



ANTA Sports Products Limited

安踏體育用品有限公司

Board Diversity Policy

Effective date of this Policy:

Revised by the Board on 30 December 2022 and effective on 30 December 2022.

1 Purpose

1.1 This Policy aims to set out the approach to achieve diversity on the Board.

2 Policy Statement

2.1 The Company recognises and embraces the benefits of having a diverse Board to broaden its view and enhance the quality of its performance. All Board appointments shall be based on meritocracy, and candidates shall be considered against objective criteria, having due regard for the benefits of diversity on the Board. Diversity on the Board can be achieved through consideration of a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. In designing the Board's composition, the Company shall also take into account factors based on its own business model and specific needs from time to time.

3 Measurable Objectives

3.1 Selection of candidates shall be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision shall be based on merit and contribution that the selected candidates shall bring to the Board. The Board's composition will be disclosed in the corporate governance report as a part of the Company's annual report.

4 Review of this Policy

4.1 The Nomination Committee shall annually review the implementation and effectiveness of this Policy to ensure that this Policy remains relevant to the Company's needs and reflects both current regulatory requirements and good corporate governance practice, and shall also discuss and consider any revisions that may be required.

5 Disclosure of this Policy

5.1 Full text of this Policy will be published on the Company's website. A summary of this Policy together with the Nomination Committee's annual review of the implementation and effectiveness of this Policy will be disclosed in the corporate governance report as a part of the Company's annual report.

6 Definitions

6.1 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

“Nomination Committee” means the nomination committee of the Company

“Policy” means this board diversity policy

7 Language

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