



Xtep Group Female Employee Protection System

2025 Edition



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1. Purpose

To protect the legitimate rights and interests of female employees, promote gender equality, and ensure that female employees work in an environment of equality, respect, and care, this system is formulated in accordance with relevant national laws and regulations such as the *Labor Law of the People's Republic of China* and the *Special Provisions on Labor Protection for Female Employees*, combined with the actual situation of the company.

2. Scope of Application

These measures apply to Xtep Group and its subsidiaries, business groups, divisions, centers, systems, and departments, and relevant business partners are encouraged to comply with this policy.

3. Measures

3.1 Labor Employment Protection

In the recruitment, employment, promotion, training, and other aspects of female employees, the company shall not have gender bias or discriminatory behaviors. For example, recruitment advertisements shall not specify that males are preferred, and the recruitment process shall not ask or investigate female job seekers about their marital and childbearing status.

- **Notification of Labor Prohibitions**

The company shall abide by the provisions on the scope of labor that female employees are prohibited from engaging in and shall not arrange female employees to work in unsuitable positions. For the specific scope of labor that female employees are prohibited from engaging in, please refer to the appendix of this system.

- **Provisions on Termination of Labor Contracts**

Except as otherwise provided by laws and regulations, the company shall not terminate the labor contract of a female employee during her pregnancy, maternity leave, or lactation period (from the date of the baby's birth to the baby's first birthday).

If the term of a female employee's labor contract expires while she is still in the pregnancy, maternity leave, or lactation period, the term of the labor contract shall automatically be extended until the end of the pregnancy, maternity leave, or lactation period, unless the female employee herself requests to terminate or end the labor contract.

3.1 Protection During Special Periods

- Pregnancy Period

- **Job Adjustment:** Job Adjustment: If a female employee cannot adapt to her original work during pregnancy, the company shall, based on the certificate from a medical institution, reduce her workload or arrange other work that she can adapt to.
- **Prenatal Examinations:** Female employees are entitled to paid prenatal examination leave from the date of confirmation of pregnancy. Those who are in the 1st to 7th months of pregnancy (1st to 28th weeks) can enjoy 1 day of prenatal examination leave per month; those who are in the 8th month of pregnancy and beyond (after 28th week) can enjoy 2 days of prenatal examination leave per month.
- **Work Restrictions:** For female employees who are more than 7 months pregnant, the company shall not extend their working hours or arrange night shifts, and shall arrange a certain rest time during working hours.

- Maternity Period

- **Maternity Leave Entitlement:** Female employees are entitled to 158 days of maternity leave for childbirth.
- **Abortion Benefits:** Female employees who have an abortion before 4 months of pregnancy are entitled to 15 days of maternity leave; those who have an abortion after 4 months of pregnancy are entitled to 42 days of maternity leave.
- **Allowance Payment:** There is no performance appraisal bonus during the maternity leave. For female employees who have participated in maternity insurance, the maternity allowance during the maternity leave shall be paid by the maternity insurance fund based on the average monthly contribution wage of the company's employees in the previous year.
- **Medical Expenses:** The medical expenses for childbirth or abortion of female employees who have participated in maternity insurance shall be paid by the maternity insurance fund in accordance with the items and standards stipulated in the maternity insurance regulations.

- Lactation Period

- **Work Restrictions:** For female employees who are breastfeeding infants under 1 year old, the company shall not extend their working hours or arrange night shifts.
- **Breastfeeding Time:** Female employees who are breastfeeding infants under 1 year old shall be given 1 hour of breastfeeding time during normal working hours; for multiple births, an

additional 1 hour of breastfeeding time per day shall be given for each additional infant until the infant reaches 1 year old.

3.3 Protection of Working Conditions

- **Working Environment**

The company may establish necessary facilities such as women's health rooms, pregnant women's rest rooms, and nursing rooms according to the needs of female employees to properly solve the difficulties of female employees in terms of physiological hygiene and breastfeeding.

- **Occupational Health**

Provide regular occupational health examinations for female employees, especially for those working in positions that may be exposed to toxic and harmful substances, to timely detect and deal with potential health problems.

- **Prevention of Sexual Harassment**

Actively prevent and resolutely stop sexual harassment in the workplace.

- **Complaint Handling Mechanism**

When the legitimate rights and interests of female employees are infringed, they can submit complaints through the dedicated email set up by the Human Resources Shared Service Center (tousu@xtep.com.cn). The Human Resources Shared Service Center will ensure that complaints are handled promptly and fairly in accordance with the Employee Relations Management System and Reward and Punishment Management System, including confirming receipt of the complaint, designating a special person to follow up, conducting a thorough and fair investigation, taking appropriate corrective measures, and feeding back the handling results to the complainant.

3.4 Compensation and Performance Management

The Group always adheres to the core concept of gender equality in compensation, firmly commits to implementing the principle of fairness in the compensation system, and ensures equal pay for equal work for employees of different genders.

4. Appendix: Scope of Labor Prohibited for Female Employees

4.1 Scope of Labor Prohibited for Female Employees:

- Underground work in mines;

- Work with the fourth level of physical labor intensity as specified in the classification standards for physical labor intensity;
- Work involving lifting weights more than 6 times per hour, with each lift exceeding 20 kilograms, or intermittent lifting with each lift exceeding 25 kilograms.

4.2 Scope of Labor Prohibited for Female Employees During Menstrual Periods:

- Cold water work at the second, third, and fourth levels as specified in the classification standards for cold water work;
- Low-temperature work at the second, third, and fourth levels as specified in the classification standards for low-temperature work;
- Work with the third and fourth levels of physical labor intensity as specified in the classification standards for physical labor intensity;
- High-altitude work at the third and fourth levels as specified in the classification standards for high-altitude work.

4.3 Scope of Labor Prohibited for Female Employees During Pregnancy:

- Workplaces where the concentration of toxic substances such as lead and its compounds, mercury and its compounds, benzene, cadmium, beryllium, arsenic, cyanides, nitrogen oxides, carbon monoxide, carbon disulfide, chlorine, caprolactam, chloroprene, vinyl chloride, ethylene oxide, aniline, and formaldehyde in the air exceeds the national occupational health standards;
- Work involving the production of anti-cancer drugs, diethylstilbestrol, and exposure to anesthetic gases;
- Operation of non-sealed source radioactive substances and emergency disposal of nuclear and radiation accidents;
- High-altitude work as specified in the classification standards for high-altitude work;
- Cold water work as specified in the classification standards for cold water work;
- Low-temperature work as specified in the classification standards for low-temperature work;
- Work with the third and fourth levels of high-temperature work as specified in the classification standards for high-temperature work;
- Work with the third and fourth levels of noise as specified in the classification standards for noise work;

- Work with the third and fourth levels of physical labor intensity as specified in the classification standards for physical labor intensity;
- Work in confined spaces, high-pressure chambers, or diving operations, work involving strong vibrations, or work requiring frequent bending, climbing, or squatting.

4.4 Scope of Labor Prohibited for Female Employees During Lactation Periods:

- Items (1), (3), and (9) of the scope of labor prohibited during pregnancy;
- Workplaces where the concentration of toxic substances such as manganese, fluorine, bromine, methanol, organophosphorus compounds, and organochlorine compounds in the air exceeds the national occupational health standards.