



Xtep Group Environmental Policy

2025 Edition

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1. Purpose

Xtep Group has always adhered to the environmental responsibility of energy conservation and environmental protection, and is committed to minimizing the negative impact on the environment in its business operations and promoting sustainable development. This policy aims to establish a scientific and systematic environmental management system, continuously improve the environmental management level and performance of Xtep Group, and achieve the Group's environmental protection goals in operations, including energy management, greenhouse gas emissions, water resource management and other issues.

2. Scope of Application

This environmental management policy applies to all operational activities of the company, and relevant business partners are encouraged to comply with this policy.

3. Responsibilities

The Group has established an ESG management framework with the Board of Directors as the highest decision-making level. The Board of Directors is responsible for determining the company's ESG management framework and management strategies, and ensuring the establishment of a suitable and effective ESG risk management and internal control system. The Board of Directors has incorporated environmental protection management, climate change management, etc. into the scope of ESG management.

4. Measures

- **Improve the management system and promote performance improvement**

Establish and improve the environmental management system, carry out regular environmental performance evaluations, and improve management work based on the evaluation results. Encourage innovation in environmental management, learn from advanced industry experience, and enhance the overall level of environmental management.

- **Anchor key areas and implement waste reduction goals**

Set environmental targets covering energy, waste, chemicals and other fields, take a series of measures, and commit to reducing greenhouse gas emissions, promoting the development of circular economy, and ensuring the safe use of chemicals.

- **Deepen multi-party cooperation and optimize policy practices**

Build a communication mechanism with external stakeholders such as consumers and environmental protection organizations, participate in industry environmental protection initiatives, actively respond to the concerns of all parties, and absorb reasonable suggestions to optimize environmental policies and practices.

- **Carry out layered training and cultivate environmental protection consensus**

Carry out classified training for employees, suppliers, and other business partners, covering environmental policies, regulations, and sustainable development practices, so as to enhance the environmental awareness and capabilities of all parties and jointly promote green development.

Xtep Group will strictly implement this environmental policy, and through the joint efforts of all employees, work together with suppliers, partners and all sectors of society to contribute to the protection of environment and the realization of sustainable development.