



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)

RESPONSIBLE LOGISTICS POLICY

Effective date of this Policy:

Adopted by the Board and effective on 12 December 2024.

1. Introduction

Logistics is one of the key business areas in the Company's strategic layout of "Single-focus, Multi-brand, Globalization". We carry out logistics business with the core values of "Mutualism with Consumers, Mutualism with Partners, Mutualism with Employees, Mutualism with the Society, and Mutualism with the Environment", and are committed to establishing a set of responsible logistics system to ensure the high-quality development of the Company.

2. Scope

This policy is applicable to the logistics operations (including warehousing and transportation) of the Company and its subsidiaries.

3. Responsible Logistics Policy and Objectives

The Company proactively identifies and evaluates the potential risks faced by logistics in terms of climate change, resource use, social impact, etc., and has formulated internal policies such as the *Environmental Protection Policy* and the *Labor Policy*, as well as setting goals and action plans in addressing climate change, use of resource, and employees' working environment, so as to avoid potential risks that may cause logistics disruptions to ensure the sustainability of the Company's business.

4. Formulating Principles

Any form of activity carried out by the Company must comply with applicable environmental and logistics related laws and regulations, as well as industry guidelines in the locations where the business operates. This includes, but not limited to, *the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, the Law of the People's Republic of China on the Prevention and Control of Noise Pollution, the Law of the People's Republic of China on Environmental Impact Assessment, the Resolution of the Standing Committee of the National People's Congress on Actively Responding to Climate Change, the Postal Law of the People's Republic of China, the Interim Regulations on Express Delivery Customs Law of the People's Republic of China, Measures for Dynamic Supervision and Administration of Road Transport Vehicles* and relevant judicial interpretations and other laws and regulations, national standards, industry standards, etc. With respect to international business activities, local applicable laws, regulations and industry guidelines should also be identified and complied with.

5. Environmental Strategy

5.1 Environmental Management Systems and Policies

The Company strictly abides by the environmental laws and regulations of China and other applicable countries and regions, formulates policies related to environmental management, and effectively regulates the environmental practices and performance of distribution and logistics via understanding the Company's environmental policies.

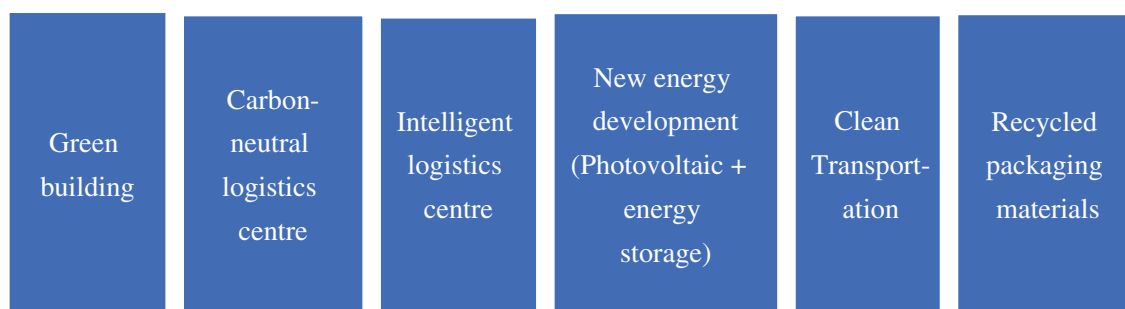
The Company regularly monitors the carbon emissions of logistics operations, and develops energy-saving strategies and plans according to the monitoring results, as well as tracking the effectiveness of emission reduction actions in a timely manner, with a view to gradually reducing the greenhouse gas emissions of the Company's logistics operations.

- Carbon neutrality over self-operated logistics facilities by 2030
- 50% of the energy consumption of self-operated transport equipment replaced by clean energy by 2030
- Zero landfill of self-generated production waste by 2030

In addition, the Company attaches great importance to and responds to the requirements of various stakeholders regarding environmental protection, and plans to adopt widely recognized platforms and tools, both domestically and internationally, to manage its own and its suppliers' environmental performance and to proactively disclose environmental data.

Green Logistics Action List

The Company is committed to promoting the construction of a greener, smarter logistics centre, actively applying frequency conversion equipment, energy-saving lamps and new energy vehicles, investing in the construction of photovoltaic power generation projects, continuously optimizing the blocking scheme and transportation routes, ensuring timely maintenance of facilities and equipment to improve operational efficiency, in order to continuously reduce the energy consumption of logistics operations. In addition, the Company is also gradually promoting packaging reduction, recycling and sustainability, reducing the use of packaging materials and packaging waste generation.



5.2 Waste Management

The Company is committed to reducing its environmental impact and protecting natural resources through sustainable business activities. The Company continues to optimize logistics packaging solutions, giving full consideration to the reuse and recycling of packaging materials to reduce waste generation.

The Company is committed to reducing its environmental impact by handing over non-recyclable waste to institutions approved by the local government, and using incineration to generate electricity or other non-landfill methods for disposal.

6. Business Continuity Strategy

6.1 Efficient Logistics System

Through the application of digital information technologies such as logistics automation equipment, RFID information technology and WES integrated information system, we build an efficient and high-speed logistics system to meet the market demand of fast speed, multi-variety and small batch sizes.

The Company's self-operated warehouse applies the world's leading logistics automation technology and control system, including multi-layer shuttles, mini-load, goods-to-person picking station, RFID technology, to provide customers with efficient logistics services.

