



ANTA Sports Products Limited

安踏體育用品有限公司

(Incorporated in the Cayman Islands with limited liability)

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

LABOR POLICY

Effective date of this Policy:

Revised by the Board on 28 June 2024 and effective on 28 June 2024.

1. Introduction

Employees are the cornerstone of the enterprise's long-term development, and we regard talent as the most valuable aspect of our core competitiveness. We respect the fundamental rights and interests of our employees, and strive to create an equal, inclusive, healthy and safe working environment. We stand committed to building a training system for diversified talent development, attach importance to employee growth, and we strive to create a better future with them.

2. Scope of Application

This Policy is applicable to all employees (including full-time employees, temporary employees, trainees, interns, and all other categories of employees) of the Group.

3. Employee Code of Conduct

We hold in high regard and fully support the human rights principles outlined in the *International Bill of Human Rights* adopted by the United Nations, the United Nations Global Compact, and the core conventions of the International Labor Organization (ILO), including the *Minimum Age Convention*, the *Worst Forms of Child Labor Convention*, the *Discrimination (Employment and Occupation) Convention*, the *Forced Labor Convention*, the *Abolition of Forced Labor Convention*, and the *Occupational Safety and Health Convention*. We respect and protect human rights.

Meanwhile, we require our third-party business partners to adopt the same stance in safeguarding the rights of their employees. We will disseminate human rights prerequisites to both internal staff and third-party business partners, including suppliers, and will take appropriate actions against any known infringements. We commit to performing human rights risk assessments of our operations, supply chain, and partners, in accordance with the standards outlined below. Additionally, we remain vigilant in monitoring the impact on human rights in relation to our operations.

We also firmly believe in upholding the core value of integrity and remain dedicated to maintaining the following standards of conduct.

- 3.1 **Prohibition of Child Labor and Forced Labor:** We hold a deep commitment to upholding the legitimate rights and interests of our employees, and we firmly oppose any and all forms of child labor and forced labor. In China, child labor is defined as employees under the age of 16; in other countries or regions, as defined by local laws. Forced labor is defined by International Labor Organization (ILO) as any labor that is performed involuntarily under the threat or coercion. It refers to situations where employees are coerced to work against their own free will by recruiters or employers through the use of violence or intimidation, or by means such as coerced debt, retention of identity papers or threats of denunciation to immigration authorities. Such conditions may also constitute human trafficking, debt bondage, or institutions and practices similar to slavery.
- 3.2 **Human Rights Protection for Vulnerable Groups:** We offer additional human rights protection for vulnerable individuals or groups in accordance with applicable international standards, such as the protection of women and children under the *Convention on the Elimination of all Forms of Discrimination Against Women* and the *Convention on the Rights of the Child*.
- 3.3 **Zero Tolerance for Human Trafficking:** We commit to no involvement in human trafficking and we will not tolerate it in any shape or form.
- 3.4 **Respect for the Right to Freedom of Association and Collective Bargaining:** We respect the right of all our employees to freely associate and engage in collective bargaining. Employees are free to join any legally recognized trade union or organization and engage in open, equal, and constructive dialogue with the Company.
- 3.5 **Diversity and Anti-Discrimination:** We strongly advocate for diversity and inclusion and stand against any kind of discrimination. Our unwavering commitment is to foster a work environment that values equality, inclusion, diversity, and equal opportunity for all. We ensure that there is no differentiated treatment in recruitment and employment, salary and benefit, promotion, and development based on factors such as gender, age, nationality, ethnicity, race, religion, political affiliation, family and health status, sexual orientation, social

background. We promise to treat all employees equally. We will never tolerate any form of discrimination based on the above-mentioned factors such as gender and race.

