



## **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)**

### **OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT POLICY**

#### **Effective date of this Policy:**

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

#### **1. Introduction**

To standardize occupational health and safety practices in operations, management, personnel, activities, and services, and to prevent and eliminate accidents while protecting employees' health, the Company commits to complying with the national standard GB/T 45001-2020 *Occupational Health and Safety Management Systems – Requirements with Guidance for Use* of the People's Republic of China, along with the guidelines of the International Labor Organization's occupational health and safety management system. This Policy outlines the Company's occupational health and safety objectives and describes the principles and requirements that constitute our management system, establishing guidelines and related policies for its implementation.

We encourage our joint venture companies, suppliers, distributors, and other service partners to adhere to this Policy, as mentioned in the *Supplier Sustainability Management Handbook* regarding health and safety.

#### **2. Scope**

This Policy applies to all employees within the group, focusing on those employees and external personnel (including contractors and their employees) in office buildings, factories, logistics centers, and retail stores. It covers occupational health and safety management activities in design, development, manufacturing, warehousing, distribution, and sales processes.

### **3. Occupational Health and Safety Management Policy and Objectives**

The goals of establishing an occupational health and safety management system is to continuously improve the Company's performance in this area, fulfill corporate social responsibility, and reduce occupational health and safety risks in business operations.

Our policy is to care for employees, prevent minor issues from escalating, and create a healthy and safe working environment; focus on the future, prioritize people, and create a comfortable and pleasant environment.

Our objective is to eliminate occupational diseases and provide labor protection supplies for employees whose positions related to health and safety, ensuring their physical and mental well-being.

### **4. Roles, Responsibilities, and Authorities**

To ensure the effective operation of the occupational health and safety management system, we clearly define the roles and authorities of personnel in each department, establish safety positions and their competency requirements, and provide necessary resources, including human resources, specialized skills, organizational infrastructure, technical, and financial resources, ensuring the full and effective implementation of the system.

### **5. Formulating Principles**

When formulating relevant systems and processes for the occupational health and safety management system, the company considers its overall strategic requirements, implementation methods, stakeholders and legal requirements. Once risks and opportunities are identified, the company shall focus on hazardous sources, risks and opportunities of occupational health and safety, and other relevant factors. The company regularly conduct internal and external business environment and market analysis, and develop response measures for product and service conformity and potential impacts based on the results of risk and opportunities identification and analysis, and implement it within the operation of the occupational safety management system. After risks and opportunities occur, we assess the effectiveness of these measures and make necessary modifications to the relevant systems and processes.

The Company has implemented procedures for identifying and controlling hazards. It assesses hazards related to its activities, products, or services that it can control or influence. From these identified hazards, the Company determines which factors have or could potentially have a significant impact on occupational health and safety. This ensures that these significant factors are considered when establishing occupational health and safety objectives.

## **6. Occupational Health and Safety Management Measures**

### ***6.1 Safety Facilities and Equipment***

#### *6.1.1 Ensuring Necessary Safety Facilities and Equipment*

To ensure the safety of employees and the workplace, the Company is committed to establishing and maintaining appropriate safety facilities and equipment. Each workplace is equipped with necessary safety facilities to meet specific needs. The safety facilities are planned and arranged according to laws, regulations, and industry standards to ensure that employees can evacuate quickly and safely in emergency situations. For example, machinery and equipment meet safety standards, including complete protective devices and clear operating procedures. Electrical circuits, grounding protection, sockets, switches, distribution boxes, and other equipment are strategically arranged to meet safety regulations. Moreover, the storage and handling of chemicals are conducted in compliance with pertinent safety protocols, encompassing clear labeling, sufficient protective measures, and comprehensive emergency response strategies, etc.

The Company establishes a management system for the prevention of occupational disease and supplies, ensuring employees can use qualified protective supplies correctly under supervision and in accordance with national regulations.