6.2 *Supply Chain Sustainability*

The Company encourages suppliers to continuously improve their environmental performance and reduce greenhouse gas emissions, strengthening their principal responsibility in environmental practices.

The Company continues to enhance its logistics supplier management standards, strictly control the entry, management and exit of logistics suppliers, and continue to collect and audit their environmental performance. When necessary, the Company will take the initiative to help and support suppliers to manage environmental risks to avoid business interruptions caused by environmental risks, and effectively improve the environmental management level of logistics supply.

In addition, the Company regularly discloses the relevant aspects of its outsourced logistics business in its annual environmental, social and governance report to ensure that its logistics management actions are open and transparent.

6.3 *Emergency Preparedness*

The Company proactively identifies and assesses potential emergencies and urgent incidents, including but not limited to natural disasters, supply chain disruptions, epidemic or infectious disease outbreaks, cybersecurity issues, and other disruptions to logistics operations. In response to the above emergencies and urgent incidents, the Company has developed a business continuity plan and provides stakeholders with the necessary training, exercises and recovery plans to prevent or mitigate potential adverse effects on employees, the environment and the Company's business within the scope of operations.

7. Health and Safety Strategy

7.1 *Occupational Health and Safety*

The Company regards the protection of employee health and safety as one of its top priorities, and has established a set of effective occupational health and safety management system.

The Company prohibits any work that endangers life or health in the warehouse area and supporting workplaces, identifies and evaluates potential health and safety risks, takes effective measures to eliminate or reduce risks, and prevents fatal accidents or diseases from occurring during working process.

7.2 Fire Safety

The Company has adequate and effective firefighting equipment in the warehouse area and supporting workplaces to prevent any major fire or explosion accidents and protect life and property safety. At the same time, the Company provides various forms of fire safety training and drills for employees, suppliers and carriers to help them enhance their ability to respond to emergencies.

7.3 Transportation Safety Management

The Company urges carriers to strictly comply with the traffic laws of China and other applicable countries and regions, and to take effective measures to eliminate or reduce risks during transportation, including traffic accidents, bad weather, deteriorating regional security situation and other risks.

In the warehouse area and supporting workplaces, the Company provides appropriate areas for entering, exiting and parking vehicles, and has formulated relevant management best practices. Meanwhile, the Company also provides transportation safety related training to help the transportation department and carriers understand the relevant legal provisions and the Company's transportation safety requirements.

8. Employment Strategy

The Company adheres to the concept of "Mutualism with Employees" and "Mutualism with Partners", continuously maintaining industry-leading employment standards and working environment, and strives to create an equal, diverse and inclusive employment environment. At the same time, employees, suppliers and external parties involved in the Company's affairs are required to strictly abide by the Company's rules and regulations, including *Supplier Sustainability Management Handbook*, *Labor Policy* and so on.

9. Irregularity Report

The Company is committed to maintaining high standards of ethical business conduct, and encourages stakeholders to report actual or suspected misconduct or unethical behavior by any of its employees or external parties in the conduct of its affairs, whether using their real names, anonymously or with pseudonyms and to address complaints received in a timely manner. In addition, the Company is committed to keeping the whistleblower's information and report content strictly confidential to the maximum extent permitted by law, ensuring that whistleblowers are protected by professional confidentiality privilege.

The Group has set up a number of 24/7 independent reporting channels including email, WeChat, telephone hotline and mailbox. Whistleblowers may choose one of the following methods to report the misconduct to the Ethics Officers or the Internal Audit Department:

- (1) For reports to the Internal Audit Department, the contact information is as follows:

Email: jc@anta.com
WeChat: +86 180-3031-1272
Tel: +86 180-3031-1272
Mail address: Internal Audit Department, ANTA Sports Products Limited, ANTA Operations Center, No. 99, Jiayi Road, Guanyinshan, Xiamen, Fujian Province, China

- (2) For reports to the chairman of the Board, the contact information is as follows:

Email: dingzhizhong@anta.com
Mail address: Mr. Ding Shizhong, ANTA Sports Products Limited, ANTA Operations Center, No. 99, Jiayi Road, Guanyinshan, Xiamen, Fujian Province, China

- (3) For reports to the chairman of the Risk Management Committee, the contact information is as follows:

Email: angela.wang@anta.com
Mail address: Ms. Wang Jiaqian, ANTA Sports Products Limited, 16/F, Manhattan Place, 23 Wang Tai Road, Kowloon Bay, Kowloon, Hong Kong

If you are aware of any irregularities, you may contact the Sustainability Department at esg@anta.com.hk. The department receiving the report information will carry out the investigation in accordance with the relevant management system and process of the Company. If the report is substantiated, the Company will respond with the utmost gravity.

10. Execution of this Policy

This Policy shall be implemented by the Sustainability Department, the Logistics Department and other relevant departments, and regularly reported to the Sustainability Committee. The Sustainability Department and the Logistics 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.

11. 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.

12. 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.

13. 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/We”	means ANTA Sports Products Limited
“Group”	means the Company and its subsidiaries
“Logistics Department”	means the Group's Logistics Department of the Company
“Policy”	means this Responsible Logistics Policy
“RFID”	means this radio-frequency identification
“Sustainability Committee”	means the Sustainability Committee of the Company
“WES”	means this warehouse execution system

14. Languages

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