- 3.6 **Anti-Harassment:** We promote mutual respect and oppose any form of harassment, including sexual harassment. Harassment refers to the act of offending or insulting other persons through physical or verbal actions against their will. Sexual harassment refers to behavior that violates the human dignity of others through unwelcome sexual advances, sexually suggestive physical contact, or other verbal or physical conduct of a sexual nature. We enhance employee awareness by providing diversity, anti-discrimination and anti-harassment classes.
- 3.7 **Reasonable Working Hours:** We are committed to providing our employees with a reasonable working hour system, that is regularly reviewed in compliance with applicable regulatory requirements.
- 3.8 **Anti-Corruption and Bribery:** Employees are prohibited from taking advantage of their positions to engage in any business relationships or benefit transfers for the purpose of obtaining inappropriate benefits or other illegal objectives. The act of offering, soliciting, or accepting bribes is strictly prohibited.
- 3.9 **Avoidance of Conflict of Interest:** Employees shall steer clear of any actual or potential conflicts of interest, and are prohibited from establishing or maintaining investment or employment relationships with enterprises that have competitive relationships or conflicts of interest with the Company. Additionally, employees are required to proactively disclose any actual or potential conflicts of interest.
- 3.10 **Anti-Monopoly and Anti-Unfair Competition:** Employees shall abide by the laws related to preventing monopolies and unfair competition. Any involvement in monopolistic or unfair competition practices is strictly prohibited.
- 3.11 **Anti-Money Laundering and Insider Trading:** We strictly prohibit the involvement in money laundering, the use of insider information for trading financial instruments, or the disclosure of insider information to external parties.

In light of the aforementioned employee code of conduct, we have established relevant systems to facilitate the reporting of issues and provide effective solutions to regulate, prevent, and rectify any instances of employee rights and interests infringement. We firmly adhere to the principle of non-retaliation and offer channels for employees to report any damage-related issues, such as the designated reporting email, hotline, official WeChat account of ANTA Integrity, and suggestion box. Upon receiving a report, the relevant department will conduct thorough investigations. If the report is found to be

true, appropriate measures like warning or dismissal will be taken based on the severity of the situation. During the investigation, the whistleblower's information is held in strict confidence and any form of retaliation is strictly prohibited.

4. Employee Compensation and Benefits

- 4.1 We are dedicated to offering our employees an equitable, reasonable and competitive salary and comprehensive benefits system, including fixed salaries, variable salaries, allowances, benefits, etc. We promise to provide a salary package above the national minimum wage. The variable salaries consists of diverse incentive mechanisms, including salary adjustments, performance bonuses, excess bonuses, promotion opportunities, long-term incentive plans, etc., it can stimulate employee potential and morale, and distribute the company's business successes and challenges with employees.
- 4.2 We conduct annual market salary research to understand market salary levels, review employee salary competitiveness, and continuously invest in salary adjustment budgets that are not lower than the market level. We continuously provide competitive salaries to retain and attract outstanding employees.
- 4.3 Our performance bonus system covers all regular employees, such as non-management employees, retail employees, factory employees, etc. We have set up different performance bonus assessment mechanisms. And through the implementation of a scientific and effective assessment mechanism, we are willing to share business results with employees when performance goals are achieved or exceeded. Meanwhile, we encourage employees to adhere to high standards of code of conduct in their work. If employees fail to meet the compliance requirements of the code of conduct, the variable salary, including performance bonuses, will be deducted depending on the specific situation. For those who seriously violate the code of conduct, our company reserves the right to pursue appropriate remediation.
- 4.4 We adhere to the principle of gender wage equality and promise equal wage for equal work to all employees regardless of their gender.
- 4.5 We are committed to adhering to all applicable national laws and regulations, and/or policies in the locations where we operate, to remunerate our employee a salary and overtime pay not less than the statutory minimum wage standards and offer them the benefits required by law.

4.6 We have established a comprehensive welfare protection system in strict adherence to national and regional laws and regulations. We are committed to enhancing our employee benefits package by introducing a diverse array of non-salary benefits and striving to extend coverage to all employees.

Statutory Benefits

Leave entitlements:

Statutory holidays, rest days, sick leave, work-related injury leave, personal leave, marriage leave, bereavement leave, annual leave, leave in lieu, etc.

Social insurance:

Basic endowment insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance and housing provident fund.

Health Protection

Medical protection:

Medical care plan, including health checkups, special health check for workers on special jobs, and supplemental medical insurance.

Psychological counseling:

Psychological counseling hotline, and psychological counseling appointment.

Health knowledge promotion:

Bulletin boards, brochures, health knowledge contests, etc.

Workplace facilities:

Gymnasium.

