing recycling and renewal campaign, encouraging members to trade in used items for new ones and participate in textile recycling.

Mutualism with Employees

Goal	Progress in 2025
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	<p>Giving care to employees in clothing, food, housing, transportation, and physical and mental health:</p> <p>Clothing: We offer gift cards, staff discounts, discount coupons, etc., to our employees for our branded products.</p> <p>Food: Our ocean-view restaurant offers a variety of nutritious and tasty food, and many high-quality vegetables are supplied directly from our farms.</p> <p>Housing: We provide affordable staff dormitories, housing subsidies, and interest-free loans under our “Sweet Home Plan” to help relieve our employees’ financial burden.</p> <p>Transportation: We provide shuttle buses and free parking space, and overtime transportation reimbursement, etc.</p> <p>Physical and mental health: We have in place supplementary medical insurance, paid sick leave, a free gym, fitness classes, sports clubs, health checkups, and a hotline to attend to employees’ mental health needs.</p>
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 10,447,358 award shares to selected employees of the Group by share award scheme.

Five Mutualism Goals and Progress in 2025

Goal	Progress in 2025
3. Step up the cultivation of young talents and attract young talents to work in the Group	During the financial year, we recruited over 20,000 college graduates and young talents to join.
4. Provide employees with a broad career platform and improve the multi-tiered structure of the global talent pool	We provide continuing education support for all employees, encouraging them to pursue higher academic degrees and obtain professional certifications. We cooperate with institutions to build a resource platform for academic advancement and professional qualification certification. During the financial year, over 64,000 employees participated in the training, achieving a training coverage rate of over 98%.

Goal	Progress in 2025
5. Increase the proportion of female executives (director level and above)	As of 31 December 2025, the proportion of female executives (director level and above) was 41.1% (31 December 2024: 39.2%).
6. Offer employment opportunities to the disabled and the underprivileged	<p>During the financial year, we had 53 employees with disabilities. To meet the special needs of employees with disabilities, we provided them with the necessary assistive devices and prioritized assigning them to suitable positions.</p> <p>Under the “Hemin Student Sponsorship” program and the “Hemin Health Assistance” program, during the financial year, the number of beneficiaries was over 2,500 people in total.</p>

Five Mutualism Goals and Progress in 2025

Mutualism with Partners

Goal	Progress in 2025
1. Empower suppliers and improve supplier governance capabilities	We conducted 47 ESG training sessions for the supply chain, covering various sustainable development topics such as environment, social responsibility, and chemical management, with over 7,000 participants. On the other hand, we have also partnered with five suppliers on the pilot Family-Friendly Factory (FFF) project during the financial year.
2. Enhance supply chain transparency	Starting from 2024, we have gradually disclosed our supplier list, as well as publicly disclosed the supplier list and its basic information.
3. Optimize the supplier management policies and system	During the financial year, we conducted 1,047 ESG audits, with more than 88% achieving a grade of good or above. 100% tier 1 and tier 2 supplier completed the internal or external ESG audit.

Mutualism with the Society

Goal	Progress in 2025
1. One medical aid project	The Hemin Foundation, set up by the founding family of the Group, has solely donated to 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. The project is expected to be completed and put into use by 2026 to offer high-quality medical services to residents, with a total bed capacity of 1,000.
2. One poverty alleviation project	We play an active role in national emergency rescue operations, providing supplies and assistance to disaster-stricken areas. 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. During the financial year, we provided support to Tai Po Fire Relief, Hong Kong and Tibet Earthquake, and donated cash and sportswear. On the other hand, "Hemin Health Assistance" program has successfully assisted 505 individuals and provided aid valued at approximately RMB5.34 million.

Goal	Progress in 2025
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. During the financial year, the "Lifetime Support Program for Excellent Athletes" benefited a total of 130 athletes, including 60 champions, 44 runners-up, and 26 third-place finishers.
4. One sports education project	Supporting youth sports public welfare initiatives through the "Sturdy Growth Charity Project", we promote the integration of sports and education and contribute to rural revitalization. During the financial year, we hosted the "Ignite the Ice and Snow • 2025 ANTA Winter Sports Games", enabling over one hundred rural teachers and students to experience alpine skiing and curling under professional coaching.
5. One ecological protection project	We collaborated with international environmental organizations to support biodiversity conservation. During the financial year, we continued to implement the three-year strategic cooperation plan with World Wildlife Fund (WWF) and actively participated in WWF's global ecological conservation initiatives. Through integrating corporate action with public advocacy, we advanced the promotion and practice of ecological conservation concepts, focusing on three key areas including water resource management, biodiversity conservation, and public environmental education.

Five Mutualism Goals and Progress in 2025

Mutualism with the Environment

Goal	Progress in 2025
One overall goal – Carbon neutrality by 2050	<ul style="list-style-type: none"> 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. Total scope 1 and 2 GHG emissions (market-based approach) decreased by 63.3% compared to 2024, and decreased by 65.2% to 62,045 tonnes of CO₂ equivalent compared to SBTi target base year (2022). Scope 3 greenhouse gas emissions intensity (covering Categories 1, 7, 12, and 15 only) decreased by 43.2% compared with the SBTi target base year (2022), reaching 197.5 tonnes of CO₂ equivalent per million USD of gross profit.
Three “zeroes” – By 2030 1. Net zero carbon emissions in self-owned operating facilities 2. Zero use of virgin plastic in self-owned operating facilities 3. Zero landfill of self-generated production waste	<ul style="list-style-type: none"> We conducted a GHG emissions assessment of all self-operated facilities and developed carbon reduction plans. The 2025 virgin plastic usage at ANTA building in Xiamen, FILA building in Xiamen, office building in Jinjiang and office building in Shanghai decreased by 88% to 2,518.5kg compared to 2022. Shangqiu ANTA Shoes Co., Ltd., ANTA (China) Co., Ltd., Xiamen ANTA Industrial Co., Ltd., and Changting ANTA Sports Products Co., Ltd. obtained National-Level Green Factory Recognition, Quanzhou ANTA Material Supply Co., Ltd. and Henan ANTA Material Supply Co., Ltd. obtained provincial-level green factory certification. Quanzhou Athletic Shoes & Garments Co., Ltd. is a provincial-level green supply chain management enterprise, indicating that the enterprise has reached a high standard in green manufacturing and sustainable development. All self-operating factories and logistics center successfully obtained Zero Waste to Landfill Management Certification.

Goal	Progress in 2025
Five “50%” – By 2030 1. Increase the proportion of sustainable products to 50% 2. Use sustainable packaging for 50% of products 3. Apply 50% sustainable raw materials 4. Replace 50% of fuel used for transportation in our self-owned operating facilities with clean fuels 5. Replace 50% of strategic partners’ energy consumption with renewable energy	<ul style="list-style-type: none"> The proportion of sustainable footwear, apparel, and accessories products accounts for 38.4% based on order volume (2024: 30.3% for footwear and apparel products). Footwear, apparel, and accessories products’ sustainable packaging usage accounted for 45.9% of the total packaging material based on order volume (2024: 36%). Footwear, apparel, and accessories products have applied over 40.6% sustainable raw materials (2024: over 33.2%). We continued to focus on data tracking and optimization upgrades for the energy consumption of transportation equipment. By accelerating the electrification transformation of transport vehicles and improving the deployment of charging infrastructure, we have achieved more than 50% of the energy consumption of our self-owned transportation equipment now comes from electricity (2024: more than 30%). At the same time, supplemented by the procurement of green electricity certificate, these efforts support the achievement of the strategic goal of replacing 50% of the fuel used for transportation in our self-owned operating facilities with clean fuels. We have improved our suppliers’ energy consumption and carbon emission management system, and actively promoted over 130 suppliers to use clean and renewable energy in their facilities.

Mutualism with Consumers

Establish a definite and solid consumer ESG mindset, **guiding consumers towards responsible consumption.**




We have established a full life-cycle quality management system, implementing stringent controls across every stage of product manufacturing. By steadily increasing R&D investment, we actively explore the application of advanced processes and cutting-edge technologies, in a bid to drive product and technological innovation. In addition, we make constant efforts to upgrade our customer service mechanisms, thereby elevating the service experience. We advocate for sustainable consumption and circular fashion, and strive to reduce our operational footprint. Furthermore, we also have a high priority on information security and data protection while strengthening our intellectual property management. Through systematic initiatives, we support the effective achievement of our sustainability goals.

SDGs ADDRESSED IN THIS CHAPTER:



ESG MATERIAL ISSUES ADDRESSED IN THIS CHAPTER:

- Craftsmanship and product innovation
- Product life cycle
- Product quality and safety
- Use of chemicals and discharge
- Customer relations management
- Responsible marketing
- Data privacy and protection
- Intellectual property management

A man with short dark hair, wearing a maroon zip-up jacket over a black shirt, is sitting in a black office chair at a desk. He is smiling broadly, showing his teeth. In front of him is a silver laptop. The background is a bright, out-of-focus window with a view of a city skyline. The overall mood is positive and professional.

*“ Nothing makes me
happier in this job than
seeing customers out
in the city wearing the
products we created. ”*

TOMOKATSU KASHIWA

DESCENTE – Product Management Department

Mutualism with Consumers

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 performance by leveraging cutting-edge technologies to build superior product functionality. We are also committed to incorporating innovative concepts to integrate diverse design styles into sport aesthetics design. We have established an efficient R&D innovation framework, conducting in-depth research into technology, product, and design craftsmanship. While

boosting our innovation capabilities, we comprehensively optimize the end-to-end innovation mechanism ranging from R&D to market delivery across the full value chain.

Our brands have rolled out a range of new product series that successfully blend trending design with practical functionality, to actively respond to consumers' demand for both aesthetics and performance. To further stimulate innovation, we have established a dedicated innovation fund to support each brand in advancing technological research, development, and breakthrough initiatives, collectively driving the industry toward a more sustainable future.

Sustainable Products

We have established a systematic mechanism to manage and assess our sustainable products, to comprehensively track each brand's category layout progress in sustainable product R&D based on quarterly dynamic inventory checks. Under this system, environmental friendliness, and health and safety are integrated as the core dimensions of product design, with a focus on assessing key indicators such as the application ratio, usage

area and weight of sustainable materials. Additionally, a feedback mechanism is formed in combination with market sales data.

We have established a standardized framework that spans the entire product life cycle, which enables us to systematically examine material selection, production processes, and packaging design. Building upon clear technical standards and certification systems, we guide all our brands to formulate and execute targeted ESG mindset strategies, concentrate on resource recovery and reuse during production, and introduce sustainable products, as well as sustainable packaging, so as to promote the concept of green and low-carbon consumption.

Our Actions

We consistently optimize our manufacturing technologies, prioritize recycled, regenerated, recyclable, or biodegradable materials, and steadily boost the proportion of sustainable materials used in products. We also extend the application of sustainable packaging and increase the share of sustainable products across our overall portfolio. Through technological innovation, we have successfully developed a series of sustainable products and improved consumers' resource utilization efficiency during product use, thus mitigating environmental pollution while enhancing product durability and service life.

2025 Key Performance



The proportion of our sustainable footwear and accessories was 38.4% based on order volume, aiming to raise the proportion of sustainable products to 50% by 2030.



We launched 11 products with full life-cycle carbon footprint assessments, as well as five products certified as carbon neutral. The order volume totaling around 430,000 pieces.

We have established a deeply collaborative industry-university-research innovation ecosystem in partnership with leading institutions, including Wuhan Textile University, and The Hong Kong Polytechnic University. This collaboration has yielded several breakthroughs in material science, including research on quality fabrics and thermal comfort, led by FILA's Soft Core Yarn and Cyclic Cooling Technology. Moreover, we have applied state-of-the-art technologies, including aerospace-grade heat-storage materials, bionic cooling technology, into its products. These endeavors have systematically upgraded the protective performance, comfort, and sustainability of our apparel products.

ANTA Sports Leverages a Diversified Brand Matrix to Foster a Sustainable Product Ecosystem

During the financial year, we participated as the sole exhibitor from the sportswear industry at the "ReThink HK Sustainable Business Forum & Solution Expo" – the annual event for sustainability in Hong Kong. We systematically showcased our innovations in building a multi-brand sustainable product ecosystem. Our brands all rolled out representative sustainable products, e.g., ANTAZERO Earth Day Storm Mecha Jacket applying fabrics made with cutting-edge carbon capture technology and PFAS-free "AEROVENT ZERO", ANTAZERO Ocean Day Short-sleeve Knitted Shirt made of ocean bound recycled polyester fibers, etc. These practices embody our comprehensive exploration of material innovation, product carbon footprint management, and circular design. Therefore, we offer diverse sustainable products to consumers and honor our commitment to building green supply chains.



ANTA and Donghua University Jointly Develop a New Standard for PFAS-free Waterproof and Breathable Materials

As a key step in promoting PFAS-free alternatives, ANTA has also launched the high-performance PFAS-free waterproof and breathable material "AEROVENT ZERO". The material, jointly developed by the ANTA Brand and Donghua University, represents China's first independently developed high-performance PFAS-free waterproof breathable material to achieve mass production. The material uses bio-based polymers to replace traditional petroleum-based materials, providing crucial technical support for PFAS-free alternatives.

Mutualism with Consumers

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. During the financial year, we conducted “cradle-to-grave” full life cycle carbon footprint assessment on 11 products totaling near 430,000 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, 5 products obtained carbon neutrality certification from a third-party institution through carbon offsetting.

Targets and Performance

Guided by the “1+3+5” strategic goal, we consistently integrate circular fashion principles across our business operations, aiming to raise the proportion of sustainable products to 50% by 2030.

Innovation in Craftsmanship

As of 31 December 2025, we had over **1,288** design and R&D experts from **24** countries and regions.

Sustainable Product Series

ANTAZERO Earth Day Storm Mecha Jacket



Sustainable Features

- The product features partial fabrics made with carbon capture technology, converting carbon dioxide from industrial waste gases into polyester fibers.
- Compared to virgin polyester fibers, these polyester fibers reveal a 28.4% reduction in carbon emissions. Moreover, the product involves “AEROVENT ZERO”, China’s first independently developed high-performance, mass-produced, PFAS-free waterproof and breathable fibers, which contains 20% bio-based materials.

Sustainable Product Series

ANTA MACH 5 Running Shoes



- In terms of material selection, we have adopted fabrics made from recycled polyester yarns, and prioritized green energy in production, transportation and etc. As a result, the average carbon footprint of each pair of ANTA Mach 5 running shoes (men's style) was reduced to 7.88 kg CO₂e, representing a 36.3% reduction in carbon emissions compared to the ANTA Mach 4 Running Shoes.

ANTA KIDS Rain or Shine Jacket



- The product features partial fabrics made with carbon capture technology, converting carbon dioxide from industrial waste gases into polyester fibers. This result in a 28.4% reduction in carbon emissions compared to virgin polyester fibers. The fiber made with carbon capture technology was co-developed by us and its suppliers, winning the "Sustainability and Innovation Award" presented by the International Textile Manufacturers Federation (ITMF).

Sustainable Product Series

ANTA KIDS Chunky Shoes



Sustainable Features

- The shoes are made of SGS-certified low-carbon mycelium leather in China. The mycelium is transformed from non-food bio-based resources (e.g., agricultural waste) using scientifically selected target strains, and then converted into bio-based fibers so as to replace traditional fibers for the production of mycelium products. During the life cycle stage from the extraction of natural resources to the product manufacturing phase, for every kilogram of mycelium raw materials produced, a net carbon removal of 17.2 kg CO₂e can be achieved.

FILA FLUID6 Shoes



- The midsole contains 10% bio-based EVA.
- The shoelace is made of 100% post-consumer recycled polyester.

Mutualism with Consumers

Sustainable Product Series

FILA EXPLORE Knitted Short-Sleeve T-shirt



Sustainable Features

- The knitted short-sleeve T-shirt is made of 38% biodegradable polyester fibers.

FILA KIDS FLUID BOOTS



- The shoes surface is made of 26% post-consumer recycled polyester.

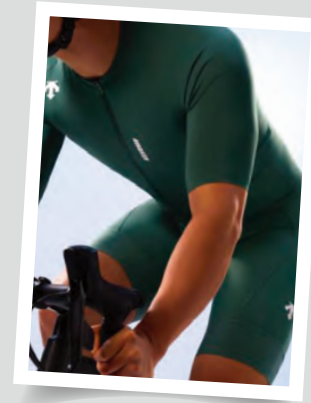
FILA KIDS Dolomi Shell



- The main fabric is made of 50% post-consumer recycled polyester.

Sustainable Product Series

DESCENTE BIRTH Cycling Capsule



Sustainability characteristics

- The Masterbatch Coloring Technology is adopted, which reduces water consumption compared to traditional dyeing processes while achieving uniform and durable dyeing effects.
- The top and jumpsuit are made of 86% and 22% post-consumer recycled polyester respectively.

DESCENTE: CHRON TEMPO Leisure Shoes



- The main shoes surface is made of 7% post-consumer recycled polyester, while rubber of the sole components contains bio-based materials.

Mutualism with Consumers

Sustainable Product Series

KOLON SPORT OBLI-K Waterproof Camping Jacket



Sustainable Features

- The product is made of 55% post-consumer recycled polyester fibers.

KOLON SPORT ULTRA-K Hiking Shoes



- The product has obtained carbon footprint certification from an authoritative third-party organization. Based on the average size of this product, the carbon footprint of the entire life cycle is 14.3kg CO₂e per pair.

Product Quality and Safety

Our Governance and Strategy

We implement the standards on appearance, physical and chemical properties of various product categories, child safety quality 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 sound product quality management system and actively advanced the certification process for the system. Moreover, we have consistently upgraded 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

We focus on enhancing product and brand value, and have built a quality management system that spans the entire product life cycle. Leveraging our Direct-to-Consumer (DTC) model, we continuously conduct market research and gather customer feedback to accurately identify evolving demands, enabling efficient response and service optimization. We apply digital technologies across material development, manufacturing, and sales services, aiming to promote standardized and coordinated quality control throughout the supply chain. Furthermore, we emphasize product innovation and differentiation and keep enhancing consumer trust by underlining both functional performance and brand essence, in order to consolidate our competitive advantage.

Mutualism with Consumers

We have been certified to the ISO 9001 Quality Management System, with the certification scope covering the design and development, production, and sales management of sports and leisure footwear and apparel. Additionally, in strict accordance with the Group's relevant management systems and annual management system audit plans, we have carried out supervision audits and quality management system audits for new supplier access in an orderly manner, in alignment with the quality management system standards of suppliers for footwear, apparel, and accessories across all of our brands.

Product Recall Management

We have established and continually refined our product recall management mechanism, which includes ongoing monitoring of the quality of sold products. Should any quality issues or potential safety hazards arise, we will promptly initiate recall procedures to minimize the impact on our consumers. For any product found to be non-compliant, defective during self-inspection, or exhibiting a recall rate exceeding 5%, we will, upon confirmation of the need for recall, notify all distributors, DTC franchisees and self-owned operating stores to remove the products from shelves within one working day. These products will then be recalled uniformly for

centralized and standardized processing. As explicitly mandated by the Group, employees are prohibited from processing recalled products without authorization, ensuring full compliance and transparency of the process.

For products that are returned or recalled for quality reasons, we will take the products back for repair and make 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 no product recall due to health and safety factors for ANTA, FILA, DESCENTE and KOLON SPORT. Once receiving market feedback, both brands would swiftly formulated emergency plans and initiated recall or repair procedures. 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.

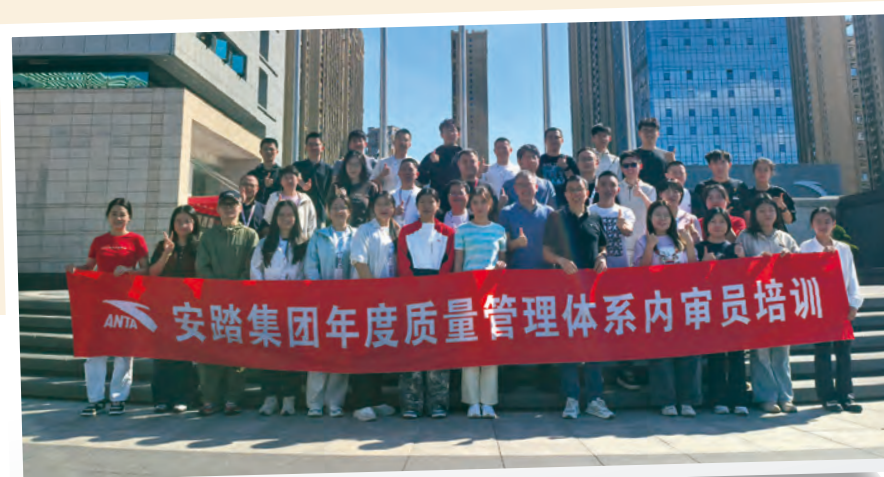
Product Quality and Safety Training

To systematically build a quality culture that engages all staff, we have organized a range of quality training sessions and learning programs, designed to elevate the quality awareness and professional competencies among our employees and suppliers.

Internal and Supplier Product Quality Training

During the financial year, we organized specialized training for internal auditors of our quality management system, targeting the staff involved in merchandise, operations, sales and general management across all brands of the Group, with a total of 37 participants. The training session covered core standard theories, including ISO 9000, ISO 9001 and ISO 19011, and was conducted in combination with practices based on real-world audit scenarios.

Furthermore, we provided quality system engineering certification training for suppliers specializing in footwear, apparel and accessories, and finished goods. The training centered on interpreting the ISO 9000, ISO 9001 and ISO 19011 standards, applying common quality tools, and reviewing case studies of typical audits. The program concluded with 37 participants passing the assessment and receiving certification, which effectively enhanced the professional capabilities of our suppliers in quality management.



Mutualism with Consumers

Industry Collaboration on Product

We always regard participation in industry standard development as a key driver of sustainable development and building core competitiveness. Leveraging our solid expertise in sporting goods and market-proven quality management practices, we took the lead in deliberating, drafting and revising 22 national and industry quality standards for footwear and apparel during the financial year, including the *ISO 20537:2025 Footwear – Identification of defects during visual inspection – Vocabulary* published by International Organization for Standardization. During the financial year, we participated in the development of national standards and took the lead in formulating the group standard “Technical Specification for Sustainable Product Evaluation – Apparel”, filling the longstanding gap in sustainability evaluation standards for apparel.

Initiating an Industry Quality Standard Innovation Alliance and Building a New Benchmark for Industrial Quality

In November, China’s first Sports Product Quality Standard Innovation Alliance in the sports industry, initiated by ANTA, was officially established at our Jinjiang headquarters, with the successful convening of the First Council Meeting and the Kick-off Meeting of the Alliance. The Alliance has united 16 authoritative institutions and universities, including the China Leather & Footwear Research Institute Co., Ltd., Chinatesta Textile Testing & Certification Services, Beijing Institute of Fashion Technology, and Donghua University. This collaboration creates an integrated platform for industry, academia, research, inspection, and application.

Looking ahead, the Alliance will focus on cutting-edge fields such as new materials, new technologies, sustainable development and intelligentization of sports footwear and apparel. It will carry out the development of advanced standards.



Targets and Performance

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

Product Quality and Safety



- The number of total products sold or shipped subject to recalls for safety and health reasons is zero.
- During the financial year, we became the first company in our industry to win the Nomination Award of the China Quality Award, by virtue of our quality management model featuring zero-distance customer insight, full industrial chain collaboration, and high-potential brand building.

Mutualism with Consumers

Use of chemicals and discharge

Our Governance and Strategy

We adhere to applicable laws, regulations and national standards in China, such as the *Production Safety Law of the People's Republic of China* and the *National General Safety Technical Code for Textile Products*. With reference to global industrial standards such as AFIRM guidelines, we have formulated systematic chemical management systems and specifications such as the *ANTA Sports Chemical Management Handbook*, *ANTA Sports Chemical Safety Technical Specification (ANTA Sports J01)*. We have established a full-process chemical management system from procurement to finished product delivery, covering procurement, inventory management, storage, handling, and use. Additionally, we select chemical substances that comply with applicable laws, regulations, and industry standards, strictly control the impact of chemicals, and rigorously manage the chemical safety of us and our suppliers.

During the financial year, we publicly disclosed the *ANTA Sports Chemical Safety Technical Specifications* and the *ANTA Sports Chemicals Management Manual*, for the first time publicly disclosed the product

restricted substances list. The list defines the minimum product quality requirements and outlines a roadmap for substituting high-risk substances. The up-to-date *ANTA Sports Chemicals Management Manual* provides best practices for the entire process covering raw materials, manufacturing processes and final products. It assists suppliers in enhancing their compliance understanding and performance in accordance with the *ANTA Sports Chemical Safety Technical Specifications* and mitigating risks.

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, including China's 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 the *ANTA Sports Chemical Safety Technical Specifications*.

Regarding the types of chemicals potentially in our products that are widely recognized by industry standards as highly harmful to the environment and health, we have specified the restricted substances, testing methods and detection limits for chemicals contained in specific product categories. We also conduct spot checks on corresponding products or materials, implement corrective actions for non-compliance items to ensure a closed loop, and invite third-party independent institutions to carry out comprehensive chemical tests on products and materials in accordance with relevant Chinese and international laws and regulations. This multi-layered approach guarantees our products comply with all applicable market requirements.

For the full text of the *ANTA Sports Chemicals Management Manual* and the *ANTA Sports 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 phase-out plan. This plan identifies chemicals recognized as highly harmful to the environment and health within the supply chain. During the financial year, we further clarified the phase-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 chemicals targeted for phase-out and high-risk chemicals, we have implemented strict control measures and a step-by-step phase-out schedule. Our progress is as follows:

- Per- and Polyfluoroalkyl Substances (PFAS): With reference to *California AB 1817*, total organic fluorine is used as the basis for regulation. Apparel and textiles exported to the United States after January 1, 2025, must have a total organic fluorine content of less than 100 parts per million (ppm). The same standard is expected to be implemented for the Chinese market and other markets by 2027.
- Alkylphenol Ethoxylates (APEOs) and Alkylphenols (APs): Concerning the supply chain, it is required to establish transparent procedures and provide testing reports since 2025, and a continuous improvement plan must be

formulated based on the implementation results.

- Polyvinyl Chloride (PVC): The use of PVC in key components of footwear and apparel products has been prohibited since December 2024. A complete ban on PVC in all footwear and apparel products took effect in June 2025.
- Dimethylformamide (DMFa): Priority is given to promoting water-based or solvent-free processes to reduce volatile organic compounds.
- Dicumyl Peroxide (DCP) and Neoprene: The use of these substances has been prohibited since December 2024.

We have established a supervision and random inspection mechanism for the phase-out of chemicals, which reviews substituted chemicals and monitors the achievement of the intended effects. We conduct reviews of successfully replaced chemicals to oversee the effectiveness of the substitutions. Regarding high-risk substances that have not been banned, we actively launch innovation initiatives and collaborate with suppliers to identify cleaner and safer chemical alternatives. We also encourage manufacturers to adopt

production methods which 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.