#### *6.1.2 Regular Inspection and Maintenance*

To ensure the normal operation and effectiveness of all safety equipment, the Company conducts regular internal and external safety inspections, assessments, and audits. The Company establishes clear management systems for safety facilities and equipment, including regular inspections, maintenance, and testing. Damaged or risky equipment is promptly repaired or replaced, and we identify and address issues and hazards related to facilities and equipment to enhance their performance and effectiveness. This ensures the safety of both employees and external personnel, including contractors and their staff. Furthermore, we encourage active participation from employees in facility and equipment inspections and reporting. Employees are encouraged to contribute by uploading their findings to an online platform, to facilitate the timely detection and resolution of potential safety concerns.

### *6.1.3 Setting Priorities and Action Plans*

To continuously improve occupational health and safety, the Company formulates priorities and action plans based on quantified goals and actively communicates and collaborates with employees, encouraging them to identify and assess potential risks. The Company also establishes accident investigation procedures with specific personnel responsible for investigating, analyzing, and determining appropriate solutions.

## **6.2 Health Management**

### *6.2.1 Ensuring Employees' Physical Health*

We regularly conduct health assessments and monitoring for employees through physical examinations, ensuring their physical health comprehensively. We protect employees' privacy and health data by strictly complying with relevant laws and regulations and guide employees to establish correct health concepts, encouraging participation in health management to maintain a good working environment and physical and mental health.

### *6.2.2 Personal Health Management Activities and Guidance*

To improve employees' physical and mental health and ensure timely treatment, the Company conducts personal health management activities and provides related guidance, including cooperation with hospitals, regular health lectures, AED defibrillators in key workplaces, and promoting fitness exercises. The Company also encourages employee participation in sports through various initiatives, including sports check-ins, sports clubs, and access to gym facilities. Additionally, the Company set up psychological counseling rooms and hotlines for various psychological problems, helping employees develop good living habits and healthy behaviors.

## **7. Emergency Preparedness and Response**

The Company establishes and maintains procedures for emergency preparedness and response, registering and inspecting potential emergencies, and preventing and controlling potential accidents or emergencies. Throughout the control process, the Company identifies the potential sources of accidents and emergency situations. Preventive and emergency measures are taken quickly according to procedural requirements.

Regular simulations of emergency procedures and measures are organized. After simulations, emergency procedures and measures are reviewed or revised, with related records are kept.

The Company's workplaces are evaluated and monitored through internal inspections, with third-party organizations were hired to conduct audits.

## **8. Training and Education**

### ***8.1 Employee Occupational Health and Safety Management Training Plan***

We ensure all employees understand and practice this Policy in business operations. A comprehensive assessment of work characteristics and risks for each position is conducted, analyzing hazards and potential risks, and identifying key training areas and directions to ensure targeted and effective content. The actual work environment and operational needs are considered when developing the training plan, determining the training schedule, cycle, and frequency, ensuring comprehensive and continuous training. Complete training archives are maintained to record employee participation, with content promptly adjusted and updated as needed.

### ***8.2 Selection of Training Content and Methods***

The Company formulates training content according to different positions' work content and risk levels. For frontline factory employees, training are provided focusing on safe operating procedures, hazardous chemical protection, mechanical equipment operation, etc. The department provides employees with occupational health and safety training before and during work, popularizing occupational health knowledge. For management personnel, training is strengthened in the areas of safety management, emergency plan formulation, and implementation. Trainings include theoretical learning, case analysis, and simulation exercises, etc., allowing employees to learn through practical operations and examples, promoting employees' ability to master occupational health and safety knowledge and skills relevant to their own work.

## **9. Execution of the Policy**

This Policy is jointly implemented by the Group Administration and Management Department and the Retail Human Resources Department, which shall regularly report to the Sustainability Committee. Group Administration and Management Department and the Retail Human Resources Department 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.

## **10. Review of the 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.

## **11. Disclosure of the 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.

## **12. 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
“Policy”	means this occupational health and safety management policy
“Sustainability Committee”	means the sustainability committee of the Company

## **13. Language**

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