Maternal and Child Care

Medical protection:

Additional breast ultrasound, digestion, two-cancer examinations, urinary ultrasound, etc. are provided for female employees.

Leave entitlement:

All female employees are entitled to maternity leave and breastfeeding leave, and male employees are entitled to paternity leave.

(Breastfeeding leave: Female employees with infants under 1 year old are entitled to 30 minutes of breastfeeding time per infant, twice a day, during regular working hours. It is permissible to combine the two breastfeeding periods within each working day. Maternity leave and paternity leave are implemented in accordance with local laws.)

Workplace facilities:

The mother-and-baby 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 promotion:

Female health seminars.

Employee Support

Charity subsidy:

“Hemin Health Assistance” program help employees whose families face special financial difficulties due to major diseases or disasters beyond control.

Academic support:

“Hemin Student Sponsorship” program provides support for employees whose children study in Jinjiang have been admitted to colleges and universities but facing financial difficulties at home.

Care for employees with disability:

We have set up certain special positions for people with disability, and arranged work stations according to employees’ physical conditions. For example, employees with hearing and auditory disabilities work in the same area, and employees with mobility difficulties are assigned in convenient positions on the first floor.

Housing Support

Supplementary housing:

Employees can apply for welfare housing or staff dormitory. Additionally, married dual employees can apply for family suites.

Housing subsidies:

The “Sweet Home Plan” provides mortgage assistance and assistance in housing subsidy application for manager level and above.

Other Benefits

Holiday benefits:

Employee holiday benefits, special events on the Spring Festival, Women’s Day, Mid-Autumn Festival, and other holidays.

Additional allowances:

Seniority allowance, meal allowance, gas allowance, telephone allowance.

Other benefits:

Staff canteen, free shuttle bus, company branded clothing vouchers, various club activities, flexible working hours, work-from-home arrangements, internal part-time working opportunities, and education and training reimbursement.

5. Employee Development and Training

Talent is an invaluable asset to any enterprise. We highly value every single employee and have dedicated significant resources to developing our employee training system. To cater to diverse talents and business requirements, we have established programs for leadership development, special skills training, certifications improvement, and tiered training, which are open to all employees (including full-time employees, temporary employees, trainees, interns, and other categories of employees).

5.1 Leadership Development Program: We have developed a series of leadership graded training programs for all employees. For different types of employees, we tailor-make exclusive courses and adopt diverse training methods to help enhance leadership. For example, for directors, we help them learn in-depth leadership knowledge in cooperation with universities, action learning, job rotation and “New Director Transformation Camp”.

- 5.2 Special Skills Training: We continue to carry out professional training programs for all employees, and customize themed training tailored to the characteristics of the position, and carry out various job specific skill training programs in the fields of product, brand, supply chain, and retail.
- 5.3 Certifications Improvement Program: We encourage all employees to participate in certifications improvement program, including but not limited to educational advancement, professional qualification certification, and external capability enhancement. According to company regulations and the characteristics of different positions, we provide education resources and cost support for them such as specialized classes in collaboration with universities, external professional training programs, and publishing the “Academic Degrees and Professional Qualification Resource Library”.
- 5.4 Tiered Training Program: We have a comprehensive succession plan and development plan, and have built a systematic team development system covering positions at the manager, director, and vice president levels. With the Olympic Star – Champion Class – TOP 150 Team as the core program, we have established a set of internal talent training system with three tiers, creating three high-potential talent pools of “young stars” to “potential middle managers” to “top leaders”. We employ different strategies for targeted training according to the characteristics and needs of these three types of talents, combining long-term, medium-term, and short-term plans to comprehensively and systematically develop the next generation of organizational leaders.

6. Employee Occupational Health and Safety

We are committed to creating a healthy and safe working environment for our employees and are concerned about their physical and mental health. Ensuring a safe and healthy working environment is our top priority.