Raw Material and Supplier Chemical Management

We explain the influencing factors, testing scopes, and hazards of various chemical substances by providing suppliers with the environmental and safety production guidelines, aiming to help suppliers satisfy chemical requirements. Additionally, we have formulated key guidelines for environmental production and procurement. We require all material suppliers to provide material origin certificates and other relevant technical archives, along with valid, comprehensive chemical testing reports to demonstrate compliance with our export product standards, thereby ensuring the chemical safety of raw materials.

We evaluate the chemicals in the supply chain every year, including assessing the compliance status of suppliers with the *ANTA Sports Chemical Safety Technical Specifications*, and use these assessment 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 assessment 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 us to carry out necessary testing work, to ensure the chemical use 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.

Mutualism with Consumers

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 of 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 provided more detailed explanations of the hazards associated with chemicals targeted for phase-out and the safer alternatives available, offering consumers more extensive information on chemicals.

Customer Relations Management

Our Governance and Strategy

Being "Consumer Oriented" is our original aspiration and 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 and updated internal documents such as the *ANTA Customer Service Management Policy* and the *ANTA Instant Retail E-commerce*

Customer Service Reception Process for Professional Sports Groups. We refine implementation standards and optimize after-sales services, evaluating relevant employees' performance based on their response and handling efficiency of customer requests, and conducting terminal customer service assessments. Through regular mystery shopping programs and analysis of complaint data, we thoroughly assess store service performance and pinpoint potential areas for improvement. To accommodate the growth of e-commerce, 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.

We have established different quality management standard operating terms in order to standardize the supervision of our distributors' performance. We require distributors to satisfy our requirements in terms of retail policies, inventory management, store layout, promotion activities, 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 can 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 distributor mismanagement and ensures a healthy and stable sales network.

In addition, we host quarterly order fairs to help our distributors stay aligned with consumption trends. We regularly organize sales review meetings and work with our distributors on performance analysis and strategy optimization. We have established incentive policies and rebate mechanisms to encourage distributors to achieve their sales goals and promote win-win development with our distributors.

E-commerce Business



During the financial year, the e-commerce business of all of our brands contributed 35.8% of the overall revenue of the Group (2024: 35.1%). Specifically, the number of members of ANTA and ANTA KIDS on major online platforms accounts for 23.3% of their total membership across all channels.

Customer Experience Enhancement

ANTA launched the "Taotian Intelligent Customer Service Large Model" project, with a focus on enhancing response capabilities for product inquiries, to improve the cross-channel consumer experience. This initiative has significantly increased the problem-solving rate of the intelligent customer service system to 75%, while maintaining consumer satisfaction above 80%, thus fundamentally enhancing customers' online shopping experience.

Mutualism with Consumers

Furthermore, ANTA gathers monthly consumer complaints and evaluations online and offline by leveraging the “ANTA VOC (the voice of consumers)” program. This initiative helps analyze and summarize areas for improvement across departments and prompts actions in merchandising, production, quality, retail operations, and customer service. During the financial year, ANTA and ANTA KIDS attained a year-on-year decline in negative review and complaint rates.

KOLON SPORT expanded its service scope during the financial year by introducing professional product cleaning services. Various outdoor experiential activities are included in its membership benefits system, providing customers with all-around care ranging from equipment maintenance to an outdoor lifestyle. Based on social sharing platforms, FILA offers product consultations, rights education, and after-sales support. Additionally, it employs an intelligent ticketing system to collect infringement leads and collaborates with the intellectual property department to combat counterfeiting, safeguarding both the consumer experience and legal rights.

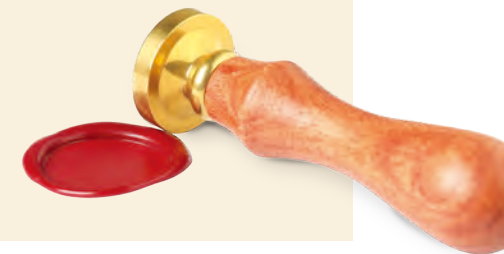


ANTA KIDS Elevates Children's Sports Consumption Experience with Professional Services

During the financial year, ANTA KIDS launched the “Million Terminal Sports Shopping Guides” Program, delivering 36 empowerment training sessions throughout the year. The program trained over 2,000 employees, enhancing the professional product recommendation and sports guidance capabilities of in-store staff.

ANTA Launches Retail Terminal Service Quality Management Program

During the financial year, ANTA initiated the Retail Terminal Service Quality Management Program. Ipsos, a third-party research institute, was commissioned to conduct mystery shopping at ANTA adult and kids stores. This program covered a total of 1,157 stores. It focused on assessing the implementation performance of retail standards, core product package promotion, and service processes. According to survey results, the compliance rate for terminal standard implementation remained high at 95%.



Mutualism with 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 information training, and workshops on consumer rights protection. ANTA conducts high-frequency training on product knowledge, advertising law compliance, and risk control awareness. We foster an independent learning atmosphere, and provide systematically empowerment for our teams, creating a solid foundation for elevated service quality and customer satisfaction. DESCENTE offers an online three-tier training system, including the quarterly product training, temporary staff training for peak sales periods and full-cycle onboard training for new employees. Across offline channels, DESCENTE provides specialized training on customer emotional connection and relationship management. The integrated online and offline training covers all staff at stores in South China and key flagship outlets, strengthening their capability to deliver emotion-driven services and ensuring all customer service personnel to deliver standardised services.

FILA Provides Special Training on Intelligent Customer Service System Ticket Usage

In May, FILA organized specialized training on the "Intelligent Customer Service System Ticket Usage", implementing a dual-model comprising a terminal module and a 400 customer service module. The training focused on core topics, such as a comparison between the old and new systems, ticket operation procedures, complaint escalation mechanisms, and access to quality inspection reports. The session involved 2,760 participants and was delivered via online meetings and live broadcasts, attracting staff from stores, branch offices and customer service teams in China. This initiative effectively enhanced the overall response efficiency and service standardization of the customer service team.

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 1 working day upon receipt. For quality-related complaints, we guarantee a response within 1 to 3 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.

During the financial year, KOLON SPORT conducted its first-ever store-based customer surveys, collecting over 120,000 valid samples and achieving a Net Promoter Score (NPS) of 99%. FILA's NPS surveys attracted more than 170,000 customers, with a service experience NPS exceeding 87%. Meanwhile, DESCENTE's surveys covered over 15,000 customers, achieving a customer satisfaction score of 9.04 out of 10.00.

FILA Consumer Experience Survey

During the financial year, FILA established a consumer experience survey system with a focus on three pillars: “Superior Service, Premium Products, and Optimal Store Environment”. Utilizing the “Attention-Satisfaction Matrix”, FILA accurately identified service shortcomings and translated these insights into actionable improvement measures through internal workshops, achieving closed-loop management. In the third quarter, the “Superior Service” index rose to 94.0%. The effective promotion of the best regional practices not only drove improvements in concurrent customer satisfaction and sales performance, but also established a new consumer-oriented benchmark for the industry.



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 misinforming 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 interpretations 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. Since 2022, we have conducted independent research to understand the sustainability awareness of our brands among consumers. During the financial year, ANTA, FILA, DESCENTE and KOLON SPORT have also continued ESG awareness related surveys to monitor the market perception of themselves as a sustainable brand.

Mutualism with Consumers

Advocating Sustainable Consumption

We consistently advocate for and practice circular fashion, enhancing consumers' awareness of sustainable consumption.

We deeply integrate the circular economy principles into our business model, actively promote recyclable design, and vigorously advance the recycling of materials and products. We further increase the proportion of recycled materials in our products by strengthening the collection and regeneration of waste items, thereby maximizing resource efficiency. DESCENTE launched an "Used Clothing Recycling Program", with services covering some stores in China; KOLON SPORT fully replaced plastic transparent bags with non-woven bags across all its national stores. During the financial year, DESCENTE's pilot store collected 3.6 kg of used clothing.

We have implemented circular fashion programs to put the principles of sustainable development into practice. These programs involve implementing refined categorization and scientific assessment of recycled products, and developing differentiated recycling solutions based on the level of damage and residual value of the products:

- **Repairable Products:** Standardized repair is conducted by professional teams, followed by quality inspection before resale on the market, to extend the product life cycle;
- **Non-Repairable but Usable Products:** Optimal utilization of resources is ensured through reasonable allocation, such as employee benefits, internal redistribution, or charitable donations, to reduce resource idleness;
- **Unsold Products:** Lean inventory management is implemented, and measures are taken proactively to promote multi-channel reuse of surplus goods and minimize stockpiling and disposal rates;
- **Sold Products:** Consumers are recommended to follow sustainable usage practices, thereby guiding them to reduce unnecessary replacements and boost recycling.

ANTAZERO Carbon Mission Store: Low-Carbon Practices from Shanghai to Guangzhou

Guided by our "Zero Carbon Mission", we opened the second ANTAZERO Carbon Mission Store at Taikoo Li Julong Wan Guangzhou during the financial year. Riding on the successful experience of the Shanghai store, the Guangzhou store represents a step from exploration to iteration, offering consumers an even more immersive green shopping experience.

Aligned with the ISO 14068-1:2023 standard, the store reduced emissions by 11.5 tonnes of CO₂ equivalent through measures including retaining the original structure, applying bio-based paint, reusing equipment, and utilizing coffee-ground boards. By offsetting remaining emissions via China Certified Emission Reduction, Verified Carbon Units, and Green Electricity Certificates (GEC), it achieved full carbon neutrality for its 24 tonnes of CO₂ equivalent emission, which was verified by an authorized independent third party.



Used Clothing Recycling and Renewal Practice

KOLON SPORT conducted an used clothing recycling and renewal campaign, encouraging members to trade in used items for new ones and participate in textile recycling. Collected garments were uniformly cleaned, sorted and processed by partners into recycled materials, forming a Textile to Textile (T2T) recycling and upcycling closed loop.



KOLON ROAD LAB

The KOLON ROAD LAB is committed to supporting personal growth and community building, advocating for sustainable practices through taking actions while exploring nature, and truly embodying the philosophy of "YOUR BEST WAY TO NATURE". The program held over 240 activities, with cumulative enrollment exceeding 6,000 during the financial year.

FILA Creates Chinese Mainland's First Sustainable Tennis Court with Recycled Tennis Balls

FILA's Recycled Tennis Ball Program successfully introduced Chinese Mainland's first sustainable tennis court concept. With collection points in Shanghai and other cities and using customized special tennis ball recycling bins, the program has collected approximately 20,600 waste tennis balls, forming a complete closed loop from recycling to regeneration. The program has developed an innovative material incorporating recycled rubber particles from the collected tennis balls, whose carbon footprint has been verified by a third party to be as low as 1.6 kg of CO₂ equivalent. Applied to the renovation project of an outdoor hard-surface tennis court in Qingdao, this innovative material featured both functionality and environmental protection as the recycled particles were integrated into the elastic layer through a multi-layer coating process, with construction standards referencing those of Australian Open.



Mutualism with Consumers

Targets and Performance

We make active efforts in guiding consumers to develop green and low-carbon habits by providing product repair services and carrying out sustainable consumption advocacy activities in terms of sustainable consumption practices. We have achieved remarkable results through systematic resource circulation management and consumer guidance mechanisms:

Product Recycling



- During the financial year, a total of 4.71 million shoe boxes, 7.06 million sheets of tissue paper and 8.33 million shoe toe papers had been reused, effectively promoting the recycling of consumables.

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. 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 28 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. We clearly define and assign information security responsibilities aligned with each employee's role, ensuring that every staff member participates in comprehensive information security governance system.

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

- The *Personal Information Protection Management Policy* as the basic policy;
- The *Personal Information Protection Impact Assessment Process* for impact assessments;
- The *Employee Personal Information Protection Implementation Regulations* and its supplementary documents for employee compliance requirements;
- The *Personal Information and Privacy Protection Policy* 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*, *Application System Data Sharing Process*, *AI Service Management Specifications*, and *Mobile App Privacy Compliance Guidelines of ANTA Group* for security and technical measures management;

Mutualism with Consumers

- The *Personal Information Security Incident Emergency Response Manual* for emergency management;
- The *Business Continuity Management Regulations* for business continuity planning.

These policies collectively form our comprehensive information security and privacy protection management system, providing a solid institutional guarantee for the Group's global presence.

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

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 the data. We have established a sound business continuity management mechanism, formulated the *Business Continuity Management Regulations* which govern key business systems, and clearly specify requirements for the formulation, implementation, testing, drill and change of the plan. Additionally, we have clearly mandated that suppliers, contractors and other partners fulfill information security and confidentiality obligations as stipulated in their contracts, thereby ensuring data security throughout business collaborations. Moreover, we have introduced corresponding backup management requirements for assets based on their criticality, systematically building an information security assurance system.

From a technical perspective, we have clearly defined measurement indicators for data and network security, including firewall change authorization and review, and application

system data backup. We have adopted a sequence of measures at the software and hardware levels, including dynamic passwords, data copy protection control and unauthorized channel management to ensure the security of core information and data. In addition, we enforce rigorous control practices to prevent information theft by refining the internal system permissions of core positions. 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.

To continuously strengthen information security protection capabilities, we regularly conduct information system vulnerability detection and rectification of unauthorized acquisition of personal privacy. Through

simulation practices regarding actual attack scenarios through security drills, we have improved network attack and defense capabilities. We also regularly conduct security scans of applications to detect potential security vulnerabilities in a timely manner, ensuring the security of systems and data. In terms of identity and access management, we adopt multi-factor authentication, refines the permission control system, and consistently reinforces the monitoring of privileged accounts.

Information Security Management System Certification

We obtained the ISO 27001 Information Security Management System Certification.



Mutualism with Consumers

Customer Privacy Protection

We regard the protection of customer privacy as a core commitment to consumers. We also implement 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 only entrust our 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. 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 the data transfer to other service providers, and correct or delete personal information. We implement strict management throughout information collection, transmission, use and storage to safeguard consumers' personal information. 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. When using the data, we enforce access control and require authorization as needed. For data storage, sensitive information is encrypted or desensitized.

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:

- Handling the incident by the Personal Information Protection Office and the Information Security Department;

- Keep the 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 the 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. In addition, 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. 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 Testing

We conduct comprehensive server vulnerability scans every quarter, and detect and fix potential weaknesses in a timely manner using industry-leading tools, while generating evaluation reports comprising detailed vulnerability lists and remedial measures. Meanwhile, we introduced external network attack surface management services for active management of network attack surface risks through persistent asset discovery, vulnerability risk detection and sensitive information monitoring.

We require all new systems to pass a two-stage security review prior to their launch: first, automated tools scan for potential security issues in the code; second, professionals simulate hackers to conduct penetration testing. We also conduct a comprehensive penetration test every year and propose remediation recommendations to ensure that all vulnerabilities are effectively fixed.

We conducted three simulation drills of real network attack scenarios during the financial year. We invited professional security service providers to act as an offensive “red team”, while our internet IT team functioned as the defensive “blue team”. Through various technical means such as vulnerability exploitation, weak password attacks and phishing, we tested the effectiveness of the security protection system in all respects, achieving the goal of “strengthening defense through attack”.

Information Security Awareness Training

We provide information security training to all employees every year. This includes offering compulsory information security courses on our online learning platform covering information security, personal information protection and security tests, etc. We also implement measures like email phishing drills to enhance employees’ information security awareness and prevention capabilities. Furthermore, we require new hires 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 fully understand the importance of information security and acquire the necessary security 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.

Information Security Training



We delivered specialized training courses on information security, promoting and educating all employees on information and data security through policy interpretation, security testing and other formats. These initiatives have enhanced employees’ awareness and skills in information security protection.

2025 Key Performance



During the financial year, we have reported no information security incidents or lawsuits related to personal information protection or received no related complaints. We also identified no information security vulnerabilities, or other cybersecurity incidents, or data breaches. No fines were incurred due to such incidents, and no employees were affected.

During the financial year, we have completed 373 internal data call reviews.

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

Mutualism with Consumers

Our critical systems, including the Consumer Operation Platform, the All-Channel Middle Platform and the Group Brand Mall Management System etc., have achieved the National Cybersecurity Protection Level-3 Certification.



We have passed the DCMM Level-3 assessment³.

We received no privacy infringement complaints.

³ Data Management Capability Maturity Model (DCMM) is a national standard in China's data management field. Passing a Level 3 assessment indicates that the enterprise has established a standardized data management system, and achieved standardized data governance and effective data application.



Intellectual Property Management

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 *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 business stages, 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 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.

Brand Protection

We have consistently upgraded our patent creation and risk control systems while strengthening our patent portfolio through a preemptive intervention mechanism at the product end. During the financial year, we implemented an innovative "on-site issue handling while order placement" model.

Mutualism with Consumers

This involved targeted reviews to identify patentable achievements during the product planning and R&D phases, effectively mitigating intellectual property infringement risks from the onset. Moreover, we have continuously strengthened brand protection through a systematic rights enforcement mechanism. We have built a collaborative online and offline governance network in partnership with online intellectual property (IP) protection platforms, specialized law firms, and intellectual property service agencies. Leveraging multi-dimensional intelligence gathering, professional research and analysis, and in-depth investigation, we work with

market regulators, public security organs, customs, and judicial authorities to pursue comprehensive enforcement measures. These include administrative penalties, criminal liability investigations, criminal liability investigations, customs seizures, and civil litigation, effectively deterring and suppressing infringement activities.

During the financial year, we steadily advance the effectiveness of brand protection through targeted campaigns and the successful resolutions of significant cases. Building on a systematic layout, we conduct specialized enforcement actions and pursue

breakthroughs in typical cases. This approach has enabled us to build a comprehensive brand protection system, providing robust support for preserving the Group's brand value and fostering a healthy market environment.

Targets and Performance

We have received a number of honors in the field of intellectual property creation and brand protection. During the financial year, ANTA received the Silver Award for Design at the 25th China Patent Awards presented by the China National Intellectual Property Administration for its design patent

ZL202230012694.6 for "Skeleton Racing Shoes". ANTA KIDS was jointly recognized as a "Famous Trademark Brand in Apparel and Accessories" by the China Trademark Association, China Fashion Association and China National Garment Association. This recognition highlights ANTA KIDS' influence and trademark value in the children's wear sector, as validated by authoritative organizations in the industry.

Intellectual Property Protection



Brand Protection:

We cracked down on over 1,200 different types of intellectual property rights infringements, including over 700 administrative cases, over 360 criminal cases, over 50 customs protection cases, and over 140 civil infringement claims and received over RMB16 million of compensation awarded by the court in civil proceedings.



Intellectual Property:

We hold over 4,569 registered patents, over 2,798 registered trademarks, and over 147 registered copyrights.



Awareness Enhancement:

We conducted a total of 13 training sessions on intellectual property protection awareness, covering more than 450 employees from the product, R&D and brand departments.



Risk Management:

During the financial year, we completed 20,570 intellectual property right audits and identified and eliminated 3,190 potential risks.



Brand Protection:

We cracked down on over 1,200 different types of intellectual property rights infringements.

Mutualism with Employees

Adhere to the culture of “Consumer-oriented, Benchmarking with High Standards, Leaders as Role Models”, and maintain an industry-leading employment environment.



Employees are the most valuable resources and assets for our sustainable development. We are committed to building a workplace culture marked by diversity and inclusion (D&I), 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.

SDGs ADDRESSED IN THIS CHAPTER:



ESG MATERIAL ISSUES ADDRESSED IN THIS CHAPTER:

- Human rights and labor rights
- Employee well-being
- Diversity and inclusion
- Health and safety
- Employee development and training



“ My satisfaction comes from aligning work with my interests, along with Company’s fair recognition and rewards. ”

LI SHIMING
Sales Consultant

Mutualism with Employees

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* 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>.

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 have established a systematic management mechanism in the course of our human rights due diligence process. This mechanism covers risk identification in both our owned operations and new business relationships (including mergers and acquisitions, joint ventures, etc.). Through regular holistic reviews, we conduct risk mapping of potential issues to enable continuous monitoring and management of relevant risks.

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 the IDs of candidates and new joiners through ID verification systems combined with manual verification during recruitment and onboarding 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 the 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 and business partners (including clients and suppliers), are encouraged to report any suspected human rights violation through independent whistleblowing channels. To strengthen internal governance and employee rights protection mechanisms, we have systematically improved reporting and grievance channels, including dedicated audit and supervision reporting email addresses, employee hotlines, and two-way communication platforms, and a specialized portal for labor dispute cases. This system enables end-to-end tracking and closed-loop management of various labor dispute risks,

ensuring employee feedback is addressed promptly and resolved appropriately. We are committed to taking all necessary measures within legal boundaries to protect the security of whistleblowers' confidentiality, treat every whistleblower fairly, and strictly prohibit and prevent any form of 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 the 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 2025



There were **no large-scale** layoff incidents.

Collective Agreements and Freedom of Association



4,000+

Employees participated in trade unions or workers' congresses.

Labor Management

We obtained the Great Place To Work® Certification awarded by Great Place To Work®.

We were honored as a Forbes Global Best Employer 2025.



Mutualism with Employees

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 WEPIs, pledging to take proactive actions to implement the seven principles stated in the WEPIs¹. We strive to achieve gender equality and support women's empowerment in the workplace, market competition, and community life.

Our Actions

Diversity Survey

To gain a further understanding of D&I initiatives, we conduct a D&I questionnaire survey among all employees. The aim is to gather insights from employees regarding our performance in respecting individual differences, thinking styles, work preferences, and personal perspectives. During the financial year, the survey results showed a 3% year-on-year improvement in the D&I dimension score, indicating that our investment in fostering an inclusive workplace culture has gained broad recognition from employees.

Diversity Awareness Promotion

We put in place a series of D&I training courses, including the "Diversity Awareness", "D&I: The Indispensable D&I Path in the Wave of Globalization", "D&I: Cultivating a Team D&I Atmosphere", and "With Dreams and Passion, Saluting Her Power", etc., offering to all employees (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 value each employee's career growth and role adaptability, and we pay close attention to employees' development needs when assessing talent development. We give priority to providing targeted development support for employees in need through measures such as internal reassignment and personalized competency enhancement plans, helping employees achieve smooth transitions and continuous growth through skills development or internal mobility. 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 for expectant mothers. We respect the lifestyles of employees from diverse cultural backgrounds, make reasonable accommodations to their beliefs and habits, such as ensuring statutory holidays for ethnic minorities. For employees coming to work in Chinese Mainland 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.

We have established the "Children's Home at ANTA", an employee childcare center, equipped with comprehensive facilities to create a safe, comfortable, and diverse space for activities and learning. The facility enriches the lives of our employees' children in summer, alleviates their childcare pressure during this period, addresses their concerns, and ensures that employees' children enjoy a safe, fulfilling, and joyful holiday.

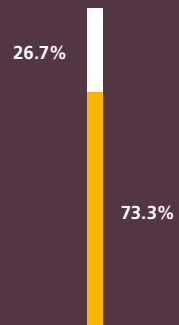
Targets and Performance

We firmly recognize the benefits of diversity for improving performance and broadening the 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.

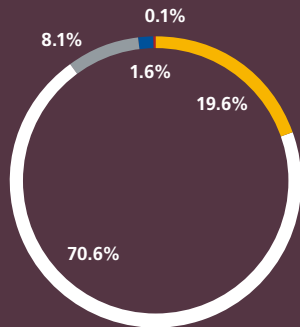
¹ The seven specific principles include establishing a high-level corporate leadership mechanism to promote gender equality; respecting and upholding the principles of human rights and non-discrimination, and treating all male and female employees equally; safeguarding the health, safety and well-being of all employees of both male and female; strengthening the education and training of female employees to facilitate their career development; promoting corporate development plans, supply chains and marketing approaches that are conducive to enhancing women's capabilities and rights; advancing gender equality through community initiatives and publicity efforts; assessing and publicly reporting on the progress of the enterprise in promoting gender equality.

Employee Data in 2025:
Total number of employees¹ 67,700

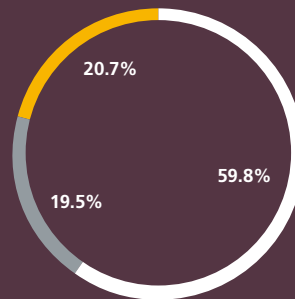
Percentage of Employees by Gender in 2025



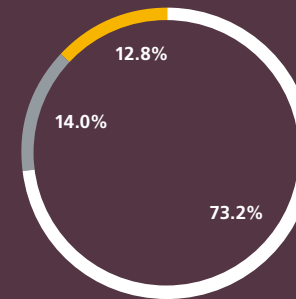
Percentage of Employees by Rank in 2025



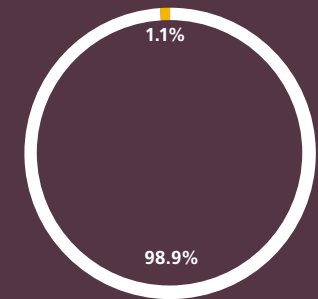
Percentage of Employees by Function in 2025



Percentage of Employees by Age Group in 2025



Percentage of Employees by Geographical Region in 2025



● Female ● Male

● President level ● Director level
 ● Manager level ● Officers and others
 ● Production staff

● Office employees ● Retail employees
 ● Production staff

● 16-24 ● 25-40 ● 41 and above

● Chinese Mainland
 ● Hong Kong SAR, Macao SAR and overseas regions

D&I Goal	Progress in 2025
To increase the proportion of female executives (director level and above) to over 40% by 2030.	The proportion of female executives was 41.1% as of 31 December 2025.

Highlights of D&I Performance in 2025



3,500+

Over 3,500 employees were from 40 ethnic minorities in China.



28

67,700 employees are from 28 countries and regions.



53

employees with disabilities.

¹ The total numbers of employees does not include JACK WOLFSKIN employees.

Mutualism with Employees

Employee Development and Training

Our Governance and Strategy

Employee Training Policies and Systems

In consideration of 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 *New Force 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. To actively support the Group's globalization strategy and overseas expansion

initiatives, we have enhanced our existing training system with multiple international online courses and specialized development programs. These additions are designed to strengthen employees' global perspective and cross-cultural management capabilities.

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 *Promotion Management System* and the *Policy on the Ranking Adjustment of the Performance Sports Retail Division Staff*, 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. Promotion decisions are made through a collective evaluation process, with results fully disclosed and subject to audit. This ensures the effective and fair implementation of promotion policies, guaranteeing equal career

development opportunities for all employees. Moreover, for outstanding employees demonstrating high potential and having made outstanding contributions, we offer them 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. We have newly introduced the "Position Development Map" tool, which enables the precise delivery of development resources to employees and supports learning and coaching. Through the tool's backend, supervisors and Human

Resources Department can respectively access capability and learning analytics at both individual and organizational levels, allowing for accurate tracking of training effectiveness.

Campus Recruitment Training

We place great emphasis on cultivating the innovation capabilities of campus recruits, stimulating their potential through practical platforms such as the "Action Learning Innovation Competition". Meanwhile, we focus on their transition from campus to the workplace by adopting a PDCA (Plan, Do, Check, Act) approach in training to facilitate smooth and effective integration.

Specialized Skills Training

Every six months, we conduct a talent inventory check, analyze human capital data, identify areas of risk, 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 through multiple initiatives such as external expert empowerment, offline professional courses on brand marketing,

Mutualism with Employees

internal brand leader sharing sessions, action learning on business projects, and internal study groups, we have designed and launched a rich variety of employee training courses.

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, which open for employees across the Group. We conduct surveys through the Group’s strategic interpretation, one-on-one interviews with senior executives, target trainee surveys, and

manager performance analysis. We have designed a leadership training program for employees at four levels: potential employees, managers, directors and senior executives.



Upgrading AI-Enabled Training Model Digitization Upgrade to Drive Terminal Capability Closed-Loop Development

During the financial year, we have comprehensively promoted and deeply applied the AI Intelligent Coaching System, launching two core training modules: Product Knowledge and Service Process. This system has been deployed across five major brands, covering over 30,000 store employees, enhancing employees’ mastery of core product knowledge across all brands.



Introducing High-Quality External Training Resources to Support Social E-Commerce Talent Development

To systematically enhance our organizational capabilities in the social e-commerce territory, we have introduced high-quality external course resources, enabling employees to advance their professional skills through study groups and e-commerce knowledge forums. During the financial year, we conducted eight specialized training camps and completed four core courses through external procurement, and built a systematic talent development network for the e-commerce domain.

Leadership Development Training Project

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.

Mutualism with Employees

Leadership Programs Empower Key Talent

To support the implementation of strategies and organizational capability upgrades, we focus on key backbone groups at the director and manager levels. Addressing on-the-job management development needs, we have custom-developed core courses. These courses are delivered via a blended learning model of “online system learning + offline thematic workshops” in specialized classes held in Xiamen and Shanghai. This systematically trains practical skills in team building, motivation, and performance management, targeting over 200 employees in the Group. For newly promoted managers, we launched the “New Manager Transition Program” specialized training camp. Through high-intensity scenario simulations and case exercises, it accelerates the transition from core business contributor to manager in terms of role, mindset, and capabilities, helping translate Group strategies into team actions and addressing practical challenges such as cross-department collaboration and team management.

Degree Advancement Program

We provide continuing education support for all employees, encouraging them to pursue higher academic degrees and obtain professional certifications. We cooperate with colleges and universities 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 compiled the Academic Advancement & Professional Qualification Resource Library to enable one-stop search for comprehensive and practical learning resources and register for relevant projects.

For the management-level employees, we encourage them to pursue MBA/EMBA programs from the top-notch Chinese universities. We have also introduced the MBA programs from Cheung Kong Graduate School of Business and Renmin University of China School of Business Cheung Kong Graduate School of Business to provide managers 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 our online 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.

Our online learning platform provide 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 covered seven main themes, including issues such as climate change and environment, human rights, integration of SDGs, decent work for labor, gender equality, governance, and anti-corruption, etc. We guide employees to log in and study to understand the latest ESG trends and sustainable developments, with a cumulative of over 227,000 views.



Targets and Performance

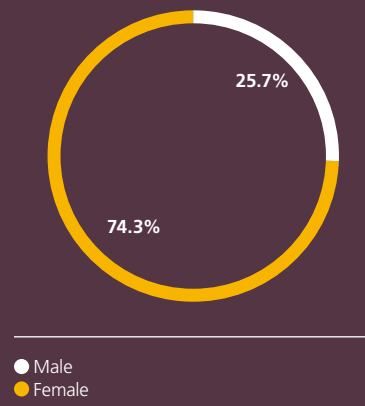
- During the financial year, over **64,000** employees participated in the training, achieving a training coverage rate of over **98%**.
- The total training hours exceeded **1,700,000**, with an average of over **26** hours of training per employee annually.

Employee Training Performance in 2025¹

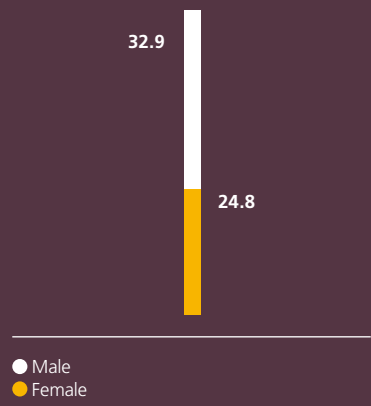
- The total investment in employee training exceeded RMB**48.15** million.
- The average result of the employee training satisfaction survey is **9.72** points (out of 10).
- The total number of employee participated in skill training sessions reached **244,593** times.
- The talent pipeline development plan and individual development plan covered over **2,900** employees.

¹ Employee trained data reporting excludes Quanzhou Athletic Shoes & Garments Co., Ltd.

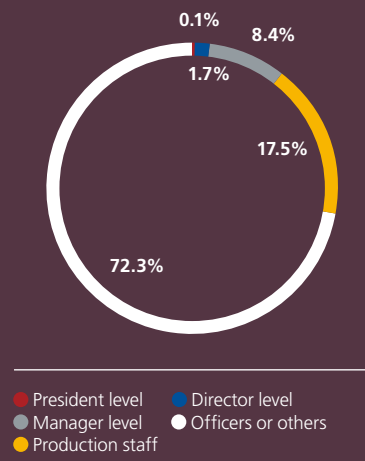
Percentage of Employees Trained by Gender in 2025



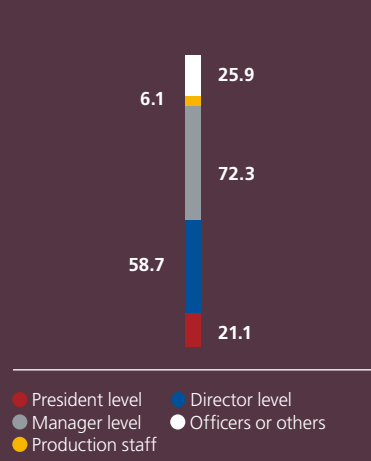
Average Training Hours Per Employee by Gender in 2025



Percentage of Employees Trained by Rank in 2025



Average Training Hours Per Employee by Rank in 2025



2025 Key Performance

A total of **63,129** enrollments was recorded in business ethics and anti-corruption training.

22,304 enrollments were recorded in the environmental health and safety training.

53,498 enrollments were recorded in information network security training.

62.2% of employees participated in the "Diversity Awareness" training, and the satisfaction score was

4.98 points (out of 5).

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 *Social Recruitment and Re-employment Management System*, the *Campus Recruitment Management Regulations of ANTA Group*, the *Internal 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.

Mutualism with Employees

We have formulated internal policies applicable to all employees, such as the *Remuneration Policy*, the *Rewards and Discipline Policy*, and the *Management Policy for Individual Performance*. 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.

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 in 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 mechanism that covers all employees on a monthly and semi-annual basis, taking the employee code of conduct as the basis for assessment. All employees' performance-based incentive pay is 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. The salary and variable compensation (e.g. bonus) for executive directors and senior management are comprehensively determined by their KPIs, considering their sustainable performance, including climate change by reducing carbon emissions, 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 addition, based on indicators such as monthly attendance and probation-to-permanent performance, we set differentiated minimum living wage standards and conditions, which are approved by the Compensation Department to verify the proportion of employees in the Group meeting the living wage standards.

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 10,447,358 shares award 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". We also build a dedicated channel for employee complaints and suggestions on the administrative

service platform. 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 also set 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 with 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.

Statutory benefits	<ul style="list-style-type: none"> • 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, workrelated injury insurance, maternity insurance and housing provident fund
Health protection	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Holiday benefits: employee holiday benefits such as Chinese New Year, 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.

Mutualism with Employees

Targets and Performance



New Employees in 2025

During the financial year, the total number of newly hired employees from **27** countries and regions was over **25,400**.



Employee Engagement and Satisfaction Survey Result in 2025

The employee engagement score was **85%**, showing a **2%** increase in overall engagement compared to the previous financial year.



Paid Parental Leave Entitlement for Employees in 2025

During the financial year, a total of **87** employees, as caregivers, enjoyed approximately **100** weeks of paid parental leave.

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 also developed and updated 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*, the *Occupational Health and Safety Management Policy*, and the *Fire Safety Grid Role Operating Manual of ANTA Group*, 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 health and safety management system and performance in accordance with the practical needs. We continuously establish and improve a grid-based occupational health and safety management mechanism, clearly defining the responsibilities of

each role within the grid to ensure accountability and effective management, comprehensively enhancing governance capabilities and risk management in the areas of environmental and occupational health and safety.

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

We have established the Sustainable Development Committee to oversee and regularly revise health and safety policies. The Group Administration and Management Department and the 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, and provide feedback. The work-related injuries are incorporated into the performance evaluations of the executive of each department.

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 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 and are equipped with drinking water, sanitation and personal hygiene (WASH) facilities. We conduct annual monitoring of occupational disease hazard factors and third-party verification, and complete the declaration of occupational disease hazards in the workplace.

To continuously enhance occupational health and safety management, we have established corresponding safety prevention and control processes, aiming to reduce potential hazards and create a safe and reliable working environment for employees. We implement multi-level inspection and maintenance measures, including daily inspections, night patrols, monthly fire safety checks, and regular maintenance of production facilities and operational equipment. In the meantime, we have introduced automated technological equipment to build a comprehensive safety incident prevention system, leveraging technological innovation to improve safety management standards.

“*The Company’s positive work environment, remuneration and benefits, and training and development opportunities make me more engaged in my work.*”

WANG GUIXIANG

Footwear Production Department





Safety Protection Measures

We equip all workplaces with the 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 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. 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.

To systematically improve our occupational health and safety management system, we have continued to advance employee safety capability development by organizing multiple fire emergency evacuation drills and specialized first-aid skills training activities during the financial year. These initiatives have effectively enhanced employees' safety awareness and emergency response capabilities, further strengthened workplace health and safety risk prevention and control, and provided strong support for preventing and reducing occupational health and safety incidents.

Employee health and safety objectives and performance



Safety goal during the financial year:

Zero casualties



Occupational Injury Rate:

0.08%³

Health and Safety Certification

ANTA (China) Co., Ltd. and ANTA Sports Products Group Limited, Quanzhou Athletic Shoes & Garments Co., Ltd., Changting ANTA Sports Products Co., Ltd., Xiamen ANTA Sports Goods Co., Ltd., Xiamen ANTA Industrial Co., Ltd., Quanzhou ANTA Material Supply Co., Ltd., Shangqiu ANTA Shoes Co., Ltd., Henan ANTA Material Supply Co., Ltd. have passed the GB/T45001-2020 and ISO 45001:2018 Occupational Health and Safety certifications.



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 the counseling hotline for all staff. Additionally, we offer mental health courses and workshops on managing workplace emotional stress.

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.

	In 2025
Lost Time Injury Frequency Rate (LTIFR) for employees ⁴	0.38
Number of work-related fatalities for contractors	0

³ The number of employees injured due to work / Total number of employees x 100.
⁴ The number of lost time injuries for employees / Total working hours for employees during the financial year x 1,000,000.

Mutualism with Partners

Empower suppliers to improve governance and optimize management systems to enhance supply chain transparency.

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.

“ *The most satisfying part of my job is putting sustainable supply chain plans into practice and witnessing suppliers achieve emissions reduction.* ”

WINNIE YU

*Apparel & Accessories
Sourcing Department*



Mutualism with Partners

Supply Chain Management

Our Governance and Strategy

To continuously enhance the efficiency, level of compliance, and sustainability of supply chain management, we have formulated and implemented a series of systematic management policies and procedures. We have publicly released the *Code of Conduct for Suppliers of ANTA Sports*, which clearly requires all suppliers to establish and maintain safe, healthy, and compliant employment relationships and production environments, and to strictly comply with relevant laws, regulations, and codes of conduct. Concurrently, through detailed management systems and procedures such as the *Supplier Sustainability Management Handbook*, we are committed to comprehensively improving supplier sustainability performance and optimizing the efficiency of end-to-end supply chain management.

In terms of supplier admission and tiered management, the Group has established a comprehensive management framework covering Tier 1, Tier 2, and Tier 3 suppliers, with clearly defined requirements for each stage: screening, onboarding, auditing, rating, and appeals. During the financial year,

we further enhanced the Protocol for the Management of Supplier Access and Exit by expanding the scope of assessments, thereby enhancing the standardization and robustness of our supply chain management.

For all supplier tiers, we have issued a range of specific management systems that clearly define their obligations in environmental management and social responsibility, thereby systematically enhancing the overall management standards of the supply chain. Furthermore, we have established a comprehensive audit management mechanism, with a strong focus on and strict controls for critical human rights issues, including the prohibition of child labor, forced labor, and the proper management of working hours, wages, and benefits. Through measures including the follow-up of Corrective Action Plans (CAP), we achieve closed-loop management of supplier risks and continuously drive the sustainable development of the supply chain.

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 our impact of supply chain risks.

During the financial year, to enhance the operational resilience of the footwear supply chain and safeguard brand reputation, and to effectively address potential crises stemming from labor practices, environmental responsibilities, or product quality, the Group established a new *Footwear Supply Chain Crisis Communication Procedures and Response Mechanism*. By clearly defining the

crisis response governance structure and roles, and by instituting comprehensive prevention and response protocols, this mechanism has significantly improved our crisis management efficiency. This proactive approach helps minimize potential adverse impacts and associated risks.

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

Suppliers by Tier



Number of Finished Product Suppliers (Tier 1 Suppliers): 383

Suppliers that directly provide finished products (such as garments, finished shoes, finished accessories, etc.), of which 158 are critical suppliers.



Number of Material Suppliers (Tier 2 Suppliers): 506

Suppliers that provide Tier 1 suppliers with fabrics and auxiliaries, packaging materials, and component processing, including fabrics, auxiliaries, accessories (such as zippers/webbings) of garments, leather, soles and miscellaneous of finished shoes, etc., among which 86 were critical suppliers.



Number of Raw Material Suppliers (Tier 3 Suppliers): 82

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

Supply Chain End-to-end Management

Tiered Management of Suppliers

To optimize the structure of the supply chain and improve the management efficiency of supply chain operations, we have established a comprehensive, categorized management of the entire supply chain. 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. On this basis, suppliers are further identified into critical suppliers, taking into account factors including procurement amount, risk factors, sustainability performance, etc..

Supplier Admittance Reviewing and Screening

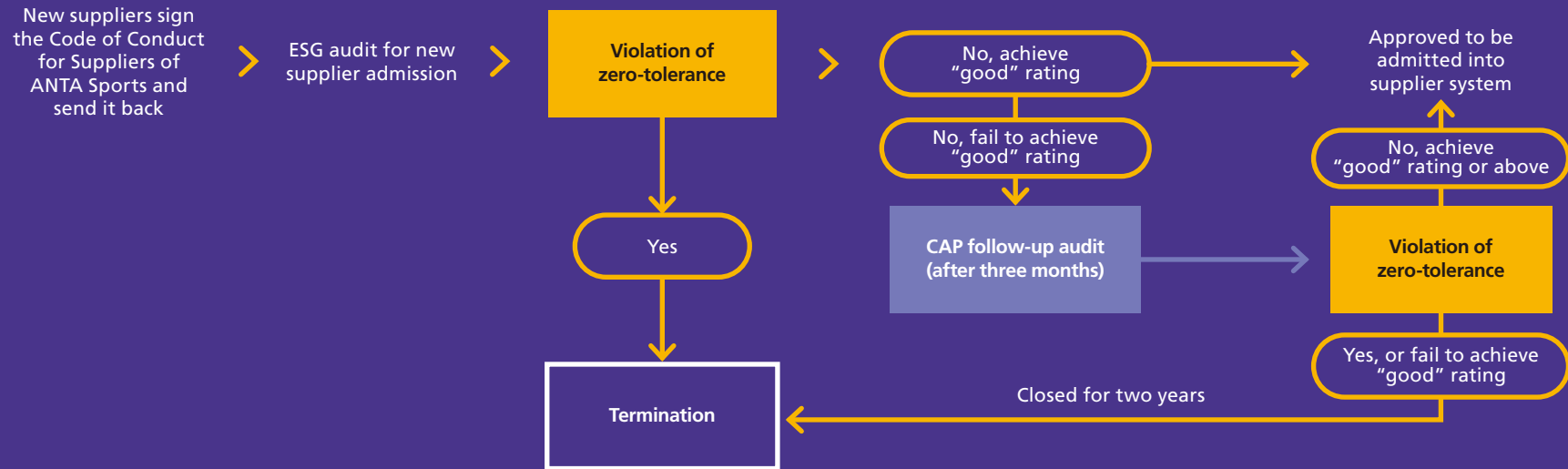
ESG audits are a crucial step for all T1 and T2 suppliers entering our sourcing system. We have established a 4-stage systematic supplier screening process, including information collection and preliminary review, desktop review, on-site review, and CAP improvement. These stages comprehensively assess 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.

In terms of environment, we focus on our suppliers' chemical safety, 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. At the same time, risk factors including country-specific risks, industry-specific risks, and product-specific risks were also involved into supplier screening process, hence effectively mitigate potential risks and maintain supply chain stability.

Mutualism with Partners

Review Procedures for New Supplier Admittance Screening

(For rating details, please refer to the Comparison Table for Internal Audit Ratings on Page 94)



Information Collection and Preliminary Review

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.



Desktop Review

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 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.

To support the above assessments, we have created a national ESG risk coefficient database tailored to our needs, referring the 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 enhance the overall resilience and sustainability of our supply chain.

Annual Supplier Audit

To comprehensively assess supplier performance throughout our partnership, we have established a systematic annual audit mechanism to conduct annual reviews of our suppliers. The audit scope includes a systematic evaluation of current order execution abilities, specifically quality, delivery date, and cost, as well as assessing their ESG performance through social responsibility and environmental audits, thereby continuously promoting the sustainable development of the supply chain.

Supplier Risk Screening Standard

Country-Specific Risks	This involves evaluating the political stability, legal and regulatory environment, commercial risks etc. 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, which may include demand fluctuations, technological obsolescence, and emerging competitors.
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.

– Social Responsibility Audits

Our internal audits place particular emphasis on assessing supplier performance in labor rights protection and health and safety management. During the financial year, we mainly adopted the following measures in labor management audits:

Worker Interviews	Direct communication with workers to understand actual conditions regarding the working environment, remuneration and benefits, and working hours, ensuring the elimination of forced labor.
Document Verification	Examination of human resources records, labor contracts, payrolls, and other documents to verify suppliers’ compliance with applicable labor regulations and our labor standards.
Production Site Inspection	On-site visits to suppliers’ production and living facilities to assess whether working conditions, occupational health and safety measures, and employee welfare meet the required standards.

In addition, based on suppliers’ annual ESG ratings, the Supplier Management Department recognizes suppliers with outstanding performance in human rights practices and provides cash incentives to acknowledge their exemplary practices. This mechanism is designed to create a continuous positive feedback loop, encouraging all supply chain partners to continuously enhance their human rights management standards and jointly promote the sustainable development of our supply chain.

Mutualism with Partners

To improve auditing coverage and efficiency, we actively integrate external audit resources. As one of the officially signed brands of SLCP, we accept and encourage suppliers to provide SLCP audit reports. Furthermore, we accept validated audit reports from SMETA, WRAP, Amfori, and Better Work, etc., in lieu of our internal social responsibility audits. Any items requiring improvements identified in the above external audit reports will be translated into our internal ratings in accordance with our internal audit scoring mechanism and will be incorporated into the internal online data collection platform. This ensures we can accurately monitor and continuously optimize overall ESG performance based on a unified and standardized data source.

– Environmental Audits

We utilize the Higg FEM as a third-party tool to assess suppliers' environmental performance, requiring all T1 and T2 critical suppliers to complete self-assessments and third-party verifications within a specified timeframe. Additionally, we invite suppliers to participate in training sessions on to enhance their understanding and application of this assessment tool. Through the Higg FEM, we assess and monitor suppliers' performance in areas such as water consumption, water recycling and reuse, and wastewater treatment, systematically identifying and

managing water-related risks across the supply chain, and working with suppliers in higher water risk regions to mitigate water-use risks.

– Major Audit Findings and Follow-Up in 2025

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 audit findings related to social responsibility primarily revealed issues such as excessive overtime, incomplete coverage of social insurance contributions, inadequate chemical safety management, and non-compliant use of personal protective equipment. To support and encourage suppliers in addressing these issues, we required the development of targeted corrective action plans (CAP), and utilized the online CAP audit to track improvement progress with professional guidance put in place. We also required the suppliers to complete corrections within specified timeframes, followed by on-site verification audits to confirm effective implementation, ensuring the closed-loop management of identified issues. Details are set out in the table below.

ESG Audit Findings and Remedies	
ESG Audit Findings	Remedies
Incomplete Coverage of Social Insurance Contributions (Including Pension and Medical Insurance)	Requiring suppliers to develop and implement social insurance improvement plans to progressively achieve full statutory coverage for all employees and steadily increase overall social security coverage.
Excessive Overtime	Urging suppliers to optimize production planning, improve operational efficiency, and appropriately increase staffing levels to mitigate excessive overtime.
Inadequate Chemical Safety Management	Requiring suppliers to standardize chemical labeling in accordance with national regulations and to install secondary spill containment trays at all liquid chemical storage points, ensuring safe and compliant storage and use.
Non-compliant Use of Personal Protective Equipment	Requiring suppliers to supplement and improve personal protective equipment (PPE) facilities and increase inspection frequency, any missing or damaged equipment must be promptly replaced or repaired.
Building Safety and Regulatory Compliance	Engaging qualified professional institutions to assess the structural integrity and fire safety of aging buildings, and applying to the relevant authorities for the completion or filing of required statutory approvals and registrations.

During the financial year, the compliance rate for CAP of suppliers in the supply chain within the stipulated time frame was 80%. (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.)

We require all suppliers to achieve an ESG audit rating of “good” or above. (For rating details, please refer to Page 94 of 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.

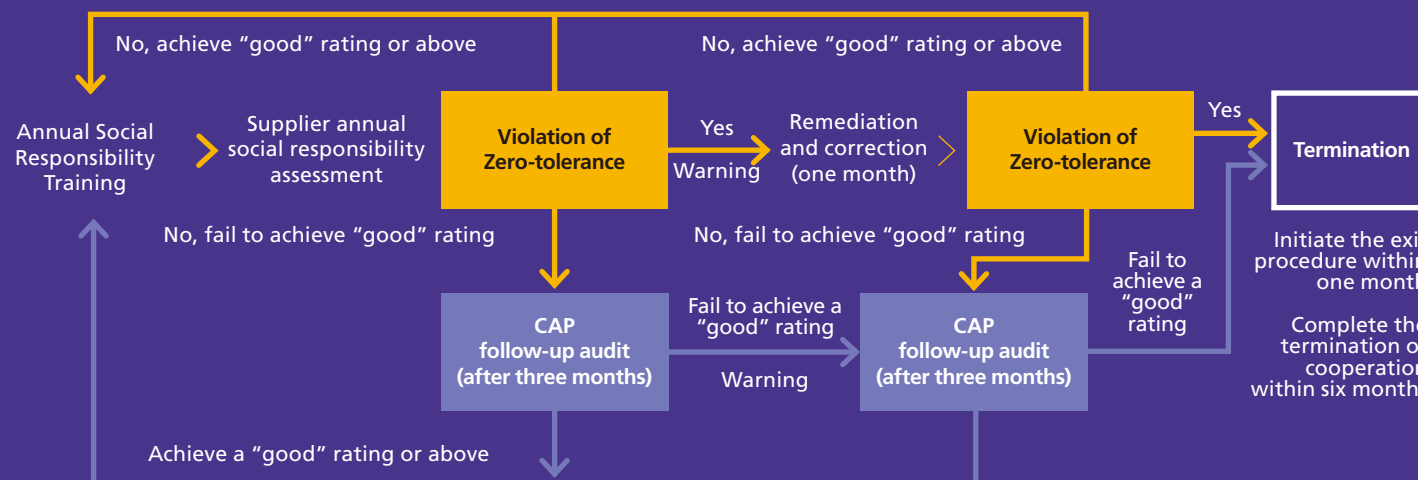
Through supplier audits, our suppliers are divided into five levels, from the best performing ones to the least performing ones, based on their audit results: extraordinary, excellent, good, to be improved, and red line zone. In addition, we provide corresponding incentives for suppliers at different levels to encourage further improvement and motivate their initiative to fulfill contracts.

To strengthen supply chain ESG data management, we utilized our internally developed online data collection platform during the financial year. We systematically complete environmental data collection from some suppliers, covering key indicators including GHG emissions, energy consumption, water resource management, and wastewater and waste treatment. Among these, the carbon emissions data provided by suppliers has been used to calculate the Category 1 emissions under Scope 3 in this Report.

Supplier Internal Social Responsibility Audit Content

Labor Rights	Health and Safety	Environment and Social Responsibility	Sustainability Management System
<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Occupational health and safety Equipment safety maintenance Workplace safety Chemical safety management Contingency planning Occupational disease prevention Incident management Public health, food and accommodation 	<ul style="list-style-type: none"> Compliance with environmental laws and regulations Pollution prevention and treatment Emissions management Chemical management Sustainable sourcing policy Anti-corruption Anti-competitive behaviors 	<ul style="list-style-type: none"> Establishment of the sustainability management system Establishment of the Sustainability Committee

Review Process for Annual Internal Social Responsibility Audit



Mutualism with Partners

Comparison Table for Internal Audit Ratings

Levels	Definition	Incentives
Extraordinary	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> No zero-tolerance items Less than or equal to two critical issues 	Not Applicable
To Be Improved	<ul style="list-style-type: none"> No zero-tolerance items More than or equal to three critical issues 	<p>Make clear the requirements for rectification, provide training to them, and assist them in optimizing their own management;</p> <p>Follow up the rectification of suppliers through corrective action plans and continue cooperation if the suppliers reach compliance.</p>
Red Line Zone	<ul style="list-style-type: none"> 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.

Mutualism with Partners

Moreover, we actively leverage corporate environmental information disclosed on the IPE platform to dynamically monitor suppliers' environmental performance. When environmental issues or potential risks are identified, we promptly engage relevant suppliers and work collaboratively to develop and implement CAP, thereby continuously driving improvements in our overall supply chain environmental performance.

We have simultaneously established an internal review mechanism to systematically examine the entire supply chain procurement process. The review focuses on the compliance of tender documents and procedures, the reasonableness of procurement costs, quality of products, and delivery times, the standardization of contracts, as well as the performance records of suppliers. At the same time, we ensure that the overall procurement

process comply with the ESG management standards outlined in the *Supplier Sustainability Management Handbook*, thereby comprehensively evaluating all aspects of suppliers, including their ESG performance, and enhancing the transparency and sustainability of supply chain management.

Supply Chain Living Wage Management

We are committed to advancing fair wage practices across our supply chain. In alignment with the International Labour Organization (ILO)'s definition and principles on living wages, we have developed a living wage calculation and assessment framework. Through this assessment, we aim to better understand our own staff and staff of suppliers' living wage attainment levels and gaps across different regions, and to collaboratively develop effective improvement plans.

During the financial year, we conducted a pilot project on supply chain living wages in Fujian and Henan, compiling statistics on the average wages of our factory staff and logistics staff, using the Global Living Wage Coalition, WageIndicator Foundation, and

China's National Bureau of Statistics minimum wage as benchmarks. Results show that the average wages of production staff in Fujian and Henan are far higher than the aforementioned international and Chinese standards. In the future, we will continue to expand the scope of living wage assessment framework, establish monitoring mechanisms, and promote pay equity and capacity building.