- 6.1 We ensure that all our business operations are fully compliant with regulatory requirements. We strictly adhere to the *Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases*, the *Production Safety Law of the People’s Republic of China*, the *Regulation on Work-Related Injury Insurance*, and other relevant national laws and regulations. Additionally, we follow the guidelines set forth in GB/T24001-2016 “Environmental management systems – Requirements with guidance for use” and GB/T45001-2020 “Occupational health and safety management systems – Requirements with guidance for use”. We have formulated a number of regulations, including the “Environmental/Occupational Health and Safety Manual”, the “Occupation Health and Safety Regulations”, the “Operation Control Procedures on Environmental and Occupational Safety” and the “Environmental/Occupation Health and Safety Performance Monitoring and Measurement Control Procedures”, covering all employees to ensure that the business operates in compliance with regulatory requirements. And we are

committed to continuously refining our occupational health and safety management system and performance in accordance with the actual conditions.

- 6.2 We provide regular health check-ups and relevant tests to monitor the health of our employees and assess the impact of any occupational hazards, such as frequent exposure to noise or chemicals.
- 6.3 We encourage all employees to actively participate in identifying potential hazards and offering suggestions or ideas to improve and sustain a safe and healthy work environment. Our employee representatives are responsible for collecting and reflecting the views of employees on occupational health and safety matters and participate in discussions of major occupational health and safety issues. We set up an occupational safety leadership team at each site to hold regular internal discussions on occupational health and safety issues. We develop priorities and action plans based on quantitative objectives, establish accident investigation, analyze accidents and determine appropriate solutions.
- 6.4 We have set a safety target of “Zero Casualties”, and introduced the “Objectives, Indicators, and Management Plan” to stipulate the responsibilities of personnel in each position and ensure 100% provision of labor protection equipment, thereby eliminating the occurrence of safety accidents such as fires and occupational diseases among employees. And we conduct employee safety and health drills every year, such as fire drills, to enhance employee safety and emergency capabilities.
- 6.5 Ensuring a safe and healthy work environment demands ongoing efforts, and we pledge to consistently enhance our health and safety standards.

7. Employee Communication and Feedback Mechanism

- 7.1 We highly respect the opinions of our employees and actively listen to them by establishing diverse communication channels. We encourage our employees to actively provide suggestions and make real-name or anonymous complaints or reports. Our employees can easily reach out to relevant departments through online or offline channels such as the suggestion box, reporting mailbox, reporting hotline, and the official WeChat account of ANTA Integrity. Upon receiving feedback or complaints from employees, the relevant departments will promptly send feedback to the business unit in the form of emails for investigation and follow-up, to effectively respond and help employees resolve problems.
- 7.2 In addition to the regular feedback channels, we have also established special communication platforms, including executive interviews, ANTA Forum, ANTA Youth WeChat account, innovative suggestion platform on the corporate culture website, and ANTA Youth column “Youth Observation Bureau”, etc. These platforms bring the executives closer to the employees, and enable the voices of junior employees to be heard.

7.3 Every year, we commission a third-party company to conduct an annual engagement and satisfaction survey to gain insights into our employees' opinions across various dimensions, including compensation and benefits, promotion and development, and management systems. We utilize the survey results to enhance our existing work and continuously improve our employees' satisfaction and sense of belonging.

8. Execution of this Policy

This Policy shall be implemented by the Group's HR, which shall regularly report to the Sustainability Committee. The Group's HR shall from time to time propose amendments or supplements to the Sustainability Committee based on the Group's operations and development to enhance this Policy.

9. Review of this Policy

The Sustainability Committee shall regularly review the implementation and effectiveness of this Policy to ensure that it continues to meet the needs of the Company and reflects both current regulatory requirements and good sustainability practices, and shall discuss and consider any revisions that may be required.

10. Disclosure of this Policy

Full text of this Policy will be published on the Company's sustainability website. A summary of this Policy together with the Sustainability Committee's review of the implementation and effectiveness of this Policy will be disclosed in the Company's environmental, social and governance report.

11. Definitions

In this Policy, the following expressions shall have the meanings set out below unless the context requires otherwise:

“Board”	means the board of directors of the Company
“Company”	means ANTA Sports Products Limited
“Group”	means the Company and its subsidiaries
“Group's HR”	means the Group's Human Resources Department of the Company
“Policy”	means this labor policy
“Sustainability Committee”	means the sustainability committee of the Company

12. Language

If there is any inconsistency between the English and Chinese versions of this Policy, the Chinese version shall prevail.