JACK WOLFSKIN has explicitly incorporated eight core labor rights, including the payment of a living wage, reasonable working hours, and freedom of association, into the JACK WOLFSKIN Suppliers' Code of Conduct, establishing them as the cornerstone of its supply chain social responsibility management. Since 2010, JACK WOLFSKIN has conducted regular on-site audits of all suppliers with the help of independent auditors and the Fair Wear Foundation (FWF) to ensure effective implementation of the Code of Conduct. All audit reports are publicly disclosed and available on the JACK WOLFSKIN supply chain website. These endeavors are designated to drive compliance improvements and enhance social responsibility performance across the supply chain.



Mutualism with Partners

Supporting Energy Conservation and Carbon Reduction Across the Supply Chain

We have deepened collaboration with suppliers on energy efficiency and carbon reduction initiatives, developed a carbon-reduction guideline document, and achieved concrete results.

During the financial year, we partnered with 19 supplier factories to systematically implement energy efficiency retrofits. Our measures include heating system optimization, compressed air system upgrades, operation optimization and maintenance of other equipment and lighting system improvements. Collectively, these factories launched over 100 energy-saving and carbon-reduction initiatives, achieving annual electricity savings of 2,992 MWh, steam savings of 2,971 tonnes, natural gas savings of 106,336 cubic meters, and biomass savings of 4.5 tonnes, reducing approximately 4,772 tonnes of CO₂ equivalent over the year.

We collaborated with a core fabric supplier to carry out a Clean by Design initiative. Through seven technical upgrades, including compressed air system optimization, adoption of short-process manufacturing, and energy efficiency enhancements to stenter machines, the project achieved annual electricity savings of 1,243 MWh, water savings of 16,500 cubic meters, wastewater reductions of 12,900 cubic meters, reducing 280 tonne of CO₂ equivalent. These efforts further advanced energy efficiency improvements and environmentally responsible transformation within supply chain manufacturing operations.

Supplier Communication and Empowerment

Supplier Communication

To build a transparent and responsible supply chain management system, we prioritize communication and collaboration with our suppliers. We are committed to conveying our sustainability philosophy and management requirements while 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.

As a member brand of the Fair Wear Foundation (FWF), JACK WOLFSKIN strictly follows its grievance handling procedures, systematically establishing transparent and standardized grievance channels within the supply chain. We are committed to raising supply chain workers' awareness of their rights under the grievance mechanism, and, after receiving complaints through multiple channels, we conduct independent third-party investigations. In handling complaints, we insist on sharing remediation responsibility with suppliers, aiming to eliminate the root causes of violations, and achieve closed-loop

management through evidence verification, results evaluation, and case disclosure. This mechanism ensures the proper operation of grievance channels and effective resolution of issues, continuously advancing the improvement of human rights governance in the supply chain. According to the publicly available complaint records of the FWF, during the financial year, JACK WOLFSKIN's supply chain was involved related to "living wage". Both cases were followed up in accordance with the FWF complaints procedure and have been closed.

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

To ensure the effective operation of our whistleblowing mechanism, we strictly enforce a whistleblower protection mechanism to maintain the strict confidentiality of a complainant's information. 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, our suppliers handled approximately 300 employee complaints, primarily related to employee wages, benefits, working environment and dormitory conditions, achieving a resolution rate of 100%. Among the cases received, one complaint related to wage subsidies calculation methodology under human rights guidelines was reported. Following an investigation and coordination with the relevant logistic supplier, we mandated corrective actions and ensured that the grievance was appropriately and satisfactorily resolved.

“ *Effectively managing suppliers not only improves supply chain efficiency but also ensures stable, trust-based partnerships.* ”

LUKA CHEN

Footwear Sourcing Department



Mutualism with Partners

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. In addition, we are committed to embedding sustainability requirements throughout our value chain. By collaboratively setting ESG goals with our suppliers, we define annual priority ESG action plans for each supplier, ensuring alignment and driving consistent progress towards our shared sustainability objectives.

ESG Study Group Project:

We organize an ESG Study Group Project tailored for footwear suppliers and publish *ANTA's Monthly Insights*. Additionally, we continuously share best practices and reference standards in ESG among our supplier partners, covering a range of topics including recruitment management (prohibition of child labor and remediation/management of underage workers), production safety, chemical management, environmental protection, and exemplary ESG practices.

Specialized Awareness Program:

To improve suppliers' compliance, we have continuously implemented supply chain ESG capacity-building programs by organizing a series of supplier training sessions and workshops. These initiatives covered a wide range of topics, including Higg FEM project interpretation, ZDHC wastewater testing, green electricity certificate and green power trading policy briefings, labor management and rights protection, compensation and benefits, SLCP, sustainability performance and assessment, GHG emissions reduction, energy management enhancement, product carbon footprint management, and digital product passport. In addition, we delivered dedicated sessions to explain sustainability requirements and audit standards to enhance suppliers' understanding of product and service quality, social responsibility management codes of conduct, and other relevant requirements. At the same time, we provided internal training for our employees on sustainable supply chain products to further enhance awareness and competencies in sustainable supply chain management.

Supplier Collaboration and Support:

We have continually advanced our supplier support programs by providing technical assistance and market development support, thereby strengthening suppliers' capabilities in advancing sustainable development. To systematically build a green supply chain, we took the lead in launching a *Supplier ESG Capability Certification System*, under which 38 suppliers have successfully obtained certification, setting a new benchmark for green procurement practices within the industry.

Human Rights Practices:

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 that cover international best practices in human rights risk assessment, supplier due diligence, remediation and collaboration mechanisms, and contractual incentives, enhancing suppliers' knowledge and management capabilities in human rights. We place particular emphasis on protecting vulnerable groups within the supply chain, including migrant workers, female employees, and student interns. We facilitate third-party training programs to help them better understand and safeguard their lawful rights and interests. We explicitly require suppliers to respect employees' rights to freedom of association and collective bargaining, to provide necessary support to worker representatives, and to strictly prohibit any form of intimidation or retaliation against trade union members. During the financial year, we delivered human rights policy training to suppliers through a combination of online and offline formats, reaching approximately 2,100 participants and achieving a training completion rate of 100%.

2025 Supply Chain Empowerment Initiatives



During the financial year, we have held multiple ESG seminars focusing on the shoe supply chain, and launched the *Shoe Supply Chain Carbon Reduction Roadmap*, as well as emission reduction and production waste garment recycle case studies through workshops and enhancing the social responsibility and environment capabilities of supply chain partners through training activities. As for waste garment scraps recycling, we have launched the *Shoe Supply Chain Waste Textiles Recycling Strategy* and partnered with a professional technology company to recycle the waste garment scraps generated by finished shoe suppliers. During the financial year, 22 tier 1 shoe suppliers participated in the project, resulting in the recovery of 15 tonnes of waste garment scraps. The recovered materials will be processed into new yarns and reused, promoting a closed-loop recycling model in the shoe supply chain.

We have successfully hosted the inaugural Apparel & Accessories Supply Chain ESG Summit, during which we launched the *Supply Chain Energy Conservation and Carbon Reduction Roadmap*. Together with 10 pioneer suppliers, we also launched the *Supply Chain Carbon Reduction Commitment* initiative, driving collaborative decarbonization across the value chain. The meeting featured a series of specialized training sessions and discussions focused on carbon targets, compliant operations, and data governance. Key agendas included supply chain carbon reduction, ESG data management and verification, supplier environmental and social responsibility audits, Higg FEM tool enablement, and chemical safety management. The summit further emphasized our 2030 targets and specific requirements regarding sustainable products, packaging, and materials, providing clear action guidance to partners.



Mutualism with Partners

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	We have built the second three-year global strategic partnership with WWF. We continually focused on boosting supply chain resilience and driving green transformation through innovative water management and comprehensive risk assessments.
IPE	During the financial year, we further deepen the collaboration with IPE. By systematically collecting and analyzing suppliers' environmental performance data related to wastewater discharge, air emissions control, and environmental compliance, we identified high-risk areas and worked collaboratively to develop targeted corrective action plans.
China National Textile and Apparel Council (CNTAC)	We continued our partnership with CNTAC to advance the pilot Family Friendly Factory (FFF) project to assist apparel and footwear suppliers in building a more inclusive and supportive workplace environments, bolstering employee belonging, happiness, and fulfillment. During the financial year, we encouraged supply chain partners to participate in the program by implementing measures such as optimizing work schedules, introducing childcare support facilities, and strengthening employee mental well-being initiatives. These efforts contributed to the practical implementation of family-friendly workplaces.
International Organization for Migration (IOM)	We have signed a three-year global cooperation agreement with IOM. Both parties will focus on safeguarding the rights and interests of migrant workers and promoting sustainable development. Through technical support and joint initiatives, we work together to explore a replicable, scalable, and sustainable pathway for the protection of the rights and interests of migrant workers in the entire sportswear industry.

2025 International Migrants Day

We place special focus on safeguarding the rights of specific groups, including migrant workers, and continue to expand the impact and reach of related initiatives through external collaborations. In December, as a corporate partner, we participated in the "Leveraging Safe and Orderly Migration for Sustainable Development" seminar organized by the IOM in Beijing. We regard the protection of migrant workers' rights as a core component of building a sustainable supply chain, affirming that all workers, regardless of nationality, status, or migration pathway, deserve respect, protection and empowerment.



Targets and Performance

2025 Key Performance

- **100%** of Tier 1 and Tier 2 suppliers have signed the *Code of Conduct for Suppliers*.
- **855** suppliers in China and **116** suppliers in foreign countries.
- **100%** of the Tier 1 and Tier 2 Suppliers passed the ESG audit.
- We conducted a total of **1,047** ESG audits, with internal audits accounting for **25%** and external audits accounting for **75%**, obtaining a grade of good or above accounts for more than **88%**. These audits covered environmental and social metrics, including labor management, health and safety, labor rights, and green production, etc.
- Partnered with **5** suppliers on the pilot Family Friendly Factory (FFF) project.
- For suppliers with lower chemical compliance levels, we collaborated with third-party organizations to drive chemical management improvement initiatives. During the financial year, the median ZDHC MRSL compliance rate among suppliers increased to **82%**, achieving significant progress.

Supplier Training in 2025

We conducted **47** ESG training sessions for the supply chain, covering various sustainable development topics such as environment, social responsibility, and chemical management, with over **7,000** participants, such as:

- Conducted specialized training on energy management in the footwear supply chain, providing a systematic curriculum and practical guidance to help suppliers master key technologies and methods for improving energy efficiency, supporting the Group's carbon reduction strategy, and driving a continuous decrease in overall supply chain energy intensity.
- Organized training on supply chain grievance mechanism management and wage and working hours compliance, using case studies and policy interpretations to strengthen suppliers' awareness and capabilities in labor rights protection and compliant operations, fostering a more transparent and equitable supply chain management environment.
- Regularly released supplier ESG improvement case studies, 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 2025

- ISO 9001 certification standard on quality assurance: **334**;
- ISO 14001 international certification standard on environmental management: **250**;
- ISO 45001 certification standard on occupational health and safety management systems: **164**;
- ISO 50001 certification standard on energy management system: **69**;
- 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: **4**;
- Zero Carbon Factory Verification: **2**;
- National-level Green Factories: **43**;
- Provincial-level green factory: **49**;
- Zero-waste-to-landfill management system: **2**.

Mutualism with Partners

Sustainable raw material sourcing

Our Governance and Strategy

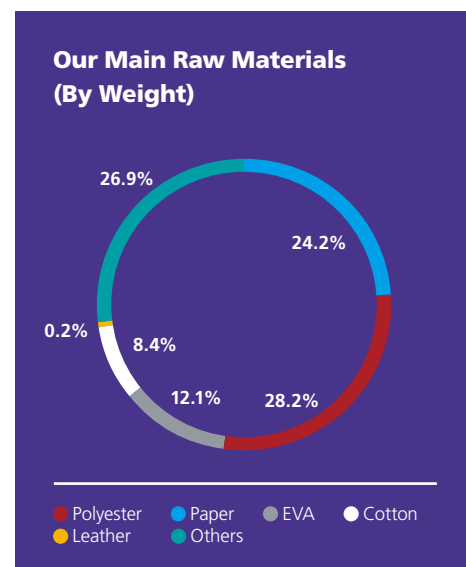
We prioritize lower environmental impact, safe, raw materials and developed the *Responsible Raw Material and Finished Goods Procurement Policy*, the *Group Procurement Supplier Performance Appraisal Management Policy* and other systems. We are committed to continuously sourcing lower environmental impact, safe, 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, tracking every step from raw material production, processing, transportation, to sales. We continually minimize the environmental footprint across the product lifecycle to foster a sustainable, and responsible supply chain.

Mutualism with Partners

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 to the ZDHC MRSL¹ 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>.



Our Actions

In consideration of the traceability and sustainability of raw materials in our supply chain, we continuously advance full-chain management initiatives, covering the enhancement of traceability mechanisms, the implementation of lower environmental impact certification standards, and supplier capacity-building. These efforts systematically reduce the environmental impact of the supply chain and drive a green transformation.

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 defined the scope of traceability and assessment standards and optimizing our raw material traceability platform according to the special features of different products and materials. The aim is to continually refine the traceability mechanism and gradually achieve the full traceability of raw materials to final products. For instance, we use element tracing to trace recyclable yarns, enhancing the precision and timeliness of raw material traceability. To date, we

have continuously promoted and achieved traceability management of leather sources. At the same time, we continue to expand traceability coverage for critical suppliers to improve supply chain transparency.

During the financial year, we further enhanced our raw material traceability capabilities. Through system enhancement, we introduced automated order transmission, significantly reducing manual data entry errors and effectively meeting compliance and audit requirements. Currently, the average cycle from order initiation to completion of traceability is 44 days. In terms of material certification, we actively promote the use and closed-loop certification of recycled materials, achieving full-chain traceability and oversight from recycled raw materials to finished products. Our four brands – ANTA, FILA, DESCENTE, and KOLON SPORT – can launch products with GRS certification.

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 such as leather and cotton. By comprehensively

considering risks arising from raw material extraction and production processes, or material usage planning, we prioritize the partnership with suppliers certified under relevant international standards such as LWG and GOTS. Currently, all footwear product leather suppliers have obtained LWG certification. In addition, we audit our leather suppliers on social responsibility, Higg FEM environmental module, and ZDHC chemical safety management, to systematically promote the procurement of sustainable raw materials.

Sustainable Substitution of Raw Materials

Furthermore, we employ technological innovations to reduce energy consumption and GHG emissions. This includes the adoption of Sorona® fibers, recycled PET plastics, and 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. During the financial year, we have advanced the adoption of recycled polyester, recycled rubber outsoles, bio-based outsoles and other sustainable raw materials in our products.

¹ To achieve zero discharge of manufacturing restricted substances, ZDHC has issued a priority MRSL, which restricts the intentional use of priority hazardous chemicals in the production and processing of textiles, leather, and synthetic leather.

Please refer to the *Mutualism with Consumers* 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. 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.

Enhancing Suppliers' Sustainable Traceability Capabilities

We continuously empower our suppliers to build-up their sustainable sourcing and traceability capabilities through regular, targeted training initiatives. During the financial year, we conducted multiple hands-on training sessions focusing on our policies, platform operations, data reporting requirements, and solutions to common issues. These sessions enabled suppliers to accurately understand requirements and efficiently operate the relevant systems. Through standardized and ongoing capacity-building efforts, suppliers' responsiveness and collaboration efficiency have significantly improved, providing strong support for the smooth implementation and effective closure of traceability activities throughout the year. Together, we are advancing our supply chain toward greater transparency and sustainability.

Targets and Performance

For continuous sustainable sourcing of raw materials, we commit to achieving a 50% utilization rate of sustainable raw materials by 2030. During the financial year, we achieved 40.6% sustainable raw materials.



Responsible Raw Material Certifications in 2025

100% of the down materials used in FILA, DESCENTE, and KOLON SPORT products are certified with RDS.

We are committed to achieving **100%** traceability for all leather used through the LWG's traceability system. During the financial year, we follow LWG's traceability system, and traced nearly 100% of leather used in our products, which comes from Argentina (55.4%), Australia (27.8%), the United States (9.7%), Thailand and other regions (7.1%).



Suppliers' Responsible Raw Material Certifications in 2025

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

- LWG certification: **10**.
- GRS/RCS certification: **318**.
- OEKO-TEX® standard 100: **94**.
- GOTS/OCS certification: **55**.
- RDS certification: **49**.
- CFCC/FSC/PEFC certification: **48**.
- Bluesign® certification: **36**.

Mutualism with the Society

Launch the “Five Ones Program” public welfare system to support medical aid, poverty alleviation, sports development and education, and ecological protection.



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.

SDGs ADDRESSED IN THIS CHAPTER:



ESG MATERIAL ISSUES ADDRESSED IN THIS CHAPTER:

- Social Investment



“ Along the journey of social responsibility, walking together with the company brings a strong sense of accomplishment to work. ”

EMILY NG
Sustainability Department

Mutualism with the Society

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, and 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



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.

Five Ones Program

During the financial year, we donated a total of **RMB61 million in cash (including a total of RMB5 million for community investment¹ and a total of RMB4.9 million for commercial initiatives²) and the value of donated sportswear (calculated at tag value) to various charities exceeded RMB440 million.**



One medical aid project

The Hemin Foundation set up by the founding family of the Group fully funded RMB2 billion to construct of a Grade 3, Class A public hospital, supporting the national initiative to build regional medical centers and enhance the region’s healthcare capacity.



One sports education project

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



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 participate in national disaster relief and international humanitarian aid, and support displaced children and adolescents through the “Moving for Change” program.



One ecological protection project

We collaborated with international environmental organizations to support biodiversity conservation.

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.

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 donation 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.

Our Actions

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.

Over the years, we have been growing with the sports industry in China. We have sponsored sportswear equipment for 36 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.



Olympic Medalists Charity Fund

We announced in 2023 a donation of RMB100 million to establish the "Olympic Medalists Charity Fund." A special allocation of RMB40 million, in collaboration with the China Sports Foundation, supports the "Lifetime Support Project for Excellent Athletes," providing savings-type insurance to ensure lifelong protection for medalists from the Paris, Milan – Cortina d'Ampezzo, and Los Angeles Games. At the same time, the "Olympic Medalists Charity Fund" is also supporting professional training of county-level sports schools by donating RMB50 million (calculated at tag value) worth of sports equipment to promote grassroots youth sports development.

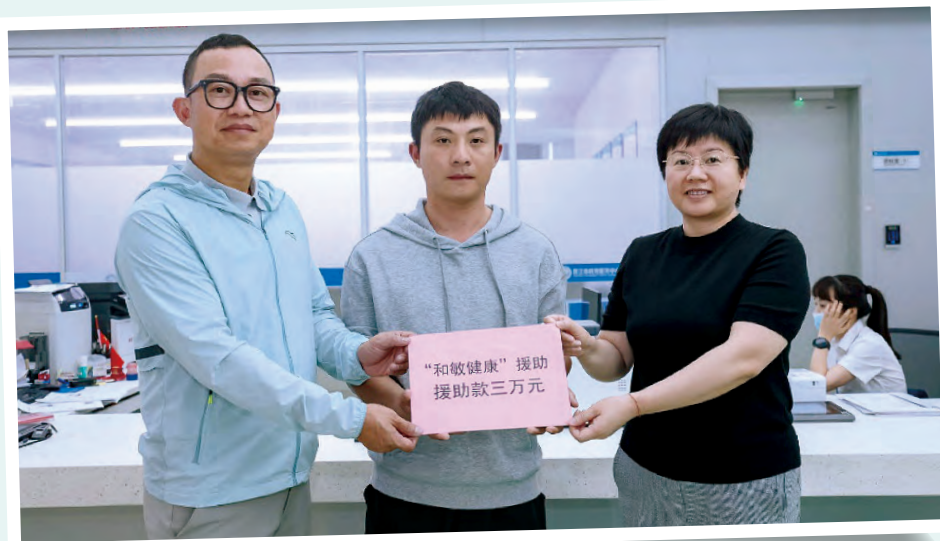
Mutualism with the Society

Medical Aid Project

To honor our social responsibilities, we actively implement China's "15th Five-Year Plan" and contribute to the high-quality development of China's sports industry. Through specialized medical aid projects, we focus on the health needs of vulnerable groups and take concrete actions to promote social equity and well-being.

"Hemin Health" Assistance

The "Hemin Health" assistance program, co-initiated and managed by the Hemin Foundation and Jinjiang Municipal Health Commission, is a five-year special social welfare initiative, with a total investment of RMB50 million. Aiming to help build a local multi-tiered medical security system that is more comprehensive and resilient, the program focuses on disadvantaged groups in Jinjiang and is committed to preventing them from falling into poverty due to illness. In addition, we have innovatively adopted a model that combines pre-event and post-event assistance to enhance efficiency, and set up a convenient service window at the Municipal Government Service Center to facilitate the submission of assistance applications.



The "Shanghai Sixth People's Hospital Fujian Branch (Hemin Campus)" Project

The "Shanghai Sixth People's Hospital Fujian Branch (Hemin Campus)" is a non-profit Grade 3, Class A comprehensive public hospital. 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 and put into use by 2026 to offer high-quality medical services to residents, with a total bed capacity of 1,000.

Sports Education Project

We actively respond to the national strategies of building a strong country in sports and education. In 2017, we launched the “Sturdy Growth Charity Project,” jointly implemented with the China Youth Development Foundation and the ADream Foundation. Focusing on youth sports philanthropy, the project promotes the integration of sports and education to support comprehensive rural revitalization. This project aims to help children grow robustly through sports and the pursuit of dreams, realizing the vision of “Love Without Limits, Lighting the Future”.

Chunlei Growth Public Welfare Project

We have reached a strategic cooperation with the China Children and Teenagers’ Fund in Beijing to jointly launch the “Chunlei Growth Public Welfare Program” in 2024. We have donated funds and materials equivalent to a total of over RMB15.2 million in cash and equipment to the China Children and Teenagers’ Fund. The project supports public welfare activities across the country, including educational assistance, girls’ sports growth camps, and funding for sports teams, benefiting a total of 20,000 girls since establishment.



Sturdy Growth Charity Project

The “Sturdy Growth Charity Project” centers on a “Sports + Education” approach to strengthen school sports infrastructure and enhance students’ Putonghua proficiency in rural and border regions. Through facility construction and upgrades, donations of professional equipment, collaborative curriculum design, and model teaching, the program advances the integration of sports and education. During the financial year, we hosted the “Ignite the Ice and Snow • 2025 ANTA Winter Sports Games,” enabling over one hundred rural teachers and students to experience alpine skiing and curling under professional coaching. In the same year, we also partnered with swimming world champion Tang Qianting to deliver on-campus “Champion Classes,” where she shared her growth journey and provided hands-on technical instruction.

Mutualism with the Society

Ecological Protection Project

We consistently integrate the principle of green development into the core of our corporate strategy, and continuously advance diversified ecological conservation initiatives. We are dedicated to reducing the environmental footprint of our operations while maintaining ecological balance. Since 2021, we have been a proud partner of the WWF. Over the past years, we have been supporting biodiversity conservation efforts across China, with a focus on protecting endangered species such as the Yangtze finless porpoise and the Asian elephants.

During the financial year, we continued to implement our three-year strategic cooperation plan with WWF and actively participated in its global ecological protection activities. By aligning our corporate actions with public advocacy, we helped promote awareness and practical application of ecological protection through three main directions: water resource management, biodiversity conservation, and public nature education.

“Guard the Smile of the Yangtze Finless Porpoise” Volunteer Day Event

The 25th International Day for Biological Diversity was observed on May 22. On this day, in partnership with WWF and the One Planet Foundation, we launched the public welfare initiative “Guard the Smile of the Yangtze Finless Porpoise” at the Tian’ezhou Yangtze River Nature Reserve in Hubei province. The event witnessed the establishment of the “Yangtze Finless Porpoise Station” and the donation of equipment for rangers. At the same time, ANTA KIDS launched co-branded merchandise to help raise awareness for species conservation.



Protection of the Asian Elephants’ Home in Xishuangbanna’s Rainforest

In observance of the “14th World Elephant Day” in August, we worked with WWF and the Shenzhen One Planet Foundation to launch the volunteer activity themed “Walk with Nature to Protect Endangered Asian Elephants” at Yunnan Xishuangbanna National Nature Reserve. A team of over 10 employees ventured into the tropical rainforest, volunteering in the construction of habitat restoration demonstration sites, as well as the removal of invasive alien species and replenishment, thus contributing to the establishment of the Asian Elephant National Park. This event, designated to raise public awareness of conservation through the nature education experience and safeguard biodiversity, has showcased our deepened strategic cooperation with WWF.



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. 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.

During the financial year, we intensified our efforts on the development of rural sports education, unremittingly upheld the philosophy of “Working with Assurance, Living with Integrity”, and strived to contribute to public welfare initiatives with a grateful heart and a commitment to repaying society.

Tai Po Fire Relief Support

In response to the fire in Tai Po, Hong Kong, in November, we took immediate action and urgently allocated resources, donating a total of HKD30 million in cash and donated sportswear, including HKD10 million in cash and winter sportswear worth HKD20 million. These contributions helped address the urgent shelter needs of the affected residents and ensured their basic living needs during the transition period.



Tibet Earthquake Aid

In January, a magnitude 6.8 earthquake struck Dingri County, Shigatse, Tibet. We took immediate action and announced the donation of cold-weather supplies valued at RMB10 million to the affected communities in Dingri County on the same day, delivering warmth to the impacted communities amid the severe local winter conditions and safeguarding their basic needs during the transitional period.

Mutualism with the Society



“Moving for Change” Public Welfare Project

In October 2023, we collaborated with the UNHCR to launch the three-year “Moving for Change” Public Welfare Project. The project aims to offer primary education, learning resources and sports support to displaced children and adolescents, helping them enrich their academic lives, recover physically and mentally, and rebuild courage for life while passing on hope. Since 2023, through the Chinese Red Cross Foundation and the China Charity Federation, we donated USD1.5 million in cash and over 1.2 million pieces of donated sportswear to three African countries, namely, Burundi, Kenya and Ethiopia, benefiting 300,000 displaced adolescents.

During the financial year, we donated 800,000 pieces of donated sportswear. We also built 12 classrooms, 18 sanitation facilities and 13 clean water supply points, while supporting 100 teachers. These initiatives have enabled over 10,000 children to access education and more

than 3,000 children to participate in sports activities. As one of Africa’s major refugee-hosting countries, Ethiopia hosts over 1 million refugees and asylum seekers from neighboring countries, and has long been a primary implementation region for this program.

In September, our representatives, alongside the head of the UNHCR’s Primary Education Program, conducted a follow-up visit to the Bambasi and Sherkole refugee camps in Ethiopia. During the visit, we organized a friendly football match at the Bambasi refugee camp, allowing displaced youth to experience the joy of sports. This effort supports their access to equal education and embodies the core vision of “Lighting the Future through Sports”.

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 a half-day 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.



The 8th Anniversary of Public Welfare Day

As we celebrate the 8th anniversary of the establishment of ANTA Group Public Welfare Day, we witness the total volunteer service hours contributed by our employees exceeding 47,000 hours. Since its designation on July 10, 2017, we have encouraged all employees to engage in public welfare through the implementation of a paid charity leave system and the organization of diverse activities such as volunteer training sessions, environmental protection practices, and rural education support programs. Going forward, we will make relentless efforts to mobilize more employees and social forces for public welfare initiatives, and promote a more harmonious society using the power of sports.

Targets 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 **16,000** employees actively engaged in volunteer services, with an accumulated service time of over **47,000** hours.

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

- Donated over RMB1.28 billion worth of sportswear (calculated at tag value).
- Established 197 ADream Centers to provide teenagers Adream courses.
- Trained nearly 8,120 frontline physical education teachers through ANTA Physical Education Courses.
- Donated 126 ANTA sports fields, including 17 sustainable fields.
- Organized 21 ANTA Camps.
- The charity project covered over 9.85 million teenagers at 20,377 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.

Mutualism with the Environment

Establish one overall goal –
Achieve carbon neutrality by 2050.

SDGs ADDRESSED IN THIS CHAPTER:



ESG MATERIAL ISSUES ADDRESSED IN THIS CHAPTER:

- GHG emissions
- Use of energy
- Climate change
- Waste discharge
- Waste gas emissions and wastewater discharge
- Use of packaging materials
- Use of water resources
- Biodiversity and land use



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 “Carbon Peaking and Carbon Neutrality” 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 development 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.

“By using recycled fabrics and reducing waste in apparel design, we create environmental value, which makes me feel fulfilled.”

LIU YI

ANTA KIDS – Apparel Design Department



Mutualism with the Environment

Carbon Reduction Initiatives

Our Governance and Strategy

We are actively advancing carbon neutrality by 2050, underpinned by a robust carbon-reduction management system that encompasses all facets of our operations, from supply chain, production, logistics and transportation, and office operations. We continue to enhance systematic management mechanisms for energy use and carbon emissions. In supply chain management, we promote our partners' implementation of energy conservation, emission reduction, and environmental management requirements in accordance with the *Code of Conduct for Suppliers of ANTA Sports*, thereby strengthening the foundation of carbon management in upstream operations. In production, we have formulated and implemented different procedures and measures to enhance standardized management of greenhouse gas identification, monitoring, and emission controls. Concerning logistics, in accordance with the *Standardized Management Specifications for Production of Packaging Boxes*, we optimized packaging designs to reduce the carbon emission during transportation effectively. Regarding office management, we have implemented the

Office Management Policy to restrict energy usage and actively improving equipment energy efficiency. To ensure the effectiveness of our carbon reduction initiatives, we have incorporated ESG indicators (including carbon emission reduction and energy structure optimization) into our performance evaluation system and linked them to compensation, thereby promoting the continuous implementation of carbon reduction initiatives across the entire lifecycle.

Our Actions

Each year, in accordance with the Greenhouse Gas Protocol, we conduct greenhouse gas (GHG) emissions inventories and analyses across our seven self-operated factories, five self-operated brand retail systems, four office buildings, and one logistics center. Accordingly, we formulated and implemented tailored carbon reduction and improvement plans for each business context through measures such as energy audits. During the financial year, our total Scope 1 and Scope 2 GHG emission intensity (market-based) was 0.77 tonnes of CO₂ equivalent per million RMB of revenue, and the PV projects at our self-operated factories and logistic center have generated for ourselves increased 74.2% to

15,330 MWh of electricity compared to last year.

Carbon Reduction in Product Design

We embed carbon reduction principles into our design and research and development processes by prioritizing the use of low-carbon raw materials, continuously optimizing manufacturing processes, and incorporating recyclability and renewability considerations at the design stage. While ensuring product functionality and quality, we encourage product innovation and the development of more sustainable product lines. For more details, please refer to the "Mutualism with Consumers" section.

Supply Chain Carbon Reduction

We are continuously dedicated to building a green supply chain, and incorporate critical suppliers into our energy and carbon reduction management system. Through systematic management and collaborative mechanisms, we promote energy-efficiency retrofits, clean energy adoption, and other initiatives across the supply chain, driving upstream partners' ongoing transition toward low-carbon operations. We consistently encourage

suppliers to implement energy-efficiency improvements and clean energy applications. During the financial year, we supported suppliers in identifying energy-saving potential through energy audits, and enabled over 130 suppliers to install PV systems, generating over 510,000 MWh of solar power in our supply chain. Additionally, we promoted green electricity purchases or green electricity certificates by over 270 suppliers, our supply chain sourced over 471,000 MWh of green electricity and 1,400,000 MWh green electricity certificate, further optimizing the energy mix of the supply chain.

To accelerate the green transition of our supply chain, we host quarterly ESG workshops and training, as well as an annual Supplier ESG Summit, to raise suppliers' awareness of GHG management and enhance their capabilities in energy conservation, emissions reduction, and responding to climate-related requirements. Supply Chain Management Department has launched supplier energy-saving and emissions-reduction initiatives, involving 20 factories, with improvements made to heating systems, compressed air systems, lighting systems, and overall management standards. Meanwhile, we developed the *General Technical Guidelines for Supply Chain Carbon Reduction* to serve as a reference for suppliers' decarbonization efforts.

In terms of data management, we collect and integrate suppliers' environmental data through an online ESG data collection platform, covering key Tier 1 and Tier 2 suppliers. As our data system continues to improve, we are able to identify high-emission suppliers more accurately and enhance the granularity of supply chain emissions management continuously.

Carbon Reduction in Production Processes

We consistently advance carbon reduction in our self-operated factories. During the financial year, we completed on-site energy audits for all production plants and developed the Energy Audit Reports and a Carbon Emissions Management Plan (2025–2030), identifying decarbonization potential and defining annual implementation pathways and priority measures. Based on the audit results, we coordinated the rollout of multiple energy-efficiency retrofit initiatives to enhance energy utilization efficiency and reduce carbon emissions.

Carbon Reduction in Logistics

We have integrated the "1+3+5" energy and carbon emissions targets into logistics planning and daily operations, and introduced the *Responsible Logistics Policy*, linking logistics

energy-saving and emission-reduction goals to staff performance. We continue to promote the electrification of transportation equipment and further reduce energy consumption and carbon emissions across the logistics system by optimizing transportation routes, improving

load utilization rates, and streamlining logistics operations processes.

For transportation and packaging, we increase the reuse rate of packaging containers, improve packaging structures, and reduce the use of single-use packaging materials. We also promote replacing certain corrugated cartons with polypropylene reusable containers to enhance packaging efficiency, thereby further reducing the carbon footprint of packaging activities.

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

Measures to Improve Production Energy Efficiency



- Replacing conventional lighting fixtures with LED lighting to enhance lighting efficiency and reduce electricity consumption while maintaining required illumination levels.
- Strengthening inspection and maintenance of compressed air systems and upgrading manual drainage to automatic drainage to reduce energy losses caused by pipeline leakage.
- Implementing insulation upgrades for steam pipelines, steam distribution headers, and thermal oil valves to reduce heat loss and lower heating system energy consumption.
- Introducing high-efficiency energy-saving equipment and optimizing production processes to reduce energy consumption per unit of product while maintaining production capacity and product quality.
- Carrying out technical retrofits of boilers and associated piping systems to improve thermal energy utilization efficiency and reduce natural gas consumption.

Mutualism with the Environment

Carbon Reduction Practices at the Jinjiang Logistics Center

As one of our core logistics centers, the Jinjiang Logistics Center has comprehensively advanced the development of a green transportation system. All employee shuttle vehicles within the center, as well as logistics handling equipment used in self-operated warehouses, have been fully electrified. In addition, the distributed photovoltaic power station constructed within the center generated approximately 5,000 MWh of electricity during the financial year, of which about 4,200 MWh was used for center operations, accounting for approximately 20% of the center's total electricity consumption.

Measures to reduce carbon emissions in the logistics and transportation process



- Deploy automated packing machines, improve packaging efficiency by approximately two to four times, reduce manual operation time and high-illuminance working requirements, thereby lowering overall energy consumption.
- Optimize logistics equipment through introducing automatic RFID sensing gate systems. Accelerate scanning and processing speeds while reducing manual handling and back-and-forth movement, further decreasing energy consumption in logistics operations.
- Pilot a "railway + road" intermodal transportation model, significantly reducing per-trip carbon emissions by approximately 81% while maintaining transportation efficiency.
- Optimize the transportation network to enhance efficiency, with the deployment of self-operated electric vehicle fleets in Quanzhou and Chengdu, reducing reliance on fossil fuels.
- Implement standardized shoe box gap control and refined carton stacking management to reduce empty space during loading. As a result, total loaded volume decreased by approximately 100,000 cubic meters over the year, improving load utilization, reducing the number of transport trips, and ultimately lowering transportation energy consumption and carbon emissions.

Carbon Reduction in Retail Stores

We promote energy conservation, emissions reduction, and green retrofitting across our retail store operations by embedding environmental considerations into store design, material selection, and construction processes. We actively implement initiatives such as waste recycling and energy consumption optimization to enhance resource efficiency



Mutualism with the Environment

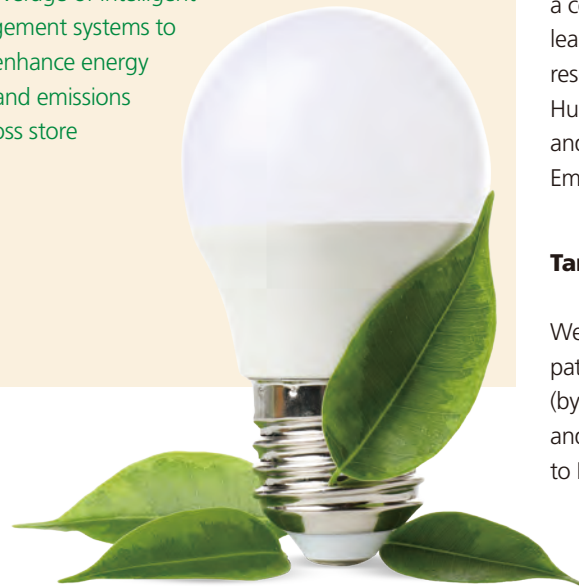


FILA Enhances Store Operational Energy Efficiency through Intelligent Energy Management

In terms of in-store energy management, FILA piloted terminal intelligent energy management systems across nine retail stores. The system enables precise energy management through zoned lighting control, scheduled operations, and dynamic, sensor-based adjustments tailored to different operational scenarios. During the financial year, the pilot stores achieved an approximate 10% reduction in lighting energy consumption. Going forward, FILA will further expand the coverage of intelligent energy management systems to continuously enhance energy conservation and emissions reduction across store operations.

and reduce operational carbon emissions. Through demonstrated achievements in energy-efficient design, the application of green building materials, and improvements in operational energy efficiency, 12 stores in Chinese Mainland have obtained LEED Gold certification.

To support green operations, we purchased over 331,000 MWh of green electricity certificates (from solar and wind power generation projects) during the financial year, to satisfy our stores' and self-operated factories' reduction needs across provinces.



Carbon Reduction in Offices

We promote energy conservation and emissions reduction in our office environments through improved management practices, the adoption of energy-efficient equipment, and employee behavior guidance. We regularly review water and electricity usage in office areas and maintain energy consumption ledgers to enhance energy management to a more refined level. In terms of equipment, we have replaced lighting systems with LED fixtures and controlled operating schedules for air conditioning systems, elevators, water purifiers, printers, and direct drinking water devices. We also promote paperless office initiatives and other paper-saving measures. In addition, we organize green office awareness activities such as "One Hour on the Earth" and energy-saving training programs.

Environmental Awareness Promotion

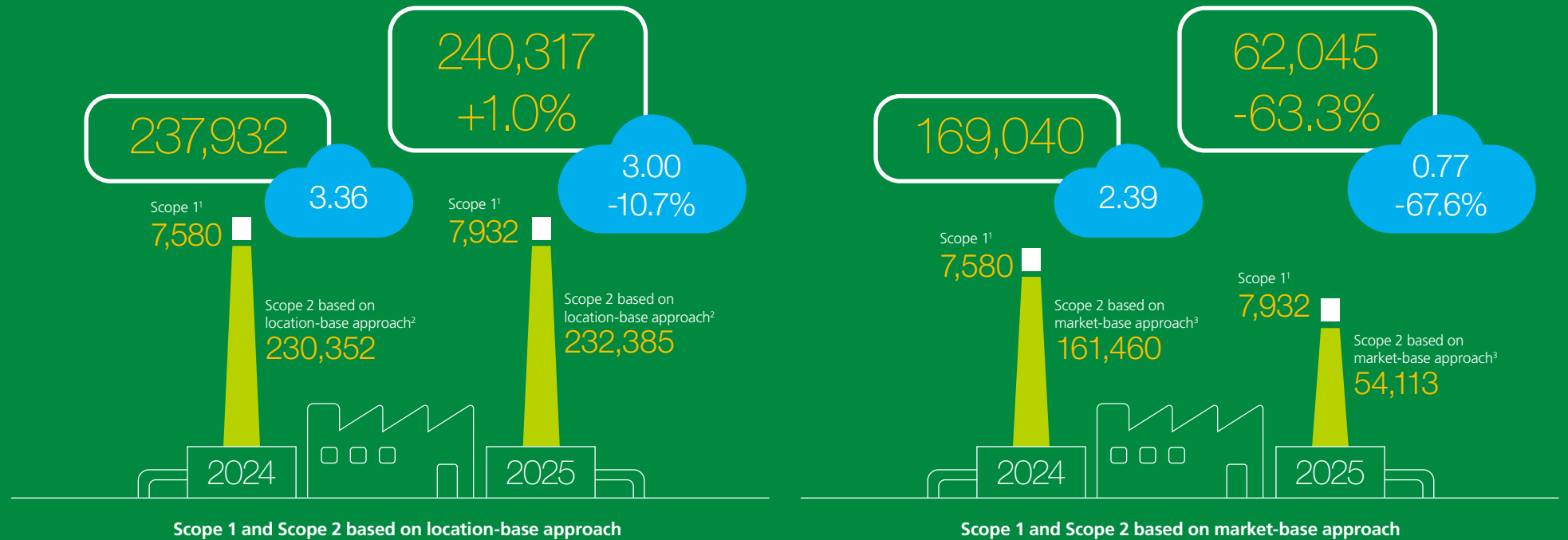
We continually strengthen our employees' environmental awareness. Through a collaboration between our online learning platform and the UNGC Academy learning website, we have made available to all employees ESG learning resources covering seven major themes: Climate Change & Environment, Human Rights, SDGs Integration, Decent Work, Gender Equity, Governance, and Anti-corruption. For more details, please refer to the "Mutualism with Employers" session.

Targets and Performance

We have formulated a carbon neutrality roadmap with phased reduction pathways for our short-term goals (by 2030) and medium- to long-term goals (by 2050), benchmarked against 2022, set 2030 as the short-term target year, and aiming for carbon neutrality by 2050. For specific objectives, please refer to Page 131.

Mutualism with the Environment

GHG Emission



● Scope 1 direct emissions¹ (tonne of CO₂ equivalent) ● Scope 2 indirect GHG emissions^{2/3} (tonne of CO₂ equivalent) ● Total GHG emission (tonne of CO₂ equivalent) ● Total GHG emission 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.

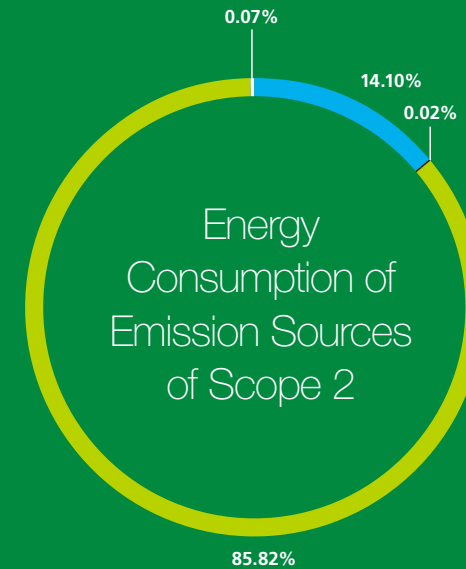
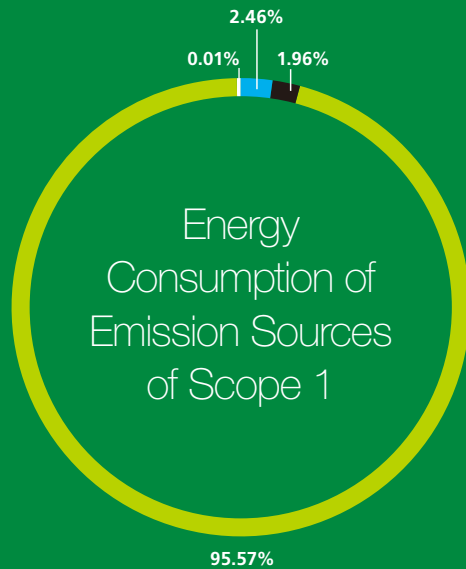
² Scope 2 Indirect GHG emissions calculated by the location-based approach are from indirect GHG emissions generated from purchased electricity and steam, purchased cooling and purchased heat consumed in our operation/production process, calculated with reference to "Implementation

Guidance for Climate Disclosures under HKEX ESG reporting framework" issued by the HKEX. The electricity emission factor 0.5306 tCO₂/MWh for Scope 2 Indirect GHG emissions in 2025 is adopted from "Notice on the Release of CO₂ Emission Factors for Electricity in 2023" issued by Ministry of Ecology and Environment on 31 December 2025.

³ Scope 2 Indirect GHG emissions calculated by the market-based approach are from indirect GHG emissions generated from purchased electricity (excluding non-fossil electricity acquired through

market-based transactions) and steam, purchased cooling and purchased heat consumed in our 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 0.6096 tCO₂/MWh (excluding non-fossil electricity acquired through market-based transactions) for Scope 2 Indirect GHG emissions in 2025 is adopted from "Notice on the Release of CO₂ Emission Factors for Electricity in 2023" issued by Ministry of Ecology and Environment on 31 December 2025.


Energy Consumption



 **95.57%** 13,820,662
Natural gas

 **1.96%** 283,832
Diesel


 **85.82%** 389,956,552
Purchased electricity

 **0.07%** 251,335
Purchased heat

 **2.46%** 355,352
Gasoline

 **0.01%** 1,070
Acetylene

 **14.10%** 64,078,911
Purchased Steam

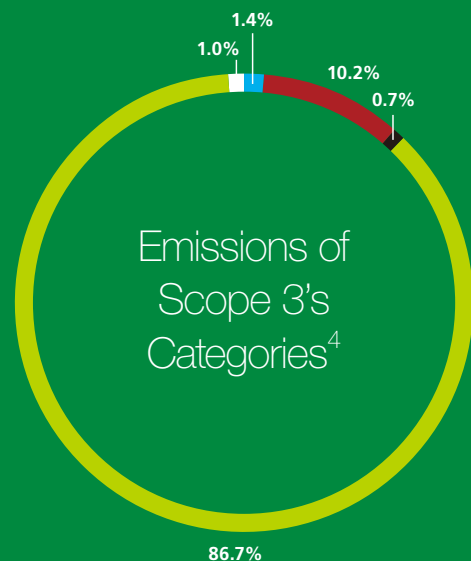
 **0.02%** 82,198
Purchased cooling

● Acetylene (kWh) ● Gasoline (kWh) ● Diesel (kWh) ● Natural gas (kWh)

● Purchased heat (kWh) ● Purchased Steam (kWh) ● Purchased cooling (kWh) ● Purchased electricity (kWh)

Mutualism with the Environment

GHG Emission



Total Scope 3 GHG Emission: 1,411,838 tonnes of CO₂ equivalent

86.7% 1,223,487
Purchased Goods and Services Category

10.2% 144,179
End-of-life Treatment of Sold Products Category

1.0% 14,185
Business Travel Category

0.7% 10,349
Investment

1.4% 19,638
Employee Commuting Category

- Business Travel Category (tonne of CO₂ equivalent)
- Employee Commuting Category (tonne of CO₂ equivalent)
- End-of-life Treatment of Sold Products Category (tonne of CO₂ equivalent)
- Investment (tonne of CO₂ equivalent)
- Purchased Goods and Services Category (tonne of CO₂ equivalent)

⁴ Category 1 includes GHG emissions associated with purchased goods for our brands (ANTA, ANTA KIDS, FILA, FILA KIDS, FILA FUSION, DESCENTE, KOLON SPORT, and MAIA ACTIVE). This encompasses emissions generated during production processes by tier 1 and tier 2 suppliers, as well as life cycle greenhouse gas emissions from raw materials procured by tier 2 suppliers. Considering industry characteristics and the proportion of emissions, other purchased services are currently excluded. Production-related emissions are based on measured data from 288 Tier 1 and Tier 2 suppliers; these data are then extrapolated to all production processes based on procurement spend proportion. Activity data for raw materials are derived from actual

measurements and estimations of raw material weight per brand, with raw material emissions calculated as raw material weight multiplied by the corresponding emission factor for each material category.

Category 6 covers GHG emissions generated by our employees within the reporting scope from business travel by air, train, car, and other land transportation. Mileage or cost data is sourced from our internal management systems or those of our service providers. Business travel emissions are calculated as business travel mileage or cost multiplied by the corresponding emission factor, with the factor sourced from the 2022 China Products Carbon

Footprint Factors Database published by the Chinese Academy of Environmental Planning.

Category 7 includes GHG emissions from the daily commutes of all our regular 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 and packaging for the ANTA, ANTA KIDS, FILA, FILA KIDS, FILA FUSION, DESCENTE, KOLON

SPORT, and MAIA ACTIVE brands at the end of their life cycles. End-of-life disposal emissions are calculated as finished product and packaging weight multiplied by the emission factor corresponding to 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 either the annual GHG emissions of the invested entity multiplied by our equity ratio, or the annual revenue of the invested entity multiplied by the corresponding emission factor.

Energy Management System Certification in 2025

During the financial year, our progress in environmental and energy management system certifications was as follows:

A total of seven companies obtained ISO 50001 Energy Management System certification, and nine companies obtained ISO 14001 Environmental Management System certification.

- Energy Management System ISO 50001 Certification: Xiamen ANTA Industrial Co., Ltd., Changting ANTA Sports Products Co., Ltd., ANTA (China) Co., Ltd., Quanzhou ANTA Material Supply Limited, Shangqiu ANTA Shoes Co., Ltd., Henan ANTA Material Supply Co., Ltd., Quanzhou Athletic Shoes & Garments Co., Ltd.
- ISO 14001 Environmental Management System Certification: Changting ANTA Sports Products Co., Ltd., Xiamen ANTA Industrial Co., Ltd., Xiamen ANTA Sports Goods Co., Ltd., ANTA Sports Products Group Co., Ltd., ANTA (China) Co., Ltd., Henan ANTA Material Supply Co., Ltd., Shangqiu ANTA Shoes Co., Ltd., Quanzhou Athletic Shoes & Garments Co., Ltd and Quanzhou ANTA Material Supply Limited (maintained certification validity through surveillance audit in 2025)



Factory Certification in 2025

During the financial year, our progress in green factory certifications was as follows:

Two factories were recognized as Provincial-level Green Factories, four factories were recognized as National-level Green Factories, and one factory was recognized as a Provincial-level Green Supply Chain Management Enterprise.

- Provincial-level Green Factory Certification: Quanzhou ANTA Material Supply Co., Ltd. and Henan ANTA Material Supply Co., Ltd.
- National-Level Green Factory Certification: Shangqiu ANTA Shoes Co., Ltd., ANTA (China) Co., Ltd. and Xiamen ANTA Industrial Co., Ltd. and Changting ANTA Sports Products Co., Ltd.
- Provincial-level green supply chain management enterprise: Quanzhou Athletic Shoes & Garments Co., Ltd.

Combating Climate Change

Our Governance and Strategy

To formulate the TCFD climate action plans, 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. We have established an ESG and climate change management framework comprising the Board, the Sustainability Committee, the Sustainability Department, and relevant executive bodies, with clearly defined management responsibilities at each level to ensure the timely identification, sound decision-making, and effective implementation of climate-related risks and opportunities. Furthermore, we have established mechanisms for discussing and reporting climate-related issues. The Sustainability Committee quarterly convenes to explore associated risks and opportunities and to oversee the overall implementation of climate risk and opportunity management across departments. For further details, please refer to the “Our Governance” section.

To enhance the governing bodies’ understanding of climate-related issues and their decision-making capabilities, we conduct regular training sessions. During the financial year, we organized training sessions for Directors and the management on climate risks and opportunities to enhance their awareness of climate change trends

and response requirements. At the same time, 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 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. Based on that provided by organizations such as the Intergovernmental Panel on Climate Change (IPCC) and the Network for Greening the Financial System (NGFS), we have created baseline, low-temperature, and high-temperature scenarios. Based on the established scenarios, we evaluated the potential impacts of key climate risks over three time horizons, including the short term (2023–2026), medium term (2027–2033), and long term (2034–2053), thereby evaluating climate resilience across multiple scenarios and timeframes.

Mutualism with the Environment

Scenario analysis	Identification of risks and opportunities	Impact assessment	Risk ranking	Risk prevention and control
Select three climate change scenarios: baseline, low-temperature, and high-temperature climate change scenarios	Based on international trends, industry research and regulatory requirements, the Group is currently exposed to climate-related risks and opportunities	Evaluate the actual and potential impact of climate-related risks and opportunities on our business, strategy and financial performance in the short, medium and long term	Select more significant risks and opportunities based on the extent to which climate risks and opportunities affect our own operations	Propose feasible responses to assessed significant climate risks

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 different scenarios. Based on climate risk assessments, we pinpointed two key physical risks, four transition risks, and one climate related opportunity that are of relatively high

importance to our business and value chain. These factors may affect our production and operations, supply chain stability, cost structure, as well as product and market development.

	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. Rapid and coordinated global emissions-reduction policies are implemented. Companies face relatively high compliance and transition pressures in the short term, while long-term transition uncertainty remains relatively manageable.	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. Countries mainly advance the transition in line with their committed emissions-reduction targets. The pace of transition is relatively moderate but involves uncertainty, requiring companies to address gradually increasing compliance and market adjustment risks.	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. As climate policies remain at current levels, companies face relatively limited transition pressure in the short term, but may encounter more abrupt and concentrated transition risks in the medium to long term.
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

Identification of Climate-related Physical Risks

Type of Risk	Risks	Affected Value Chain Segment	Affected Regions	Term of Impact	Expected Impact
Physical risks	Extreme rainfall/flood	Production operations, logistics transportation	Quanzhou, Xiamen, Longyan, Foshan, Zhenzhou	Short-term, medium-term, and long-term	<p>Increased production costs: Most footwear and apparel raw materials, such as leather, require dry processing conditions. Extreme rainfall and flooding increase ambient humidity, making raw materials more susceptible to mold, which raises scrap rates and, in turn, increases production costs.</p> <p>Higher downtime costs: Extreme rainfall and flooding may lead to production disruptions, resulting in order cancellations, extended production schedules, and associated financial losses.</p> <p>Impairment of equipment assets: Extreme rainfall and flooding may damage sewing, assembly, ironing, and packaging equipment, leading to asset impairment losses.</p> <p>Power supply disruptions: Extreme rainfall and flooding may cause power outages that disrupt normal operations. For example, inundation of power distribution rooms may result in outages that affect production and operations, leading to revenue losses.</p> <p>Inventory losses: Extreme rainfall may cause warehouses to be flooded, rendering finished footwear and apparel unusable due to soaking, mold, or color bleeding, resulting in direct inventory losses.</p> <p>Increased transportation costs: Extreme rainfall and flooding may disrupt road transportation and damage logistics infrastructure, causing urban distribution, trunk transportation, and transshipment activities to come to a standstill. This reduces transportation efficiency, leads to goods being stranded in warehouses, and ultimately affects sales.</p>
	Typhoon	Production operations, logistics transportation	Quanzhou, Xiamen, Foshan	Short-term, medium-term, and long-term	<p>Increased production costs: Most footwear and apparel raw materials, such as leather, require dry processing conditions. Typhoons increase humidity levels, making raw materials more prone to mold, which raises scrap rates and increases production costs.</p> <p>Higher repair and maintenance costs: Typhoons may damage factory buildings, including roofs, walls, doors, and windows, requiring repairs or reconstruction and resulting in higher maintenance costs.</p> <p>Higher downtime costs: When typhoons reach red warning levels, governments may advise enterprises to suspend operations, potentially causing production interruptions, order cancellations, extended lead times, and related financial losses.</p> <p>Impairment of equipment assets: Strong winds and heavy rainfall associated with typhoons may damage sewing, assembly, ironing, and packaging equipment, resulting in asset impairment.</p> <p>Increased transportation costs: Flooding and landslides triggered by typhoons may wash away railway subgrades or inundate roads, disrupting transportation routes and affecting final product sales.</p>

Mutualism with the Environment

Identification of Climate-related Transition Risks

Type of Risk	Risks	Affected Value Chain Segment	Affected Assets/ Business	Term of Impact	Expected Impact
Transition risk	Low-carbon technology transition	Production operations	All businesses	Short-term, medium-term, and long-term	<p>Asset impairment: 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.</p> <p>Increased R&D investment: Investment in the research and development of low-carbon technologies and products is expected to increase, including expenditure on equipment and human resources. Accordingly, our production and operations will require higher levels of investment in energy efficiency and carbon-reduction technologies.</p>
	Rising costs of raw materials	Raw material supply, production operations	Products that rely on leather, cotton, and natural rubber	Long-term	<p>Decline in raw material supply: Extreme weather (such as heavy rainfall, typhoons, and flooding) may lead to livestock losses, reducing the supply of hides and animal fibers (e.g. wool). This could drive up the prices of leather and other raw materials, and increasing procurement costs.</p> <p>Supply chain disruption: Extreme weather may cause interruptions in the supply chain, forcing us to source raw materials from more distant locations, which increases transportation costs and, consequently, procurement expenses.</p>
	Stakeholder concerns	Production operations, product sales	All businesses	Long-term	<p>Financing constraints: 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 our financing costs and reputation; we may lose money if we are unable to promptly satisfy customer demands or take into account the R&D of lower environmental impact products from a product design standpoint.</p>
	Carbon tax risks	Production operations	All businesses	Long-term	<p>Increase in unit product costs: In a carbon-reduction scenario, the consumer goods sector may be further incorporated into the carbon pricing mechanism in the Chinese Mainland'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 exceed the set limits, it may incur additional operating costs in the long term.</p>

Identification of Climate-related Opportunities

Opportunities	Affected Value Chain Segment	Term of Impact	Current Impact	Expected Impact	Affected Assets/ Business
Market opportunities	Production operations, product sales	Short-term, medium-term, and long-term	<p>Improvement in the sales mix of outdoor products: Increased consumer attention to outdoor and functional products has driven a higher proportion of our related products in the overall sales structure.</p> <p>Improvement in market feedback for sustainable products: With rising environmental awareness, market feedback for sustainable products has gradually improved, positively affecting their sales performance.</p>	<p>Increase in outdoor product sales: Under extreme weather conditions, consumer demand for outdoor equipment/products rises significantly, enhancing market share and revenue.</p> <p>Increase in sustainable product sales: As the frequency of extreme weather events increases, consumer recognition of and purchase willingness to purchase products of lower environmental impact continue to grow. Our sustainable products show strong sales momentum in the market, further boosting market share and revenue.</p>	Low-carbon/sustainable products, outdoor products

Our Actions

We have incorporated climate risk management into our strategy and risk management. We have also developed a systematic process covering scenario analysis, risk and opportunity identification, climate

resilience assessment, and financial materiality evaluation. Taking into account our business layout and operational characteristics, we assess the resilience and adaptive capacity of key business activities under different climate scenarios. We analyze the potential

operational and cost impacts of climate risks, considering their likelihood, severity, and financial consequences. On this basis, we identify climate-related risks and opportunities with significant potential impact. In conjunction with existing risk and opportunity

management measures, we conduct a systematic review to develop targeted strategies for addressing climate risks and opportunities, thereby continuously enhancing our overall climate risk management capabilities.

Mutualism with the Environment

Climate Risk Response Plans and Progress

Type of Risk	Risks	Countermeasures	Future Action Plans
Physical risks	Typhoon	<p>Enhanced typhoon risk emergency management capability: Establishing and operating typhoon emergency response plans, specifying personnel arrangements, production adjustments, and emergency response measures under different alert levels, providing a management and decision-making basis for subsequent facility-level disaster resilience improvements.</p>	<p>Infrastructure disaster resilience enhancement: Reinforce plant roofs, exterior walls, and doors/windows in high-typhoon-risk areas to improve safety and stability under extreme weather conditions.</p> <p>Supply chain diversification and strategic reserves: Establish safety stock for key raw materials (e.g., leather, cotton) and store them in elevated, controlled warehouses before peak typhoon season, while continuously developing suppliers in different regions to reduce supply interruption risks from disasters affecting a single production region.</p> <p>Infrastructure resilience upgrades: Based on typhoon risk assessments, progressively reinforce production and storage facilities in high-risk areas, including critical components such as roofs, exterior walls, and doors/windows, to enhance safety and stability under extreme weather.</p> <p>Supply chain diversification and strategic reserve mechanisms: Promote diversified layouts for key raw material supply chains and establish necessary safety stock before peak typhoon seasons to mitigate supply interruption risks caused by regional extreme weather events.</p>
	Extreme rainfall/flood	<p>Extreme weather emergency planning: Developing and implementing emergency response plans for extreme rainfall and floods, specifying shutdown, personnel evacuation, and production resumption processes to mitigate the operational impact of extreme weather under existing facility conditions.</p>	<p>Raw material storage and transportation adaptability: Optimize warehouse conditions and inventory management for moisture-sensitive raw materials according to rainy-season climate characteristics, using elevated and temperature/humidity-controlled storage to enhance material safety and stability under extreme climate conditions.</p>
Transition risks	Carbon tax risks	<p>Clear emission reduction targets and pathway management: Establishing and SBTi-verifying GHG reduction targets aligned with the 1.5°C pathway, providing clear quantitative guidance for our decarbonization efforts.</p> <p>Energy-saving and emission reductions: Promoting energy efficiency upgrades and optimizing energy structure across production, logistics, retail, and office operations, including PV project construction, LED lighting replacement, equipment energy efficiency upgrades, warehouse network optimization, electric vehicle deliveries, and green electricity purchase.</p>	<p>Low-carbon operations system enhancement and scaling: Continuously refine and expand the low-carbon operations system across production, logistics, retail, and office scenarios, enhancing systematic and scaled implementation of emission reduction measures to better manage future carbon cost increases.</p>

Mutualism with the Environment

Type of Risk	Risks	Countermeasures	Future Action Plans
	Rising costs of raw materials	<p>Supply chain risk assessment and early warning mechanisms: Continuously operating supply chain risk assessments and early warning systems to identify and evaluate potential risks related to business environment, material supply, and social impacts, while monitoring external trends.</p> <p>Procurement emergency and ESG risk management: Continuously managing and assessing ESG-related supply chain risks under the <i>ANTA Group Procurement Emergency Plan</i>, implementing targeted preventive and responsive measures to lay the foundation for refined raw material risk management.</p> <p>Sustainable raw material procurement: Achieving a sustainable raw material usage ratio of 40.6% during the financial year.</p>	<p>Raw material risk identification and evaluation improvements: Strengthen systematic analysis of key raw material price fluctuations and supply trends, incorporate sustainability and supply stability into procurement management, and enhance forward-looking identification and management of material-related transition risks.</p> <p>Increasing proportion of sustainable raw material procurement: Gradually raise the proportion of sustainable raw materials in total procurement according to the 50% usage target by 2030, optimizing raw material structure.</p> <p>Supplier diversification strategy: Implement diversified supplier strategies to maintain backup suppliers for all key materials, ensuring rapid switching in the event of a single supplier disruption.</p>
	Low-carbon technology transition	<p>Low-carbon technology R&D orientation and management guidance introduction: Reviewing potential low-carbon technology directions applicable to our business, focusing on low-carbon materials, processes, and related technologies, combined with industry research and external information.</p> <p>Gradual introduction of low-carbon orientation in R&D management: Considering materials selection, process pathways, and environmental impact in project approval and technical review stages, laying a management foundation for subsequent low-carbon R&D investments and industry-academia-research collaboration.</p>	<p>Low-carbon technology R&D and innovation system development: Increase R&D investment to support independent innovation and critical low-carbon technology development, enhancing our low-carbon capabilities in materials, processes, and products.</p> <p>Industry-academia-research collaborative innovation mechanism: Deepen cooperation with universities and research institutes to accelerate the translation of low-carbon technological achievements, supporting long-term technological transition.</p>
	Stakeholder concerns	<p>Information disclosure and transparency enhancement: Disclosed Scope 1, Scope 2, and Scope 3 GHG emissions and publicly shared SBTi-verified reduction targets, addressing investors' concerns on climate transparency.</p> <p>Clear carbon neutrality strategic objectives: Formulated the "1+3+5" sustainability blueprint, committing to achieve our-wide carbon neutrality by 2050.</p>	<p>Green upgrading of products and supply chain: Continuously increase the proportion of sustainable products, promote low-carbon product development, and guide suppliers to gradually use renewable energy, enhancing the overall climate performance of the value chain.</p>

Mutualism with the Environment

Climate Opportunity Response Strategies

Opportunities	Measures	Future Action Plans
Market opportunities	<p>Promotion of sustainable material application: Introduce recycled materials, bio-based materials, and fluorine-free raw materials in product design and development, advancing the application of sustainable materials in selected apparel and equipment products.</p> <p>Product full life cycle management exploration: Apply a full life cycle perspective in the development and management of key products. Carbon footprint assessments have been conducted for 11 products, with 5 products achieving carbon-neutral recognition, while design and process optimizations reduce environmental impact.</p> <p>Sustainable product certification: Continuously advance ISCC, RCS, GRS, and other sustainable product certifications, improving sustainable product management and evaluation mechanisms, and enhancing traceability and transparency of environmental attributes.</p>	<p>Technology innovation and R&D capability building: Strengthen collaboration with universities, research institutions, and external partners to develop sustainable material technologies, functional fabrics, and key processes, systematically enhancing the technical innovation capability of sustainable products.</p> <p>Sustainable materials strategy upgrade: Systematically integrate sustainable material applications into product development strategy, gradually increasing the overall proportion of sustainable materials in apparel and equipment products, and promoting long-term optimization of product material structures.</p> <p>Full life cycle management system construction: Expand full life cycle management concepts to more product lines, improve carbon footprint assessment and management mechanisms, and establish a systematic product environmental performance management system.</p> <p>Enrich sustainable product portfolio: Continuously expand sustainable product categories and series across different sports and outdoor scenarios, increasing the coverage of sustainable products within the overall product portfolio.</p>

Expected Financial Impact

To address climate-related risks and implement corresponding mitigation measures, we plan to continue advancing climate transition initiatives over the next two to three years, including distributed PV installations at production sites, green electricity procurement, and low-carbon product and supply chain transformation. These initiatives are expected to have an impact on our financial position.

In terms of energy structure adjustment, we plan to continue expanding distributed PV capacity at its factories and logistics parks. The procurement of new PV panels and related supporting equipment is expected to increase fixed assets and result in an increase of cash outflows from investing activities. Once these assets are put into operation, they are expected to affect electricity-related costs.

Meanwhile, we plan to procure green electricity based on actual operational needs. The related green electricity procurement is expected to result in a change in energy procurement costs or production costs and increase in cash outflows from operating activities.

Regarding product and supply chain transformation, we will continue to promote the use of sustainable materials and low-carbon process R&D. These initiatives are expected to result in changes in raw material costs and R&D expenses and may impact the gross margin during the relevant periods.

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 goal** 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 landfill of self-generated production waste



ZERO use of virgin plastic in self-owned operating facilities

**5 “50%”
by 2030**



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



Apply 50% sustainable raw materials



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



Use sustainable packaging for 50% of products



Increase the proportion of sustainable products to 50%

SBTi Goal *by 2030*



Scope 1 and Scope 2
GHG emissions by
42.0%



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



Waste, Wastewater, and Air 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 policies applicable to all factories, including 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 self-operated factories along

with the establishment of factory-wide environmental management policies. During the financial year, we updated the *ANTA Sport Management Manual* and integrated environmental, health, and safety systems into a comprehensive management system.

For emissions management, we have established internal systems such as the *Industrial Enterprise Fugitive Emissions Control Plan*, the *Wastewater Treatment Operation Procedures* and the *Noise Management Regulations*, forming management systems for the treatment of exhaust gases, wastewater, and noise. Effective measures are taken to achieve green production and actively control the environmental impact caused by our production processes, with the goal of gradually reducing emissions in the future.

For waste management, during the financial year, we enhanced our internal management system by revising policies and introducing new documents, including the *Zero Waste to Landfill Management Policy* and *Zero Waste Philosophy* and the *End-to-End Management and Control Procedures for Hazardous Wastes*. These documents establish clear targets for achieving zero landfill disposals and reducing waste, further strengthening full lifecycle management from classification and recycling to final

disposal. We also continued to implement existing solid waste and hazardous waste management requirements, advance zero landfill practices, and systematically enhance resource recycling and sustainable disposal capabilities.

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

Our Actions

Air Emissions Management

We have systematically implemented emission reduction and control measures for waste gas, wastewater, and dust from our production and operation activities, continually reducing their environmental impact. During the financial year, we focused on upgrading air pollution control facilities by introducing high-efficiency treatment technologies such as catalytic oxidation, thereby enhancing the removal efficiency of volatile organic compounds (VOCs). In parallel, we engage qualified independent third-party agencies to conduct regular emissions monitoring. While ensuring full regulatory compliance, we leverage monitoring results to drive technological improvements and achieve continuous emissions reduction.

Waste Management

We continue to strengthen end-to-end controls for waste from production to final disposal. By implementing the *Waste Reduction Control Procedures*, we optimize production processes to reduce waste generation at source. In addition, we actively conduct waste segregation and zero-waste awareness training to enhance employee awareness and operational compliance. In terms of resource utilization, we promote initiatives such as the recycling and remanufacturing of cutting scrap fabric and facilitating the internal circulation of surplus inventory materials, to improve overall resource efficiency. For waste requiring off-site treatment, we apply differentiated control measures based on waste type and environmental risk, strictly review the qualifications of recycling and disposal contractors, and place particular emphasis on full-process supervision of hazardous waste. We also engage independent third-party organizations to verify and certify the proportion and destination of waste diverted from landfill. Furthermore, we continuously communicate environmental protection policies and transfer requirements to our partners. Through regular follow-ups, document verification, and on-site assessments, we ensure that external disposal activities remain fully compliant and traceable throughout the process.

Mutualism with the Environment

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 systematically advance waste reduction and resource recovery, we have developed a comprehensive strategy centered on three key pillars: reducing waste generation at source, optimizing process management, and end circularity. Our objectives are to reduce waste generation intensity, enhance resource utilization efficiency, and actively promote zero-landfill systems across our factories and logistics operations, for which we have successfully obtained certification.

Reducing waste generation at source

We optimized product design and production processes to enhance production efficiency and material utilization rates, and reduce waste generated during production processes from the source. Meanwhile, we emphasized technological innovation and R&D to explore materials to gradually replace hazardous substances and reduce the environmental footprint across the product full life cycle.

We also actively apply the Radio Frequency Identification (RFID) technology to advance digitalization at the downstream end

of the supply chain. By developing and implementing an electronic delivery solution for store arrivals, we have replaced traditional paper-based documentation processes. Goods shipped from self-operated warehouses to FILA stores and warehouses have already adopted paperless operations. During the financial year, this initiative reduced paper consumption by approximately 16,000 kg.

Optimizing process management

We continue to enhance our waste sorting and collection system to ensure clear separation and standardized temporary

storage of different waste streams, creating favorable conditions for resource recovery. In addition, we actively expand waste valorization pathways to promote the conversion of waste into recycled raw materials or energy.

End disposal

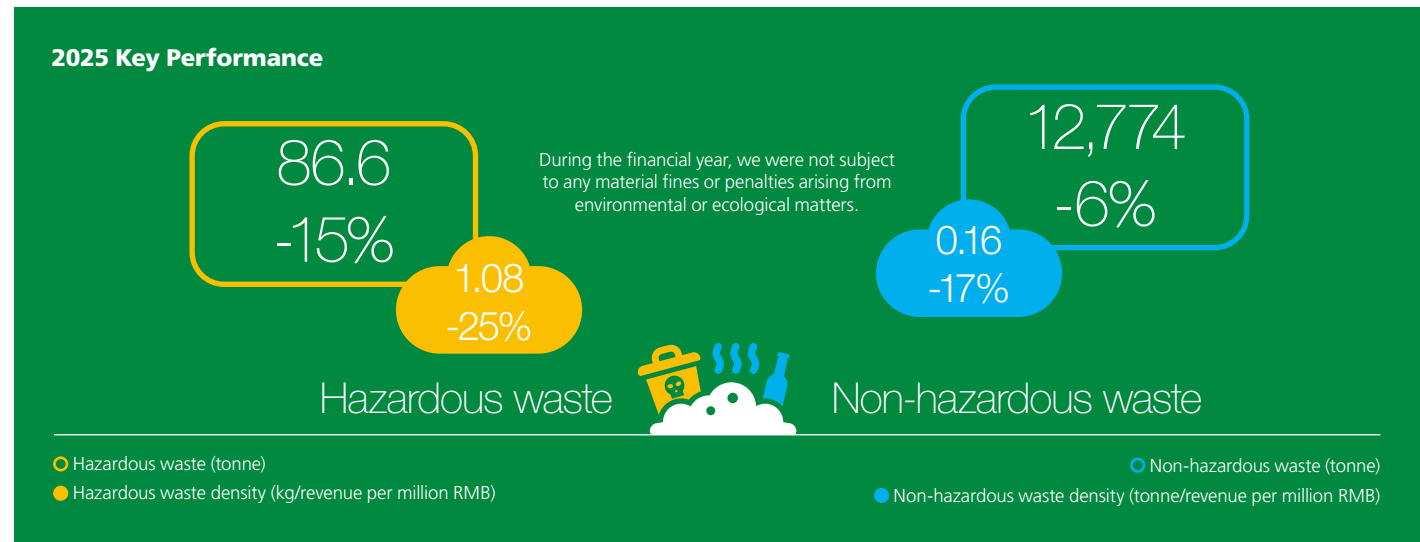
We ensure compliant handling and prevent secondary pollution for non-recyclable waste. At the same time, we continuously upgrade waste management processes and technologies to boost treatment efficiency and resource recovery.

Mutualism with the Environment

Reduction of Air Emissions	Reduction of Wastewater Discharge	Reduction of Dust Emissions	Reduction of Noise
<ul style="list-style-type: none"> Promoting the use of water-based adhesives to replace traditional solvent-based adhesives, thereby reducing the generation of volatile organic compounds (VOCs) at source. Upgrading the original "UV photolysis + activated carbon adsorption" process to catalytic oxidation technology, converting organic waste gases into carbon dioxide and water for harmless treatment. 	<ul style="list-style-type: none"> Disposing production wastewater using processes such as "coagulation and sedimentation". The resulting sludge is dewatered and safely transported off-site for proper disposal. Retrofitting boiler systems to recover condensate from steam pipelines for use as boiler feedwater, achieving both water conservation and energy savings. Reducing the use of chemicals in production, thereby lowering the chemical load in wastewater treatment processes. 	<ul style="list-style-type: none"> Continuously installing "exhaust hoods + baghouse dust collectors" at particulate emission points across production processes, ensuring that dust is collected and treated before compliant discharge through 15-meter-high exhaust stacks. Applying liquid nitrogen rapid-freezing and crushing technology in cutting processes, enabling intact recovery of waste materials and reducing dust generation compared with traditional crushing methods. Equipping engraving machines with pulse dust removal systems to effectively control dust dispersion. 	<ul style="list-style-type: none"> Installing sound insulation panels or acoustic enclosures around major noise sources to block noise transmission. Strictly implementing regular inspection and maintenance programs for production equipment to ensure optimal operating conditions and prevent excessive noise caused by equipment aging or malfunction. Progressively phasing out outdated, high-noise equipment and replace it with advanced, low-noise alternatives to achieve noise reduction at the hardware level.

Targets and Performance

To ensure effective waste and emissions management, we constantly monitor performance data and pursue factory green certifications. Through refined management and technological innovation, we promote the reduction, resource recovery, and harmless treatment of waste and emissions, thereby progressively lowering both waste generation volumes and emissions intensity. During the financial year, all of our self-operated manufacturing factories, as well as Fujian ANTA Logistics Information Technology Co., Ltd., successfully obtained certification under a zero-waste-to-landfill management system.



Mutualism with the Environment

Zero Waste to Landfill Management System Certification Status in 2025

- Zero Waste to Landfill Management System Certification: self-operating factories and logistic center



Use of Packaging Materials

Our Governance and Strategy

In our ongoing efforts to reduce the environmental footprint of packaging materials, we strictly comply with the *Standardized Management Specifications for Production of Packaging Boxes* and systematically promote the reduction, recycling, and sustainable transformation of packaging. Building on this foundation, we have further developed and implemented the *Logistics Packaging Materials Management Procedures*. This document clearly defines requirements for the procurement, use, inventory, and quality management of packaging materials throughout the logistics process. We have issued a series of technical standards, including the *Logistics Carton Technical Standard*, the *Logistics Bubble Mailer Technical Standard*, and the *Logistics PE Bag Technical Standard*, providing technical guidance for the standardized use and quality control of packaging materials. We are committed to continuously promoting the use of recycled or regenerated materials, prioritizing FSC-certified paper packaging or recyclable plastic packaging, and actively advancing the achievement of our sustainable packaging goals.

Our Actions

We are ramping up investment in research and development resources and actively exploring the development of sustainable packaging materials and alternative solutions. Our current efforts are strategically focused on three key areas-reducing waste generation at source, material substitution, and circular reuse-to comprehensively minimize the environmental impact of our packaging.



Mutualism with the Environment

<p>Reducing Waste Generation at Source</p>	<p>Design Optimization: Improve packaging structures to reduce the use of auxiliary materials and implement simplified label designs for reusable containers, thereby reducing their quantity and size.</p> <p>Process Improvement: Optimize adhesive tape formulations to reduce tape width, phase out moisture-proof bags in factory-original cartons in stages, enhance the manufacturing process of plastic bags, and reduce the use of pigments, thereby reducing chemical consumption.</p>
<p>Material Substitution</p>	<p>Adoption of Sustainable Virgin Materials: Increase the use of sustainably sourced, FSC-certified materials in paper-based packaging, including main hanging tags, certificates of product, and shoeboxes.</p> <p>Expansion of Recycled Material Applications: Upgrade all plastic bags and moisture-proof bags used for packaging to recycled materials, and promote innovative practices, such as using production fabric waste to manufacture upper circulation bags, as alternatives to traditional plastic bags.</p> <p>Promotion of Lower Environmental Impact Solutions: Introduce lightweight and recyclable packaging cartons and plastic bags, to reduce resource consumption and environmental impacts across logistics links.</p>
<p>Circular Reuse</p>	<p>Improvement of Recycling Management Systems: Establish a recycling mechanism for waste packaging, with a focus on promoting the reuse of used apparel and accessory cartons, thereby increasing the reuse rate of corrugated boxes.</p> <p>Strengthening Plastic Recycling and Regeneration: Reinforce the recycling and reusing of plastic packaging bags and strictly control the consumption of single-use plastic products.</p> <p>Development of Circular Sharing Mechanisms: Establish shared circulation systems for reusable packaging, such as cartons, within production parks, expand the use of reusable containers such as polypropylene turnover boxes, and increase packaging reuse frequency and overall circular utilization rates.</p>

Goals and Performance

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

2025 Key Performance



- During the financial year, the total usage of packaging materials exceeded **50,000** tonnes, with footwear accounting for **77.1%**, apparel for **20.4%**, and accessories for **2.5%**. Among these, **45.9%** were sustainable packaging.
- The total weight of paper packaging was approximately **50,000** tonnes. Among these, **42.9%** were FSC-certified.
- Over **80%** of FILA products adopted sustainable packaging.
- Through packaging reduction measures, it was estimated that approximately **42.5** tonnes of adhesive tape were reduced annually, along with a reduction of around **4.42** million moisture-proof bags.
- The total usage of plastic packaging was approximately **3,000** tonnes. Among these, **92.2%** were recycled plastic packaging materials.

Mutualism with the Environment

Use of Water Resources

Our Governance and Strategy

We strictly adhere to relevant laws and regulations on water resource management, and have formulated and implemented internal 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 and implementation guidelines for production and operational processes and ensure their implementation through regular 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 enhance water use efficiency and achieve sustainable use of water resources.

Our Actions

We continue to enhance our 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. We have also established a comprehensive water risk assessment and management mechanism across our supply chain. Suppliers are assessed based on the water stress level of their locations (with reference to tools such as the WRI Aqueduct and the WWF Water Risk Filter) and whether their factories' average daily water consumption exceeds defined thresholds. Based on this assessment, suppliers are classified as either low risk or high risk requiring special attention. High-risk suppliers are required to implement systematic water metering, set water-saving targets, and report progress on a regular basis. During the financial year, we further extended water risk management to the supply chain by conducting water risk assessments suppliers. In collaboration with WWF, we also supported key partners in developing water balance diagrams to jointly identify water-saving opportunities.

For the self-operated facilities, we continuously strengthen the real-time monitoring and analysis of major water consumption data through online monitoring and data analysis, enabling real-time identifying potential problems, and optimizing water efficiency. We also conduct water-saving awareness education and practices during daily operations.

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.
- Regularly inspect the water supply pipelines and purified water system equipment, and promptly repair leaks, drips, and losses to minimize water wastage.
- Renovate and upgrade the boiler return water pipe system, and recover the return water of the circulating steam pipe.

Targets and Performance

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

2025 Key Performance

1,590,987
-5%

19.8
-16%

- Total water consumption (m³)
- Total water consumption intensity (m³/revenue)



Biodiversity and Land Use

Our Governance and Strategy

Our business is highly dependent on the stability of natural resources and ecosystems, including water, soil, and climate regulation. Amid growing global attention to biodiversity loss and dependencies on natural capital, we systematically identify both direct and indirect impacts of our operations and value chain on nature, as well as our dependencies on natural assets, to support long-term sustainable development.

We have established a Board-level Sustainability Committee to assist the Board in overseeing sustainability matters and biodiversity-related issues. Its responsibilities include implementing effective governance and oversight of biodiversity topics to ensure alignment with our overall sustainability strategy; to enhance the transparency and scientific rigor of our disclosures, thereby systematically advancing the effectiveness of biodiversity governance.

We strictly adhere to global biodiversity conservation goals, the *Regulations of the People's Republic of China on Nature Reserves*, as well as forest-related laws and

other applicable mandatory standards in our operating locations. We have developed the *Biodiversity Conservation Policy*, which specifies 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.

We recognize that the production and processing of upstream raw materials in our supply chain are more directly linked to biodiversity conservation and land protection. Guided by our *Responsible Raw Material and Finished Goods Procurement Policy*, we place enhanced emphasis on the traceability and sustainability certifications of raw materials derived from animal and plant sources. For example, we require all genuine leather used in our products to be sourced exclusively from tanneries certified at the Gold level by the LWG. We also remain committed to promoting the use of RDS-certified down and OCS- or GOTS-certified organic cotton. When sourcing natural rubber, we assess whether it originates from zero-deforestation areas to ensure that its cultivation does not destroy primary ecosystems.

For the full version of the Biodiversity Conservation Policy and Responsible Raw Material and Finished Goods Procurement Policy, please refer to https://esg.anta.com/pdf/Biodiversity_Conservation_Policy_EN.pdf and https://esg.anta.com/pdf/Responsible_Raw_Material_and_Finished_Goods_Procurement_Policy_EN.pdf.

Mutualism with the Environment

Our Practices

During the financial year, we conducted a nature-related dependency and impact assessment in strict alignment with the Taskforce on Nature-related Financial Disclosures (TNFD) framework and the Science Based Targets Network (SBTN) methodology. Leveraging external professional tools, we systematically identified the specific pressures exerted by our upstream value chain and our own business activities on nature, the state of nature, and the associated ecosystem dependencies. Our operation relies on natural capital update elements such as forests, wetlands, farmlands, urban green spaces, the atmosphere, oceans, and coastal zones, while dependencies and impacts are distributed across our entire value chain, including manufacturing, supply chain, and logistics activities. Looking ahead, we will follow the SBTN Nature Action Framework to further investigate our impact on the nature and disclose our progress using indicators recommended by TNFD.

We have begun monitoring and managing whether our own operations and supply chain facilities are located in biodiversity-sensitive areas and have developed corresponding improvement measures. Furthermore, we have enhanced chemical management standards to prevent potential adverse effects of chemicals on ecosystems, thereby protecting terrestrial and aquatic biodiversity. Through our brands, we communicate these environmental protection actions to consumers, conveying our commitment to environmental stewardship and sustainability values.

In addition, we maintain a long-term strategic partnership with WWF to support biodiversity conservation in China, focusing on endangered species such as the Yangtze River dolphin and Asian elephant and participated annually in WWF's Earth Hour initiative and joined International Panda Day series of activities.

Actively Supporting International Panda Day and Promoting Nature Education for Families

27 October is the ninth International Panda Day. As a strategic partner of WWF, our children's professional sports brand, ANTA KIDS, actively participated in International Panda Day initiatives. For instance, ANTA KIDS hosted parent-child outdoor activities at Beijing Wenyu River Park, integrating environmental education into nature exploration through sharing, ecological observation, and interactive games, guiding children to connect with and protect nature. Concurrently, we organized International Panda Day nature workshops for employees' children in Beijing, Xiamen, and other locations, enhancing their awareness and sense of responsibility toward endangered species and biodiversity protection, while promoting the "Walking with Nature" environmental philosophy.





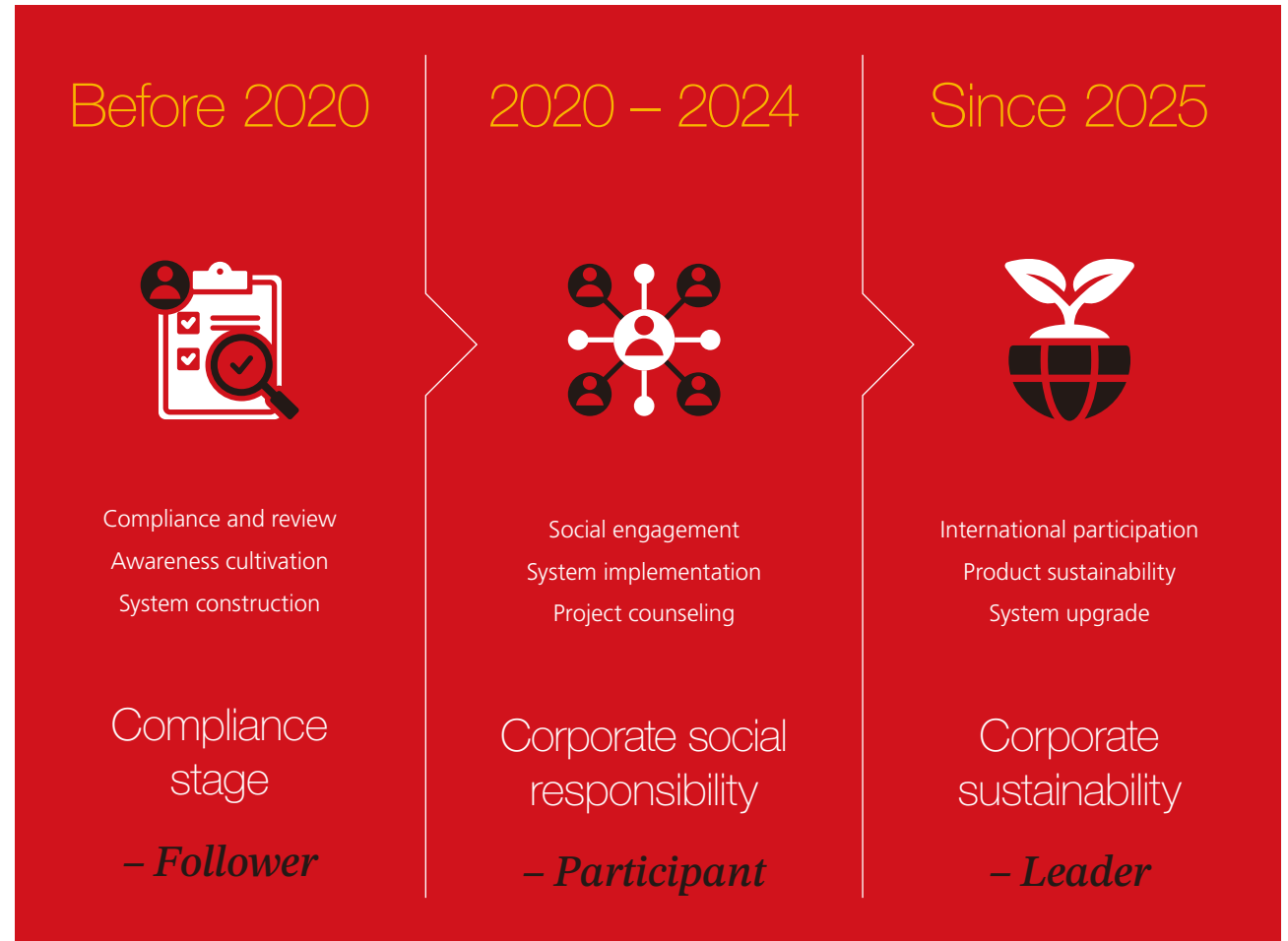
Prospects

“Looking to the future, we have formulated and continue to implement our sustainability strategy, along with the “1+3+5” strategic goals, to guide our sustainability practices.”

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 2025, 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”, aiming to achieve our medium and long-term objectives.

Looking to the future, we will develop more sustainable products through R&D of material as well as low-carbon process innovations, while deepening sustainable product innovation. At the same time, we hope to strengthen consumers’ perception of our brand’s ESG image through these sustainable products. Meanwhile, we will continue to closely monitor market conditions, regularly review and evaluate the applicability of these goals, and make corresponding adjustments if necessary. Through these efforts, we are steadily advancing towards the vision of “to be a world-leading multi-brand sportswear Group”.



APPENDIX 1

List of ESG Policies and Laws and Regulations to Comply with

ESG indicator	Laws, regulations and policies	Internal policies
A. Environment	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 • Greenhouse Gas Management Policy • Greenhouse Gas Emission Reduction Control Procedures • Energy and Water Resource Position Management Measures • Responsible Raw Material and Finished Goods Procurement Policy • Waste Zero Landfill Management Policy and Zero Waste Philosophy • Hazardous Waste Full-Process Management and Control Procedure • Waste Reduction Control Procedure

APPENDIX 1

List of ESG Policies and Laws and Regulations to Comply with

ESG indicator	Laws, regulations and policies	Internal policies
B1. Employment	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Onboarding Management System for New Employee • Labor Contract • Social Recruitment and Re-employment Management System • Campus Recruitment Management Regulations of ANTA Group • Internal 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 • Management System for Executive Management and Talent Development • Policy on the Ranking Adjustment of the Performance Sports Retail Division Staff

List of ESG Policies and Laws and Regulations to Comply with

ESG indicator	Laws, regulations and policies	Internal policies
B2. Health and safety	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 • Fire Safety Grid Role Operating Manual of ANTA Group
B3. Development and training		<ul style="list-style-type: none"> • Training Operation Management Policy • New Force and Olympic Star Training Development and Salary Management Policy • Lecturer and Textbook Management Policy • ANTA Fresh Graduate Training Management Policy • Policy on the Ranking Adjustment of the Performance Sports Retail Division Staff • Management System for Executive Management and Talent Development

APPENDIX 1

List of ESG Policies and Laws and Regulations to Comply with

ESG indicator	Laws, regulations and policies	Internal policies
B4. Labor standards	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Social Recruitment Recommendation Management Policy • Campus Recruitment Management Regulations • Internal 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		<ul style="list-style-type: none"> • Guidance on Chemical Safety Management for Suppliers • Statement of Compliance for Chemical Safety Control of Suppliers • Letter of Commitment on Integrity and Anti-Corruption • 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 • Protocol for the Management of Supplier Access and Exit of Footwear Suppliers • Footwear Supply Chain Crisis Communication Procedures and Response Mechanism

List of ESG Policies and Laws and Regulations to Comply with

ESG indicator	Laws, regulations and policies	Internal policies
B6. Product responsibility	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Intellectual Property Management Policy • Patent Application Process • Protocols for Defending Rights against Counterfeiting • Intellectual Property Review Management Policy • Product Intellectual Property Risk Management Process • ANTA Sports 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 Recall Management Policy • ANTA Sports Chemicals Management Manual • Chemicals Safety Management Measures on Footwear Products • Guidance on Chemical Safety Management for Suppliers • Statement of Compliance for Chemical Safety Control of Suppliers • ANTA Brand Customer Service Management Policy • ANTA Instant Retail E-commerce Customer Service Reception Process for Professional Sports Groups • Standard Operating Procedures • Terminal Activities Management Regulations • Penalty Rules of the Information Security Regulations • Rewards and Discipline Policy • Validity Measurement Procedures • Business Continuity Management Regulation • Personal Information Protection Management Policy • Emergency Response Plan Handbook for Personal Information Security Incidents • Personal Information Sharing and Entrusted Processing Compliance Guidelines • Personal Information Protection Impact Assessment Process • Mobile App Privacy Compliance Guidelines of ANTA Group • Privacy Policy

APPENDIX 1

List of ESG Policies and Laws and Regulations to Comply with

ESG indicator	Laws, regulations and policies	Internal policies
		<ul style="list-style-type: none"> • 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 • Application System 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	<ul style="list-style-type: none"> • 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 • Criminal Law of the People's Republic of China 	<ul style="list-style-type: none"> • 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 • Letter of Commitment on Integrity and Anti-Corruption • Auditing and Supervision Policy • Auditing and Supervision Patrol System • Group Business Gift Management Policy • Audit and Supervision Penalty Management System • ANTA Group Management Accountability Policy
B8. Community investment	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Protocol of ANTA Group for the Management of Charitable Donation • Sports Equipment Donation Process of the Sturdy Growth Charity Project

APPENDIX 2

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.	Mutualism with the Environment APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI A1.1	The types of emissions and respective emissions data.	Mutualism with the Environment ESG KEY PERFORMANCE INDEX DATA TABLE
KPI A1.2	(Repealed on 1 January 2025)	/
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Mutualism with the Environment ESG KEY PERFORMANCE INDEX DATA TABLE
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Mutualism with the Environment ESG KEY PERFORMANCE INDEX DATA TABLE
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Mutualism with the Environment
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Mutualism with the Environment

APPENDIX 2 Sustainability Overview

List of HKEX ESG Content Index

Aspects, General Disclosure and KPIs	Descriptions	"Comply or Explain" Provisions
A: Environmental		
A2: Use of Resources		
General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Mutualism with the Environment 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).	Mutualism with the Environment ESG KEY PERFORMANCE INDEX DATA TABLE
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Mutualism with the Environment ESG KEY PERFORMANCE INDEX DATA TABLE
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Mutualism with the Environment
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.	Mutualism with the Environment
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Mutualism with the Environment ESG KEY PERFORMANCE INDEX DATA TABLE

List of HKEX ESG Content Index

Aspects, General Disclosure and KPIs	Descriptions	“Comply or Explain” Provisions
A: Environmental		
A3: The Environment and Natural Resources		
General disclosure	Policies on minimising the issuer’s significant impacts on the environment and natural resources.	Mutualism with the Environment 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.	Mutualism with the Environment
A4: Climate Change		
General disclosure	(Repealed on 1 January 2025)	/
KPI A4.1	(Repealed on 1 January 2025)	/

APPENDIX 2 Sustainability Overview

List of HKEX ESG Content Index

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.	Mutualism with Employees 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.	Mutualism with Employees ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Mutualism with Employees ESG KEY PERFORMANCE INDEX DATA TABLE

List of HKEX ESG Content Index

Aspects, General Disclosure and KPIs	Descriptions	“Comply or Explain” Provisions
B: Social		
Employment and Labor Practices		
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.	Mutualism with Employees 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.	Mutualism with Employees ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B2.2	Lost days due to work injury.	Mutualism with Employees ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Mutualism with Employees

APPENDIX 2 Sustainability Overview

List of HKEX ESG Content Index

Aspects, General Disclosure and KPIs	Descriptions	"Comply or Explain" Provisions
B: Social		
Employment and Labor Practices		
B3: Development and Training		
General disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Mutualism with Employees 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).	Mutualism with Employees ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B3.2	The average training hours completed per employee by gender and employee category.	Mutualism with Employees 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.	Mutualism with Employees 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.	Mutualism with Employees
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Mutualism with Employees

List of HKEX ESG Content Index

Aspects, General Disclosure and KPIs	Descriptions	“Comply or Explain” Provisions
B: Social		
Operation Practices		
B5: Supply Chain Management		
General disclosure	Policies on managing environmental and social risks of the supply chain.	Mutualism with Partners APPENDIX 1: LIST OF ESG POLICIES AND LAWS AND REGULATIONS TO COMPLY WITH
KPI B5.1	Number of suppliers by geographical region.	Mutualism with Partners 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.	Mutualism with Partners ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Mutualism with Partners
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Mutualism with Partners

APPENDIX 2 Sustainability Overview

List of HKEX ESG Content Index

Aspects, General Disclosure and KPIs	Descriptions	"Comply or Explain" Provisions
B: Social		
Operation Practices		
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.	Mutualism with Consumers 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.	Mutualism with Consumers ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Mutualism with Consumers ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Mutualism with Consumers
KPI B6.4	Description of quality assurance process and recall procedures.	Mutualism with Consumers
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Mutualism with Consumers

List of HKEX ESG Content Index

Aspects, General Disclosure and KPIs	Descriptions	“Comply or Explain” Provisions
B: Social		
Operation Practices		
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.	Our Governance 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.	Our Governance ESG KEY PERFORMANCE INDEX DATA TABLE
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Our Governance
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Our Governance ESG KEY PERFORMANCE INDEX DATA TABLE

APPENDIX 2 Sustainability Overview

List of HKEX ESG Content Index

Aspects, General Disclosure and KPIs	Descriptions	"Comply or Explain" Provisions
B: Social		
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.	Mutualism with the Society 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).	Mutualism with the Society
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Mutualism with the Society ESG KEY PERFORMANCE INDEX DATA TABLE

Climate Disclosures

Climate-related Disclosures		“Comply or Explain” Provisions
(I) Governance		
19. An issuer shall disclose information about:		
(a) 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 . Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:		
(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 ;	Our Governance Mutualism with the Environment
(ii)	how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities ;	Our Governance Mutualism with the Environment
(iii)	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;	Our Governance Mutualism with the Environment
(iv)	how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and	Our Governance Mutualism with the Environment
(b) management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities , including information about:		
(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	Our Governance Mutualism with the Environment
(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.	Our Governance Mutualism with the Environment

APPENDIX 2

Sustainability Overview

Climate Disclosures

Climate-related Disclosures	“Comply or Explain” Provisions
(II) Strategy	
Climate-related risks and opportunities	
20. An issuer shall disclose information to enable an understanding of 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. Specifically, the issuer shall:	
(a) 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;	Mutualism with the Environment
(b) 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 ;	Mutualism with the Environment
(c) 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; and	Mutualism with the Environment
(d) 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.	Mutualism with the Environment
Business model and value chain	
21. 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:	
(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer’s business model and value chain; and	Mutualism with the Environment

Climate Disclosures

Climate-related Disclosures	“Comply or Explain” Provisions
(b) 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).	Mutualism with the Environment
Strategy and decision-making	
22. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:	
(a) 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. Specifically, the issuer shall disclose information about:	
(i) current and anticipated changes to the issuer’s business model , including its resource allocation, to address climate-related risks and opportunities ;	Mutualism with the Environment
(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);	Mutualism with the Environment
(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 ; and	Mutualism with the Environment
(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and	Mutualism with the Environment
(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).	Mutualism with the Environment
23. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	Mutualism with the Environment

APPENDIX 2

Sustainability Overview

Climate Disclosures

Climate-related Disclosures		"Comply or Explain" Provisions
Financial position, financial performance and cash flows		
Current financial effect¹		
24.	An issuer shall disclose qualitative and quantitative information about:	Mutualism with the Environment
(a)	how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and	See Footnote 1 for details.
(b)	the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	See Footnote 1 for details.
Anticipated financial effect²		
25.	The issuer shall provide qualitative and quantitative disclosures about:	
(a)	how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities , taking into consideration:	
(i)	its investment and disposal plans; and	See Footnote 2 for details.

¹ We have identified and assessed the potential impacts of climate-related risks and opportunities on our business operations, and continue to carry out climate risk management and scenario analysis. Based on the current assessment results, climate-related risks and opportunities did not have a material financial impact on our financial position, financial performance or cash flows during the financial year. The quantitative assessment of climate-related financial impacts is still in the process of improving methodologies and data foundations. At present, we have not yet conducted quantitative disclosure. As the relevant assessment methodologies, data foundations and internal management systems continue to be improved, we will optimize the quantitative analysis of climate-related financial impacts and disclose relevant information in accordance with applicable accounting standards and regulatory requirements.

² We have assessed the potential impacts of climate-related risks and opportunities on our business operations and strategic planning over the short, medium and long term. As such impacts are often intertwined with multiple factors, including the macroeconomic environment, changes in market demand and business strategies, their individual financial impacts are currently difficult to separately identify and quantify in the financial statements. Accordingly, quantitative disclosure has not been made during the financial year.

Climate Disclosures

Climate-related Disclosures		“Comply or Explain” Provisions
(ii)	its planned sources of funding to implement its strategy; and	See Footnote 2 for details.
(b)	how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities .	See Footnote 2 for details.
Climate resilience		
26.	An issuer shall disclose information that enables an understanding of the resilience of the issuer’s strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer’s identified climate-related risks and opportunities . An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer’s circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:	
(a)	the issuer’s assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	
(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;	Mutualism with the Environment
(ii)	the significant areas of uncertainty considered in the issuer’s assessment of its climate resilience ; and	Mutualism with the Environment
(iii)	the issuer’s capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;	Mutualism with the Environment

APPENDIX 2

Sustainability Overview

Climate Disclosures

Climate-related Disclosures	"Comply or Explain" Provisions
(b) how and when the climate-related scenario analysis was carried out, including:	
(i) information about the inputs used, including:	
(1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios;	Mutualism with the Environment
(2) whether the analysis included a diverse range of climate-related scenarios;	
(3) whether the climate-related scenarios used for the analysis are associated with <i>climate-related transition risks</i> or <i>climate-related physical risks</i> ;	
(4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the <i>latest international agreement on climate change</i> ;	
(5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;	
(6) time horizons the issuer used in the analysis; and	
(7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);	
(ii) the key assumptions the issuer made in the analysis; and	Mutualism with the Environment
(iii) the reporting period in which the climate-related scenario analysis was carried out.	Mutualism with the Environment

Climate Disclosures

Climate-related Disclosures	“Comply or Explain” Provisions
(III) Risk Management	
27. An issuer shall disclose information about:	
(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:	
(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);	Mutualism with the Environment
(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;	Mutualism with the Environment
(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);	Mutualism with the Environment
(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;	Mutualism with the Environment
(v) how the issuer monitors climate-related risks; and	Mutualism with the Environment
(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period;	Mutualism with the Environment
(b) 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); and	
(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring <i>climate-related risks and opportunities</i> are integrated into and inform the issuer’s overall risk management process.	

APPENDIX 2

Sustainability Overview

Climate Disclosures

Climate-related Disclosures		"Comply or Explain" Provisions
(IV) Metrics and Targets		
Greenhouse gas emissions		
28.	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO₂ equivalent , classified as:	Mutualism with the Environment
(a)	Scope 1 greenhouse gas emissions;	Mutualism with the Environment
(b)	Scope 2 greenhouse gas emissions; and	Mutualism with the Environment
(c)	Scope 3 greenhouse gas emissions.	Mutualism with the Environment
29.	An issuer shall:	
(a)	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;	Mutualism with the Environment
(b)	disclose the approach it uses to measure its greenhouse gas emissions including:	
(i)	the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	Mutualism with the Environment
(ii)	the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	Mutualism with the Environment
(iii)	any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	Mutualism with the Environment

Climate Disclosures

Climate-related Disclosures	“Comply or Explain” Provisions
(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), 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 ; and	Mutualism with the Environment
(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), 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).	Mutualism with the Environment
Climate-related transition risks ³	
30. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks .	See Footnote 3 for details.
Climate-related physical risks ³	
31. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks .	See Footnote 3 for details.
Climate-related opportunities ³	
32. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	See Footnote 3 for details.

³ We have identified the potential impacts of climate-related transition risks, physical risks and climate-related opportunities on our business operations and supply chain. Given our business model primarily focuses on brand operations and supply chain management, such impacts are typically reflected through operational and supply chain activities rather than directly corresponding to specific assets. We are currently in the process of gradually improving the methodologies for quantitatively assessing the amount and proportion of assets or business activities affected by such risks or opportunities.

APPENDIX 2

Sustainability Overview

Climate Disclosures

Climate-related Disclosures	“Comply or Explain” Provisions
Capital deployment⁴	
33. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities .	See Footnote 4 for details.
Internal carbon prices	
34. An issuer shall disclose:	
(a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and	See Footnote 5 for details.
(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;	See Footnote 5 for details.
Remuneration	
35. 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).	Mutualism with the Environment Our Governance

⁴ We continue to implement measures related to energy conservation, emission reduction and resource efficiency improvement in the course of our operations and supply chain management and make relevant investments. Such investments are mainly reflected in production and operational optimisation, supply chain management and technology upgrades. As these investments are typically managed as part of overall business investments, we are currently improving the relevant methodologies to identify the amount of capital expenditure, financing or investment used for climate-related risks and opportunities during the financial year.

⁵ We have not yet established an internal carbon pricing mechanism. Going forward, we will continue to monitor the development and application of relevant management practices and assess the feasibility of introducing an internal carbon pricing mechanism within our operations to support our low-carbon transition and long-term sustainable development objectives.

Climate Disclosures

Climate-related Disclosures	“Comply or Explain” Provisions
Industry-based metrics	
36. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models , activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	Mutualism with the Environment
Climate-related targets	
37. 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:	
(a) the metric used to set the target;	Mutualism with the Environment
(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	Mutualism with the Environment
(c) 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);	Mutualism with the Environment
(d) the period over which the target applies;	Mutualism with the Environment
(e) the base period from which progress is measured;	Mutualism with the Environment
(f) milestones or interim targets (if any);	Mutualism with the Environment
(g) if the target is quantitative, whether the target is an absolute target or an intensity target; and	Mutualism with the Environment

APPENDIX 2

Sustainability Overview

Climate Disclosures

Climate-related Disclosures	"Comply or Explain" Provisions
(h) how the latest international agreement on climate change , including jurisdictional commitments that arise from that agreement, has informed the target.	Mutualism with the Environment
38. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	
(a) whether the target and the methodology for setting the target has been validated by a third party;	Mutualism with the Environment
(b) the issuer's processes for reviewing the target;	Mutualism with the Environment
(c) the metrics used to monitor progress towards reaching the target; and	Mutualism with the Environment
(d) any revisions to the target and an explanation for those revisions.	Mutualism with the Environment
39. 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.	Mutualism with the Environment
40. For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	
(a) which greenhouse gases are covered by the target;	Mutualism with the Environment
(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	Mutualism with the Environment
(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;	Mutualism with the Environment
(d) whether the target was derived using a sectoral decarbonisation approach; and	Mutualism with the Environment

Climate Disclosures

Climate-related Disclosures		“Comply or Explain” Provisions
(e)	the issuer’s planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	
(i)	the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits ;	See Footnote 6 for details.
(ii)	which third-party scheme(s) will verify or certify the carbon credits ;	See Footnote 6 for details.
(iii)	the type of carbon credit , including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	See Footnote 6 for details.
(iv)	any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	See Footnote 6 for details.
Applicability of cross-industry metrics and industry-based metrics		
41.	In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	Mutualism with the Environment

⁶ We have not yet engaged in carbon credit-related activities. Going forward, we will continue to monitor developments in carbon markets and related policy mechanisms, and assess the feasibility of participating in carbon credit-related arrangements in due course, in order to support the Group’s low-carbon transition and long-term sustainable development.

APPENDIX 2 Sustainability Overview

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2025	2024	2023
A. Environmental¹					
Aspect A1: Emissions	A1.1 The types of emissions and respective emissions data²				
	Particulates ³	Tonne	3.47	1.49	2.33
	Sulfur oxides	Tonne	0.02	0.05	0.15
	Nitrogen oxide	Tonne	0.54	1.33	1.09
	Waste water ⁴	Tonne	1,349,107	1,477,696	1,104,684
	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	86.6	101.6	110.1
	Hazardous waste intensity	Kg/Revenue per million RMB	1.08	1.43	1.76
	A1.4 Total non-hazardous waste produced and intensity⁵				
	Total non-hazardous waste produced	Tonne	12,774	13,517	11,830
Non-hazardous waste intensity	Tonne/Revenue per million RMB	0.16	0.19	0.19	

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 particulate matter emission data for 2025 showed a significant increase, mainly due to two factors: first, the addition of monitoring emission outlets, which led to a noticeable rise in the data; second, the actual emission increase caused by equipment aging and the untimely cleaning of dust prevention bags.

⁴ The data covers 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. Domestic waste water is calculated based on actual measurements and the pollutant discharge coefficient (0.9) as stipulated in the Manual of Pollutant Discharge Coefficients for Domestic Pollution Source issued by the Ministry of Ecology and Environment of the People's Republic of China.

⁵ 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.

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2025	2024	2023
Aspect A2: Use of Resources	A2.1 Direct and indirect energy consumption by type in total and intensity⁶				
	Gasoline	kWh	355,352	401,924	553,156
	Diesel	kWh	283,832	308,504	307,665
	Natural gas ⁷	kWh	13,820,662	9,247,285	14,729,561
	Acetylene	kWh	1,070	5,927	2,428
	Purchased electricity	kWh	389,956,552	378,654,906	297,910,911
	Purchased steam	kWh	64,078,911	68,369,865	54,735,492
	Purchased cooling ⁸	kWh	82,198 ⁸	397,991	339,013
	Purchased heat ⁹	kWh	251,335	226,639	191,620
	Total energy consumption	MWh	468,830	457,613	368,770
	Total energy consumption intensity	MWh/Revenue per million RMB	5.84	6.46	5.91
	Purchased green electricity certificate ¹⁰	MWh	331,932	149,328	/
	Purchased green electricity ¹¹	MWh	11,043	618	/
	A2.2 Water consumption in total and intensity				
	Total water consumption	m ³	1,590,987	1,678,397	1,517,270
	Total water consumption intensity	m ³ /Revenue per million RMB	19.8	23.7	24.3
A2.5 Total packaging material used for finished products and with reference to per unit produced					
Total packaging material consumption	Tonne	58,000	51,000	46,500	
Intensity of packaging material consumption	Tonne/Revenue per million RMB	0.73	0.72	0.75	

⁶ 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).

⁷ Natural gas consumption data is obtained from the natural gas usage of the our production, administrative and logistics facilities. During the financial year, the steam supplier serving Henan ANTA Material Supply Co., Ltd. suspended operations from October to December. As a result, the factory replaced steam with natural gas, which led to an increase in natural gas consumption.

⁸ During the financial year, the calculation method for purchased cooling has been adjusted, which leads to the decrease of the data.

⁹ Purchased heat data are obtained from the heat consumption of our administrative operations. During the financial year, Shanghai recorded a minimum temperature of -4.2°C on 8–9 February. The short-term extreme cold weather resulted in concentrated and high-intensity heating demand, leading to a significant increase in single-month and single-instance purchases. In addition, compared with 2024, colder weather conditions in 2025 required a higher level of indoor heat supply to maintain employees' thermal comfort, which led to an increase in purchased heat consumption at the Office building in Shanghai, Chinese Mainland.

¹⁰ Purchased green electricity certificates including Green Electricity Certificates (GEC) and International Renewable Energy Certificates (I-REC), have been used for carbon offsetting related to Scope 2 (market-base) calculation during the financial year.

¹¹ During the financial year, we purchased green electricity with GEC.

APPENDIX 2

Sustainability Overview

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2025	2024	2023
B. Social					
Aspect B1: Employment	B1.1 Total workforce: by gender, employment type, age group, and geographical region				
	Total number of employees ¹²	Person	67,700	65,900	60,500
	By gender				
	Male	%	26.7	25.9	24.8
	Female	%	73.3	74.1	75.2
	By function				
	Office employees	%	20.7	20.5	19.4
	Production staff ¹³	%	19.5	19.3	21.5
	Retail employees	%	59.8	60.2	59.1
	By rank				
	President level	%	0.1	0.1	0.1
	Director level	%	1.6	1.5	1.4
	Manager level	%	8.1	7.6	7.1
	Officers and others	%	70.6	71.5	73.5
Production staff	%	19.6	19.3	17.9	

¹² The total number of employees is defined as our regular employees. In addition, we have 5,447 other types of workers, such as temporary workers, trainees and interns employed by our directly operated and managed businesses.

¹³ This ESG key performance indicator has been renamed during the financial year, and its scope now covers employees in both production and logistics.

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2025	2024	2023
	By age group				
	16–24	%	12.8	13.2	12.6
	25–40	%	73.2	73.9	74.5
	41 and above	%	14.0	12.9	12.9
	By geographical region				
	Chinese Mainland	%	98.9	99.1	99.2
	Hong Kong SAR, Macao SAR, and overseas regions	%	1.1	0.9	0.8

APPENDIX 2

Sustainability Overview

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2025	2024	2023
Aspect B1: Employment	B1.2 Employee turnover rate: by gender, age group and geographical region¹⁴				
	Total employee turnover rate	%	27.0	28.9	33.6
	By gender				
	Male	%	30.4	32.5	37.8
	Female	%	25.7	27.5	32.1
	By age group				
	16–24	%	41.3	42.4	49.3
	25–40	%	25.5	27.2	31.4
	41 and above	%	17.4	20.5	25.1
	By geographical region				
	Chinese Mainland	%	27.1	29.0	33.7
	Hong Kong SAR, Macao SAR, and overseas regions	%	19.8	18.4	27.3

¹⁴ 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.

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2025	2024	2023
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	25,400	31,700	33,500
	By gender				
	Male	%	30.6	29.5	28.8
	Female	%	69.4	70.5	71.2
	By rank				
	President level	%	0.04	0.02	0.01
	Director level	%	0.56	0.48	0.3
	Manager level	%	2.9	3.0	2.0
	Officers and others	%	74.2	74.5	72.3
	Production staff	%	22.3	22.0	25.39
	By age group				
	16–24	%	30.9	28.1	28.0
	25–40	%	64.1	67.0	66.3
	41 and above	%	5.0	4.9	5.7

APPENDIX 2

Sustainability Overview

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2025	2024	2023
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 year¹⁵				
	Number of work-related fatalities	Person	1 ¹⁶	0	1
	Rate of work-related fatalities	%	0	0	0
	B2.2 Lost days due to work injury¹⁷				
	Office employees	Day	272	691	458.5
	Production staff ¹⁸	Day	3,296.5	2,979.5	1,434.5
	Retail employees	Day	1,397	2,312	3,073.5

¹⁵ The 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) x 100%. Number and rate of work-related fatalities data during the financial year was verified by a third party organization.

¹⁶ On 20 November 2025, an employee was involved in a traffic accident while commuting to work and unfortunately passed away on 2 December 2025 following medical treatment. In response, we have further strengthened employee traffic safety management and education, including conducting company-wide traffic safety training, enhancing routine safety communications, and improving traffic management and supporting infrastructure within and around our premises, in order to enhance commuting safety awareness and mitigate the risk of similar incidents in the future.

¹⁷ The data covers employees in Chinese Mainland and are obtained from the human resources department in Chinese Mainland, 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.

¹⁸ This ESG key performance indicator has been renamed during the financial year, and its scope now covers employees in both production and logistics.

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2025	2024	2023
Aspect B3: Development and Training	B3.1 The percentage of employees trained by gender and employee category¹⁹				
	Percentage of employees trained	%	98.8	97.6	95.1
	Employees trained by gender				
	Male	%	25.7	24.7	23.7
	Female	%	74.3	75.3	76.3
	Employees trained by rank				
	President level	%	0.1	0.1	0.1
	Director level	%	1.7	1.6	1.5
	Manager level	%	8.4	7.9	7.4
	Officers and others	%	72.3	73.0	72.7
	Production staff	%	17.5	17.4	18.3
	Employees trained by function				
	Office employees	%	20.6	20.4	20.2
	Production staff ²⁰	%	17.5	17.4	18.3
	Retail employees	%	61.9	62.2	61.5

¹⁹ The scope of the 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.

²⁰ This ESG key performance indicator has been renamed during the financial year, and its scope now covers employees in both production and logistics.

APPENDIX 2

Sustainability Overview

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2025	2024	2023
Aspect B3: Development and Training	B3.2 The average training hours completed per employee by gender and employee category²¹				
	Average training hours	Hour	26.9	28.8	29.1
	Average training hours by gender				
	Male employee average training hours	Hour	32.9	34.9	34.6
	Female employee average training hours	Hour	24.8	26.7	25.5
	Average training hours by rank				
	President level	Hour	21.1	34.2	37.5
	Director level	Hour	58.7	71.1	85.9
	Manager level	Hour	72.3	75.3	80.1
	Officers and others	Hour	25.9	28.1	26.8
	Production staff	Hour	6.1	6.7	6.33
	Average training hours by function				
	Office employees	Hour	70.3	74.8	80.6
	Production staff ²²	Hour	6.1	6.7	5.25
Retail employees	Hour	18.4	19.9	18.6	

²¹ The scope of the 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.

²² This ESG key performance indicator has been renamed during the financial year, and its scope now covers employees in both production and logistics.

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2025	2024	2023
Aspect B5: Supply Chain Management	B5.1 Number of suppliers by geographical region				
	Total number of suppliers	Number	971	897	801
	Suppliers in Chinese Mainland, Hong Kong SAR, Macao SAR and Taiwan region	%	88.1	87.0	89.5
	T1 suppliers in Chinese Mainland, Hong Kong SAR, Macao SAR and Taiwan region	Number	337	285	245
	T2 suppliers in Chinese Mainland, Hong Kong SAR, Macao SAR and Taiwan region	Number	439	408	331
	T3 suppliers in Chinese Mainland, Hong Kong SAR, Macao SAR and Taiwan region	Number	79	87	141
	Suppliers overseas	%	11.9	13.0	10.5
	T1 suppliers overseas	Number	46	24	22
	T2 suppliers overseas	Number	67	81	39
	T3 suppliers overseas	Number	3	12	23

APPENDIX 2

Sustainability Overview

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2025	2024	2023
Aspect B5: Supply Chain Management	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented				
	Suppliers that signed the Code of Conduct	%	100	100	94.0
	Number of suppliers with ISO 9001 certification	Number	334	308	245
	Number of suppliers with ISO 14001 certification	Number	250	217	180
	Number of suppliers with ISO 45001 certification	Number	164	147	119
	Number of suppliers with Bluesign® certification	Number	36	43	39
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	0.00
	B6.2 Number of products and service related complaints received				
	Product complaints ²³	Case	480,665	442,376	540,723
	Among which: Footwear	%	61.0	61.0	64.2
	Apparel	%	37.4	37.5	34.2
	Accessories	%	1.6	1.5	1.6
	Service complaints ²⁴	Case	15,244	16,688	15,966

²³ The scope of statistics includes quality complaints received via 400 hotline and online channels.

²⁴ The scope of statistics includes e-commerce-related complaints.

ESG Key Performance Index Data Table

Subject Area	ESG KPIs	Unit	2025	2024	2023
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	1	3	0
	B7.3 Anti-corruption training provided to directors and employees				
	Anti-corruption training for top management and Board members ²⁵	Number of participants	1,100	1,017	908
	Anti-corruption training for office employees	%	100	100	100
	Anti-corruption training for top management and Board members	%	95	97	100
Aspect B8: Community Investment	B8.2 Resources contributed to the focus area				
	Cash	Million RMB	61	37	59
	Product (calculated at tag value)	Million RMB	Over 440	Over 340	Over 250

²⁵ The data covers Board members, president and director level.

APPENDIX 2 Sustainability Overview

Climate-related Data

Climate-related Disclosures

ESG KPIs	Unit	2025	2024	2023	
Total absolute GHG emissions²⁶	Scope 1 Direct GHG emission ²⁷	Tonne of CO ₂ equivalent	7,932	7,580	8,525
	Scope 2 Indirect GHG emission (location-based approach) ²⁸	Tonne of CO ₂ equivalent	232,385	230,352	191,654
	Scope 2 Indirect GHG emission (market-based approach) ²⁹	Tonne of CO ₂ equivalent	54,113	161,460	–
	Total Scope 1 and Scope 2 GHG emissions (location-based approach)	Tonne of CO ₂ equivalent	240,317	237,932	200,179
	Total Scope 1 and Scope 2 GHG emissions (market-based approach)	Tonne of CO ₂ equivalent	62,045	169,040	–
	Scope 3 Indirect GHG emission ³⁰	Tonne of CO ₂ equivalent	1,411,838	1,598,627	–

²⁶ The calculation of GHG emissions methodology is based on the Greenhouse Gas Protocol.

²⁷ 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.

²⁸ 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 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 0.5306 tCO₂/MWh for Scope 2 Indirect GHG emissions in 2025 is adopted from "Notice on the Release of CO₂ Emission Factors for Electricity in 2023" issued by Ministry of Ecology and Environment on 31 December 2025.

²⁹ 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 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 0.6096 tCO₂/MWh (excluding non-fossil electricity acquired through market-based transactions) for Scope 2 Indirect GHG emissions in 2025 is adopted from "Notice on the Release of CO₂ Emission Factors for Electricity in 2023" issued by Ministry of Ecology and Environment on 31 December 2025.

³⁰ **Category 1** includes GHG emissions associated with purchased goods for our brands (ANTA, ANTA KIDS, FILA, FILA KIDS, FILA FUSION, DESCENTE, KOLON SPORT, and MAIA ACTIVE). This encompasses emissions generated during production processes by tier 1 and tier 2 suppliers, as well as life cycle greenhouse gas emissions from raw materials procured by tier 2 suppliers. Considering industry characteristics and the proportion of emissions, other purchased services are currently excluded. Production-related emissions are based on measured data from 288 Tier 1 and Tier 2 suppliers; this data is then extrapolated to all production processes based on procurement spend proportion. Activity data for raw materials are derived from actual measurements and estimations of raw material weight per brand, with raw material emissions calculated as raw material weight multiplied by the corresponding emission factor for each material category.

Climate-related Data

Climate-related Disclosures

ESG KPIs		Unit	2025	2024	2023
GHG emission intensity	Scope 1 Direct GHG emission intensity	Tonne of CO ₂ equivalent/Revenue per million RMB	0.10	0.11	0.14
	Scope 2 Indirect GHG emission Intensity (location-based approach)	Tonne of CO ₂ equivalent/Revenue per million RMB	2.90	3.25	3.07
	Scope 2 Indirect GHG emission intensity (market-based approach)	Tonne of CO ₂ equivalent/Revenue per million RMB	0.67	2.28	–
	Total Scope 1 and Scope 2 GHG emissions intensity (location-based approach)	Tonne of CO ₂ equivalent/Revenue per million RMB	3.00	3.36	3.21
	Total Scope 1 and Scope 2 GHG emissions intensity (market-based approach)	Tonne of CO ₂ equivalent/Revenue per million RMB	0.77	2.39	–
	Scope 3 Indirect GHG emission intensity	Tonne of CO ₂ equivalent/Revenue per million RMB	17.6	22.6	–

Category 6 covers GHG emissions generated by our employees within the reporting scope from business travel by air, train, car, and other land transportation. Mileage or cost data is sourced from our internal management systems or those of our service providers. Business travel emissions are calculated as business travel mileage or cost multiplied by the corresponding emission factor, with the factor sourced from the 2022 China Products Carbon Footprint Factors Database published by the Chinese Academy of Environmental Planning.

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

Category 12 includes GHG emissions from waste disposal (landfill, incineration, recycling) of finished products and packaging for the ANTA, ANTA KIDS, FILA, FILA KIDS, FILA FUSION, DESCENTE, KOLON SPORT, and MAIA ACTIVE brands at the end of their life cycles. End-of-life disposal emissions are calculated as finished product and packaging weight multiplied by the emission factor corresponding to 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 either the annual GHG emissions of the invested entity multiplied by our equity ratio, or the annual revenue of the invested entity multiplied by the corresponding emission factor.

Assurance Report



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 sustainability information of ANTA Sports Products Limited (the "Company") included in the "ESG Key Performance Index Data Table" section of the Company's Environmental, Social and Governance ("ESG") Report 2025 (the "Identified Sustainability Information") as at 31 December 2025 and for the year then ended as summarised in Appendix I – Identified Sustainability Information.

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 the Identified Sustainability Information is not prepared, in all material respects, in accordance with the relevant criteria for the Identified Sustainability Information as explained in the ESG Report 2025 under the Sections "Reporting Principles", "Reporting Boundary" and "ESG Key Performance Index Data Table".

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 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.

PricewaterhouseCoopers, 22/F Prince's Building, Central, Hong Kong SAR, China
T: +852 2289 8888, F: +852 2810 9888, www.pwchk.com

Our independence and quality management

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the HKICPA, 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 the relevant criteria as explained in the ESG Report 2025 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 Identified Sustainability Information, in accordance with identify the relevant criteria, 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.

The Sustainability Committee is responsible for overseeing the Company’s sustainability reporting process.

Inherent limitations in preparing the Identified Sustainability Information

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.

Assurance Report

Practitioner's responsibilities

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the Identified 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 Identified 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 identify the relevant criteria as the basis for the preparation of the Identified 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; and
- Design and perform procedures responsive to where material misstatements are likely to arise in the Identified 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 Identified 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 Identified 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 the Identified Sustainability Information by:
 - Making inquiries of relevant personnel responsible for the Identified Sustainability Information; and
 - Understanding the process for collecting and reporting the Identified Sustainability Information.
- Evaluated whether all information identified by the process to identify the information reported in the Identified Sustainability Information is included in the Identified Sustainability Information;
- Performed substantive assurance procedures on selected information in the Identified Sustainability Information;
- Performed analytical procedures on the Identified Sustainability Information;
- Evaluated the appropriateness of quantification methods and reporting policies;
- Evaluated the methods, assumptions and data for developing estimates; and
- Considered the disclosure and presentation of the Identified Sustainability Information.



PricewaterhouseCoopers
Certified Public Accountants

Hong Kong, 25 March 2026

Assurance Report

ANTA Sports Products Limited

Appendix I: Identified Sustainability Information

Environmental Data		Units	From 1 January 2025 to 31 December 2025
Emissions			
1	Waste water	Tonne	1,349,107
Greenhouse gas emissions and intensity			
2	Scope 1 Direct greenhouse gas emission	Tonne of CO ₂ equivalent	7,932
3	Scope 2 Indirect greenhouse gas emission (Location-based method)	Tonne of CO ₂ equivalent	232,385
4	Scope 2 Indirect greenhouse gas emission (Market-based method)	Tonne of CO ₂ equivalent	54,113
5	Total Scope 1 and Scope 2 greenhouse gas emissions (Location-based method)	Tonne of CO ₂ equivalent	240,317
6	Total Scope 1 and Scope 2 greenhouse gas emissions (Market-based method)	Tonne of CO ₂ equivalent	62,045
7	Scope 1 Direct greenhouse gas emission intensity	Tonne of CO ₂ equivalent/Revenue per million RMB	0.10
8	Scope 2 Indirect greenhouse gas emission intensity (Location-based method)	Tonne of CO ₂ equivalent/Revenue per million RMB	2.90
9	Scope 2 Indirect greenhouse gas emission intensity (Market-based method)	Tonne of CO ₂ equivalent/Revenue per million RMB	0.67
10	Total Scope 1 and Scope 2 greenhouse gas emissions intensity (Location-based method)	Tonne of CO ₂ equivalent/Revenue per million RMB	3.00
11	Total Scope 1 and Scope 2 greenhouse gas emissions intensity (Market-based method)	Tonne of CO ₂ equivalent/Revenue per million RMB	0.77
12	Scope 3 greenhouse gas emissions – Category 1: Purchased Goods and Services	Tonne of CO ₂ equivalent	1,223,487
13	Scope 3 greenhouse gas emissions – Category 6: Business travel	Tonne of CO ₂ equivalent	14,185
14	Scope 3 greenhouse gas emissions – Category 7: Employee commuting	Tonne of CO ₂ equivalent	19,638
15	Scope 3 greenhouse gas emissions – Category 12: End-of-Life Treatment of Sold Products	Tonne of CO ₂ equivalent	144,179

ANTA Sports Products Limited

Appendix I: Identified Sustainability Information

Environmental Data		Units	From 1 January 2025 to 31 December 2025
Direct and indirect energy consumption and intensity			
16	Gasoline	kWh	355,352
17	Diesel	kWh	283,832
18	Natural gas	kWh	13,820,662
19	Acetylene	kWh	1,070
20	Purchased electricity	kWh	389,956,552
21	Purchased Steam	kWh	64,078,911
22	Purchased cooling	kWh	82,198
23	Purchased heat	kWh	251,335
24	Total energy consumption	MWh	468,830
25	Total energy consumption intensity	MWh/Revenue per million RMB	5.84
26	Purchased green electricity certificates	MWh	331,932
27	Purchased green electricity	MWh	11,043
Water consumption			
28	Total water consumption	m ³	1,590,987
29	Total water consumption intensity	m ³ /Revenue per million RMB	19.8

Assurance Report

ANTA Sports Products Limited

Appendix I: Identified Sustainability Information

Social Data		Units	As at 31 December 2025	
Employment				
30	Total number of employees and percentage of workforce by gender, by function, by rank, by age group, and by geographical region		Person	67,700
	By gender	Male	%	26.7
		Female	%	73.3
	By function	Office employees	%	20.7
		Production staff	%	19.5
		Retail employees	%	59.8
	By rank	President level	%	0.1
		Director level	%	1.6
		Manager level	%	8.1
		Officers and others	%	70.6
		Production staff	%	19.6
	By age group	16–24	%	12.8
		25–40	%	73.2
		41 and above	%	14.0
	By geographical region	Chinese Mainland	%	98.9
		Hong Kong SAR, Macao SAR, and overseas regions	%	1.1

ANTA Sports Products Limited

Appendix I: Identified Sustainability Information

Social Data		Units	As at 31 December 2025	
31	Total employee turnover rate and breakdown by gender, by age group and by geographical region		%	27.0
	By gender	Male	%	30.4
		Female	%	25.7
	By age group	16–24	%	41.3
		25–40	%	25.5
		41 and above	%	17.4
	By geographical region	Chinese Mainland	%	27.1
		Hong Kong SAR, Macao SAR, and overseas regions	%	19.8
Health and Safety				
32	Number of work-related fatalities		Person	1
	Rate of work-related fatalities		%	0
33	Lost days due to work injury	Office employees	Day	272
		Production staff	Day	3,296.5
		Retail employees	Day	1,397

Assurance Report

ANTA Sports Products Limited

Appendix I: Identified Sustainability Information

Social Data		Units	As at 31 December 2025
34	The percentage of employees trained, and breakdown by gender, by rank and by function	%	98.8
	Employees trained by gender		
	Male	%	25.7
	Female	%	74.3
	Employees trained by rank		
	President level	%	0.1
	Director level	%	1.7
	Manager level	%	8.4
	Officers and others	%	72.3
	Production staff	%	17.5
	Employees trained by function		
	Office employees	%	20.6
	Production staff	%	17.5
	Retail employees	%	61.9

ANTA Sports Products Limited

Appendix I: Identified Sustainability Information

Social Data		Units	As at 31 December 2025
35	The average training hours completed per employee and breakdown by gender, by rank and by function	Hour	26.9
	Average training hours by gender		
	Male	Hour	32.9
	Female	Hour	24.8
	Average training hours by rank		
	President level	Hour	21.1
	Director level	Hour	58.7
	Manager level	Hour	72.3
	Officers and others	Hour	25.9
	Production staff	Hour	6.1
	Average training hours by function		
	Office employees	Hour	70.3
	Production staff	Hour	6.1
	Retail employees	Hour	18.4
Anti-corruption			
36	Concluded legal cases regarding corrupt practices	Case	1
37	Anti-corruption training for top management and Board members	Number of participants	1,100
38	Anti-corruption training for top management and Board members	%	95
Community Investment			
39	Resources contributed to the focus area (cash)	Million RMB	61

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

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

Carbon Disclosure Project

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

CHINESE MAINLAND

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

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

GEC

Green Electricity Certificate

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

IOM

International Organization for Migration

IPCC

United Nations Intergovernmental Panel on Climate Change

IPE

Institute for Public and Environmental Affairs

I-REC International Renewable Energy Certificates	NGFS Networks of Central Banks and Supervisors for Greening the Financial System	REMUNERATION COMMITTEE The remuneration committee of the Company	UNGC United Nations Global Compact
ISSB International Sustainability Standards Board	NOMINATION COMMITTEE The nomination committee of the Company	REPORT Environmental, Social, Governance Report	UNHCR United Nations High Commissioner for Refugees
ISCC International Sustainability & Carbon Certification	NON-EXECUTIVE DIRECTOR(S) Non-executive director(s) of the Company	RISK MANAGEMENT COMMITTEE The risk management committee of the Company	WEPs Women's Empowerment Principles
JACK WOLFSKIN JACK WOLFSKIN brand	PFAS-free No organic fluorine compounds are added during the production of this product and no per- and polyfluoroalkyl substances are detected in accordance with GB/T 31126	RMB Renminbi, the lawful currency of the PRC	WRAP Worldwide Responsible Accredited Production
KOLON SPORT KOLON SPORT brand	PEFC Programme for the Endorsement of Forest Certification	RSL The Restricted Substance List	WWF World Wildlife Fund
KOLON SPORT STORE(S) KOLON SPORT retail store(s)	PE Polyethylene	SBTi Science Based Targets initiative	OCS Organic content standard
KPI Key performance indicator	PP Polypropylene	SDGs The United Nations' 17 Sustainable Development Goals	OEKO-TEX International association for research and testing in the field of textile and leather ecology
LISTING RULES The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (as amended from time to time)	PV Photovoltaic	SHAREHOLDER(S) Shareholder(s) of the Company	YEAR The year ended 31 December 2025
LWG Leather working group	R&D Research and development	SLCP Social & Labor Convergence Program	ZDHC Zero Discharge of Hazardous Chemicals
MACAO/MACAO SAR The Macao Special Administrative Region of the PRC	RCS Recycled Claim Standard	SMETA Sedex Members Ethical Trade Audit	
MAIA ACTIVE MAIA ACTIVE brand	RDS Responsible Down Standard	SUSTAINABILITY COMMITTEE The sustainability committee of the Company	
MRSL The Manufacturing Restricted Substance List	REACH Registration, Evaluation, Authorisation and Restriction of Chemicals	TCFD Task Force on Climate-Related Financial Disclosures	
MSCI Morgan Stanley Capital International Global Standard Index		TPU Thermoplastic Polyurethane	



If you have any inquiries, please contact:
ANTA Sports Products Limited
- Sustainability Department
Address: 16/F, Manhattan Place, 23 Wang Tai Road,
Kowloon Bay, Kowloon, Hong Kong
Telephone: (852) 2116 1660
Fax: (852) 2116 1590
Email: esg@anta.com.hk

